

**San Luis Obispo Police Officers' Association**  
**General Membership Meeting Minutes**  
**Friday, March 13, 2009 - 1700 hrs**  
**PD Training Room**

**BOD Members Present:** Blackstone, Riedel, Lichty, Cramer, Fellows, Alexander

**Labor Representative:** Strobridge

**Members:** Adams, Amoroso, Berrios, Bianchi, Brown, Chitty, Cudworth, G.Dunn, Edwards, Inglehart, Jensen-Yates, King, J.Koznek, T.Koznek, Lehr, Locarnini, Martinez, McCornack, McDow, F.Mickel, S.Mickel, Mills, Munoz, Murphy, Nunez, Peterson, Pfarr, Phillips, Rapp, Ross, Schafer, Shalhoob, Sims, Smith, Jenn Villanti, John Villanti, Vitale, Wooten

**SLOPSOA/SLOCEA/Unrepresented Management:** Blanke, Bledsoe, Booth, Depriest, Ellsworth, Gillham, Linden, Olson, Parkinson, Rosenblum, Staley, Tolley, Tregenza

Meeting called to order at 1705 hrs

I. Budget Briefing – Linden

- a. Citywide projected annual gap – \$10.4 million each year for next two years
- b. Citywide operating budget reduction target - \$3,802,400
- c. Citywide reduction target + 50% (options) - \$6 million
- d. We will end this year with over 20% reserves, using the balance (400,000/yr) to help with budget
- e. Police and Fire were least reduced of all city departments on percentage basis.
- f. PD Share of city operating budget –  $25.7\% = \$977,216 = (+50\%) \$1,542,000$
- g. List submitted to CAO are in order of priority
- h. 2003/05 Positions eliminated – 1 patrol, 1 traffic, 1 Admin Lt
- i. 2007 Positions gained – 4 patrol officers (Neighborhood Team), 1 traffic, 1 Admin Lt, 1 Comm Tech
- j. Current vacancies – 4 police officers, 1 Sgt, 1 Captain, 1.5 Records, Graffiti Program Coordinator, Diversion Coordinator) – includes two known retirements
- k. Proposed new revenues - \$82,300/year (parking tickets, admin tickets, property disposal)
- l. Proposed non-staffing account reductions - \$46,850/year
- m. Proposed reduction of vacant positions – savings/year \$1,097,562
- n. Proposed reduction of filled positions – FST, Officer, Comm Tech – savings/year \$338,563 (per MOU layoffs are by least seniority in job class)
- o. Reduction Options Totals: 2009/2010 - \$1,511,583 2010-2011 - \$1,618,967
- p. Reduction options lists due 3/16
- q. Retirement incentives decisions due 3/31
- r. Direction from Council 4/14
- s. Department Heads have already agreed to no COLA 2010 (0% for 18 months)

- t. Vitale - Federal Stimulus Bill & Grants for public safety? The point of most grants will be to create jobs. LE specific – BURN grant. Its formula grant based on population and crime stats, \$78,000, unknown where we will apply that yet but cannot be used for reductions. Potentially could keep position for period of time. COPS hiring grant also coming back, highly competitive. Can be used for officer positions at entry level salary for 3 years. City has to guarantee they will retain positions for one year after the grant. Decisions on budget have to be made independent of the grants.
- u. Smith – What was the COLA percentage that was given up by department heads? Last one was 2%, unknown what the future ones would have been.
- v. Sims – Was management COLA deferred or eliminated? Eliminated
- w. Gillham – If our cuts are or are not as steep as estimated and vacant positions are not eliminated will we be filling them? Don't know the answer at this point but we don't want to put ourselves in a position for future layoffs if things get worse.
- x. Munoz – If other department employees agree to defer a COLA, would that money be guaranteed to stay within the department or would it go towards general fund? That needs to be worked out between associations and HR. Those discussions are already in the works.
- y. Strobridge – We didn't see what percentage of the general fund reserve council is committing to this problem. Council has indicated they want to hold reserve at the 20% level, about \$2 million dollars. That will be discussed more on 4/14. In the past they have gone below the 20% reserve level. Strobridge advised that the reserves have always been drawn on in past budget difficulties. Linden advised this year we will pull the \$800,000 surplus reserves and put it back toward general fun.
- z. Vitale – The 20% reserve you are referring to, does it grow each year? No, it is maintained at that level as part of our operating budget, but it does fluctuate depending on what the percentage is.
- aa. Edwards – Have we looked at changing policies as far as booking fees and arrests? We used to pay \$200,000/year to the county. Reached a deal with state so that they now refund the county for bookings and we do not have to pay unless it meets certain criteria. State reduced what they reimburse this year, so it will cost us about \$18,000. Could be tweaked but will be driven by Sheriff reductions on jail side.
- ab. Cramer – \$2 million is 20% reserves for city? Our general fund is about \$55 million or so. Twenty percent will actually be about \$10 million.
- ac. Cramer – Difference between Lt and Captain pay? Didn't we have compaction? Has been reduced to 10% compaction rate now which is about \$11,000/year.
- ad. Vitale – What happened to last year's reserves? It carries over, doesn't grow.

SLOPSOA/SLOCEA/Unrepresented dismissed at 1820 hrs.

Meeting reconvened at 1830 hrs.

## II. Budget Business – Blackstone

- a. Dustin and Matt had two meetings with Chief on what you saw tonight. Did not see any changes in Chief's list based on POA's suggestions, for example holding Captain position open, Neighborhood Services position was recommended. No SLOCEA positions have been suggested for cuts. That position should fall behind FST/Officer/Comm Tech. With that said, our input is only advisory to the Chief. This was not part of the meet and confer process. We also suggested leaving traffic sergeant and take downtown sergeant, use lieutenants to fill behind sgt positions.
- b. At this stage Council and HR are trying to get concessions out of the associations. Carter thinks we should get rid of future pay raises and step increases. Step increases will not be entertained by us. Monica and Ken offered was a 0% year going forward in this budget year. Our understanding is that we will not go backwards in our contract, but will extend provisions of our contract to no pay raise for 2010. \$66,000 is 1% for the POA. A 0% year for us would give us \$330,000 (at 5%). That would help not touch any live bodies. I asked about where our concessions savings would go to make sure it was to our department. We wanted assurances that it was applied to our personnel. SLOPSOA has more impact because they are in a contract, 6% next year with additional equity increases for some positions, also cafeteria benefits increases. Monica said a 0 year would mean they also had to give everything back. Based on staff's projections the COLA was roughly 5%, we would have to clarify that with them. It was factored into their budget based on their calculations. We are not in the formal meet and confer process. We have a lot of discussions to have still, let's not let this info get back to the city. We will need assurances if we agree to 0 year, when we get to that point.
- c. Staff rollbacks? Hasn't been discussed at this point.
- d. At this point, we are going to let SLOPSOA lead in taking a 0 year.
- e. Reopener for next contract not until September and all meetings at this point are just discussion. We need to have the talks now because of filled positions on the line.
- f. What about Carter's continued comments about arbitration? Hampian has no control over his comments but is aware of our concern. It has been brought to Carter's attention that he misquoted us during his PowerPoint presentation. He has been told by City Attorney to stop conversations because of meet and confer process. Shows it is important to stay politically involved.
- g. We would need to guarantee our staffing with language for a period of time.
- h. Cafeteria benefits formula for medical increases? Not sure at this point what it means.
- i. When can we expect to make a decision as an association? We will see when they ask to meet but probably within the next month and when we know Council's decision.

### III. Meeting adjourned at 1710 hrs

- a. Motioned & Seconded – Pfarr/Lehr
- b. All in favor