

Amendment to the
October 1, 2005 – September 30, 2009
Memorandum of Understanding between the Long Beach Police Officers
Association and the City of Long Beach

Add and amend the following Articles and Sections of the Memorandum of Understanding between the City of Long Beach and the Long Beach Police Officers Association covering the period October 1, 2005 through September 30, 2009:

Article Two, Section XVI – Longevity Pay

The City shall provide longevity pay as compensation to all permanent full-time bargaining unit members under the following conditions:

- 1) Effective October 1, 2006, five percent (5%) of top step Police Officer base hourly rate for ten (10) years of service as a Police Officer with the City of Long Beach;
- 2) Effective October 1, 2007, an additional five percent (5%) of top step Police Officer base hourly rate for fifteen (15) years of service as a Police Officer with the City of Long Beach;
- 3) Bargaining unit members hired as lateral police officers who have prior California law enforcement experience are eligible for credit for longevity pay, as described in paragraphs (1.) and (2.) above, for each full month worked. Credit will be given for prior experience as a Highway Patrol Officer, Deputy Sheriff, Municipal Police Officer, State Police Officer, or other law enforcement experience as determined by the Chief of Police to be equivalent as long as the member possessed a Basic POST Certificate issued by the State of California in the performance of those duties;
- 4) Bargaining unit members hired as lateral police officers with prior law enforcement experience outside of California, equivalent to the experience described in paragraph (3.), are eligible for credit for longevity pay, as described in paragraphs (1.) and (2.) above, for each full month worked if they possess a Basic Course Waiver (BCW) issued by the California Commission on Peace Officer Standards and Training and the experience is determined to be equivalent by the Chief of Police.
- 5) Bargaining unit members who have prior law enforcement experience outside of the state of California, but who do not possess a Basic Course Waiver (BCW) may be eligible for credit for

longevity pay as described in paragraphs (1.) and (2.) above for each full month worked if the Chief of Police determines that their experience is equivalent to that referred to in paragraph (3.) above.

Amend Appendix A, Section III to read:

Section III – General Salary Increases

The Salary Resolution will be amended to provide the following salary increases for the classifications included in Section I above on the effective dates indicated:

October 1, 2005 – All ranks will receive a 3% General Salary Increase

April 1, 2006 – All ranks will receive a 3% General Salary Increase

October 1, 2006 – All ranks will receive a 3% General Salary Increase

April 1, 2007 – All ranks will receive a 3% General Salary Increase

October 1, 2007 – All ranks will receive a 3% General Salary Increase

April 1, 2008 – All ranks will receive a 2% General Salary Increase

October 1, 2008 – All ranks will receive a 2% General Salary Increase


April 1, 2009 – All ranks will receive a 5% General Salary Increase

September 30, 2009 – All ranks will receive a general salary increase equal to the mid-point of the survey of the Strategic Plan Cities for Police Officer, Police Sergeant and Police Lieutenant using top step base salary, PERS pickup (the agencies payment of the employees retirement contribution) and EPMC (Employer Paid Member Contribution) or a minimum of 2%, whichever is greater. The effective date of the survey data is September 30, 2009. Adjustments will be made by rank, to the mid-point of the respective rank, i.e. – Police Officer to Police Officer, Sergeant to Sergeant, Lieutenant to Lieutenant. Police Corporal will receive the same percentage salary increase as Police Officer.

All terms and conditions of the existing Memorandum of Understanding, unless and except as amended by mutual agreement, will remain in full force and effect through and including September 30, 2009.

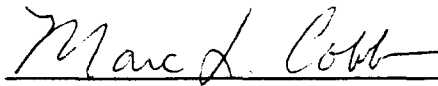
In witness thereof, the parties hereto have caused this Amendment to the Memorandum of Understanding to be executed this _____ day of _____, 2006.

FOR THE LONG BEACH POLICE OFFICERS ASSOCIATION:



Steve James, President

Dan Brooks, Secretary

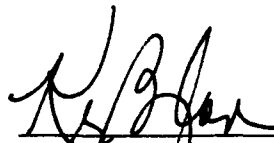


Marc Cobb, Vice President

Philip Cloughesy, Treasurer

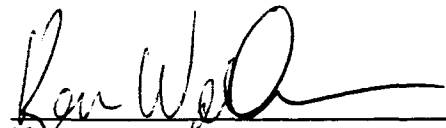
FOR THE CITY OF LONG BEACH:

Gerald R. Miller
City Manager



Kevin Boylan
Director of Human Resources

Anthony Batts
Chief of Police



Ken Walker
Manager – Personnel Operations