

AMENDMENT

to the January 1, 2006 – December 31, 2009

Memorandum of Agreement

Between the City of San Luis Obispo

and the San Luis Obispo Police Officers' Association

I. PURPOSE OF THIS AMENDMENT

In response to the City's request to meet and confer with the San Luis Obispo Police Officers' Association (hereinafter referred to as "Association") to discuss a "zero year" concept in order to effectively reduce staffing costs in the 2009-11 Financial Plan, the City and Association have met and conferred in accordance to Article 45 – Renegotiations. The City recognizes the Association's willingness to work cooperatively and productively with City staff to reduce staffing costs in conjunction with the 2009-11 financial planning process. The parties agree to modify the following Articles.

II. ARTICLE 7.2 – SALARY INCREASES FOR TERM OF AGREEMENT

Salary increases will be effective on the first day of the first full pay period following the dates listed below:

January 1, 2010	0%	Sworn Classifications (Police Officer)
January 1, 2010	0%	Non-Sworn Classifications

The Association agrees to waive its rights to meet and confer to propose a cost of living increase in calendar year 2010 during the term of this Amendment from January 1, 2010 through December 31, 2010.

III. ARTICLE 16.1 – HEALTH CARE INSURANCE CONTRIBUTION

The Association agrees to waive its rights to meet and confer to propose a health care insurance premium increase in calendar year 2010 during the term of this Amendment from January 1, 2010 through December 31, 2010.

IV. ARTICLE 42 - STAFFING

The number of positions in classifications listed in Appendix A of the 2006-2009 MOA as represented by the Association will be reflected in the 2009-11 Financial Plan upon adoption by Council. If it becomes necessary for the City to exercise its management right to change those staffing levels, the City

acknowledges its responsibility to meet and confer with the Association on the impacts of any such changes.

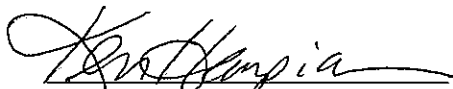
In exchange for the no-cost extension to this agreement, the City agrees it will not layoff any full or part-time regular employee represented by the Association through December 31, 2010 in an approved line-item position in the 2009-11 Financial Plan.

V. ARTICLE 46 - TERM OF AGREEMENT

This amendment shall become effective July 1, 2009 and shall continue in full force and effect until expiration at midnight, December 31, 2010.

All other terms and conditions of the 2006-09 Memorandum of Agreement shall remain in full force and effect until expiration at midnight, December 31, 2010.

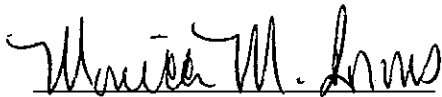
CITY OF SAN LUIS OBISPO



Ken Hampian
City Manager




Deborah Linden
Police Chief



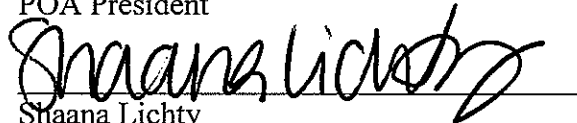
Monica M. Irons
Director of Human Resources

5/26/09
Date

POLICE OFFICERS' ASSOCIATION



Matthew Blackstone
POA President



Shaana Lichty
Negotiator



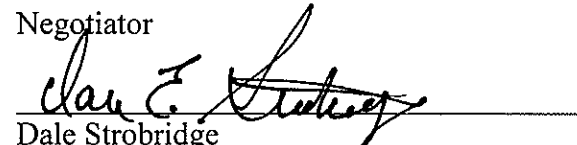
Scott Cramer
Negotiator



Chuck Riedel
Negotiator



Dustin Alexander
Negotiator



Dale Strobridge
Labor Consultant

05/24/2009
Date