

**AMENDMENT TO THE 2008 THROUGH 2011
MEMORANDUM OF UNDERSTANDING BETWEEN
REPRESENTATIVES OF THE CITY OF SAN FERNANDO AND
THE SAN FERNANDO POLICE OFFICERS' ASSOCIATION**

WHEREAS both the leadership and general membership of the San Fernando Police Officers' Association ("Association") recognize that the City of San Fernando ("City") is in financial hardship, and the Association has a vested interest in the success and sustainability of the City, the Association has approached the City and is hereby seeking to amend the Memorandum of Understanding (MOU) in order to assist the City with dealing with the financial crisis.

WHEREAS in Article 5.01 (B) of the Memorandum of Understanding (MOU) between the City of San Fernando ("City") and the San Fernando Police Officers' Association ("Association"), entitled "Salary," the City and Association agreed that City shall, effective the first day of the pay period that includes July 1, 2009, increase the base salary of all represented classes by 2.5% (which represents approximately ninety-seven and one-half percent (97.5%) of the median, per the compensation report of August 15, 2007, prepared by Johnson & Associates).

WHEREAS representatives of the City and Association have met and conferred in good faith and have fully complied with the requirements of Government Code §§ 3500 et. seq.;

IT IS HEREBY AGREED that effective the first day of the pay period that includes July 1, 2009, the City shall, in lieu of providing the 2.5% base salary increase, credit each employee with 2 hours biweekly of Compensatory Time Off (CTO). Effective July 1, 2011, or sooner should the City, in its discretion, be able to do so, employees will receive the 2.5% base salary increase and, concomitantly, the automatic biweekly crediting of 2 hours CTO will cease.

IT IS HEREBY FURTHER AGREED that Article 9.00 of the MOU, entitled "Certificate Pay" shall be amended to include the following new section:

9.02 Tuition Reimbursement

City shall defer Tuition Reimbursement payments to unit employees for a period of one year effective July 1, 2009. Tuition Reimbursement payments during the period of deferment to unit employees shall be resumed effective July 1, 2010 and deferred Tuition Reimbursements will be paid beginning July 1, 2010. The deferred Tuition Reimbursements will be in addition to the \$3,000 per year in accordance with prevailing City policy.

IT IS HEREBY FURTHER AGREED that Article 11.02 of the MOU, entitled "Compensatory Time Off," shall be amended as follows:

11.02 Compensatory Time Off

Employees are permitted to accrue up to one hundred (100) hours of compensatory time off plus the sum of hours of CTO credited to the employees for the period for which the employees agreed to forgo the 2.5% base salary increase, pursuant to section 5.01(B), above.

Compensatory time off is accrued at one and one-half hours for each hour of overtime worked. Each unit employee will be allowed to use accrued but unused CTO in compliance with the requirements of the FLSA and the City's existing practices.


IT IS HEREBY FURTHER AGREED that the above amendments are contingent upon the following conditions:

1. City shall maintain all current medical and retirement benefits for unit employees.
2. City shall not layoff full-time public safety employees. Any necessary layoffs shall first occur with non-public safety employees.
3. City shall not embark on non-essential spending out of the general fund until SFPOA contractual raise is first made good.
4. City shall agree to give no other pay raises or new cost item benefits to other employee groups during the period the SFPOA has accepted CTO in lieu of contractual pay raise.


This shall be the only amendment to the 2008 – 2011 MOU. All other provisions in the MOU shall remain in full force and effect. This AMENDMENT shall be of no force or effect unless or until approved by the City Council of the City of San Fernando.

City of San Fernando


**San Fernando Police Officers' Association
(SFPOA)**




Steven Veres 9/30/09
Mayor Date



Kevin Glasgow 9/22/09
President, SFPOA Date



Mario F. Hernandez 9.22.09
Mayor Pro Tem Date



Tony Vairo 9/22/09
Treasurer Date