Agreement between
Petaluma Public Safety Mid-Management Association of Petaluma
and the City of Petaluma

Having met and conferred in good faith on the Wage Re-Opener provided in Section 6.2 of the Memoranda of Understanding between the City of Petaluma and Petaluma Public Safety Mid-Management Association of Petaluma, Unit 10, July 1, 2014 — June 30, 2017, and in accordance with the Meyers- Milias -Brown Act and the City’s Employer -Employee Relations, Rules and Regulations (Resolution No. 55412 N.C. S.), the parties agree as follows:

1) Base wage increase 3.5%, effective the pay period beginning November 6, 2016.

2) $1000 Non-PERSable cash payment, applied in the pay period beginning November 6, 2016.

3) 1 Year extension of current contract, to June 30, 2018.

4) Continuation of off-set that reduces the number of hours of Administrative Leave available for annual cash-out. This shall be same language as in current MOU (section 12.1 and 12.3) with date changes to reflect the effective period as FY 2016-17.

5) Wage reopener in May of 2017 for the sole purpose of discussing whether a potential salary adjustment will take place during the fiscal year 2017-2018.

Public Safety Mid-Management Association of Petaluma

/s/ Jeff Holden
Jeff Holden, President

/s/ Tim Lyons
Tim Lyons, Representative

City of Petaluma

/s/ John C. Brown
John C. Brown, City Manager

/s/ Scott Brodhun
Scott Brodhun, Assistant City Manager
Exhibit A
Salary Ranges effective November 6, 2016

Salary Range Effective November 6, 2016

<table>
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<th>CLASSIFICATION</th>
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