

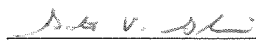
**Side Letter Agreement Between
the City of Petaluma and the Police Officers' Association of Petaluma, Unit 6**

Wage Re-Opener

Having met and conferred in good faith on the Wage Re-Opener provided in Section 4.1(b) of the Police Officers' Association of Petaluma Memoranda of Understanding July 1, 2015 – 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:

- All Unit 6 members shall receive a 3.5% equity adjustment effective September 25, 2016. This equity adjustment shall not be retroactive nor adjusted to reflect a July 1 effective date. Salary ranges shall be as specified in Exhibit A for each classification.
- All Unit 6 members shall receive a \$1,000 one-time, non-PERSable cash payment in the pay period following Council approval.
- The parties agree to extend the current contract to June 30, 2018.
- The parties agree to re-open negotiations in April 2017 for the sole purpose of discussing a potential salary adjustment during fiscal year 2017/18. The only item that is subject to this re-opener is a potential salary adjustment. If an agreement on the wage re-opener is not reached by the parties until after July 1, 2017, any salary adjustment shall be, at the City's option, either retroactive to July 2, 2017, or adjusted to reflect the lost value going forward as if the adjustment had been implemented on July 2, 2017. For example, if the parties agreed to an adjustment of 2%, but said adjustment is not implemented until January of 2018, then the adjustment in January would be 4%; if it were implemented in October of 2017, it would be 3%.
- In preparation for the wage re-opener, the City agrees to update the compensation survey found at Section 4.3 of the MOU no later than April 1, 2017.


This agreement amends the current MOU, but it does not otherwise modify any other provisions of the MOU regarding wages, hours or other terms and conditions of employment.



Garrett Glaviano
President, POAP

10/4/17


Date



For the City of Petaluma
Amy Reeve, Director of Human Resources

10/4/2017


Date



Ryan McGreevy
Bargaining Team Member, POAP

10/4/17

Date



For the City of Petaluma
John Brown, City Manager

10/4/17

Date

Exhibit A

Salary Ranges effective September 25, 2016						
TITLE		Step 1	Step 2	Step 3	Step 4	Step 5
ABAND VEHICLE ABATEMNT OFFICER	HOURLY	23.57	24.74	25.98	27.27	28.64
	MONTHLY	4,085.47	4,288.27	4,503.20	4,726.80	4,964.27
	ANNUAL	49,025.60	51,459.20	54,038.40	56,721.60	59,571.20
COMMUNITY SERVICE OFFICER	HOURLY	23.73	24.92	26.16	27.48	28.86
	MONTHLY	4,113.20	4,319.47	4,534.40	4,763.20	5,002.40
	ANNUAL	49,358.40	51,833.60	54,412.80	57,158.40	60,028.80
EVIDENCE TECHNICIAN	HOURLY	25.85	27.15	28.47	29.88	31.42
	MONTHLY	4,480.67	4,706.00	4,934.80	5,179.20	5,446.13
	ANNUAL	53,768.00	56,472.00	59,217.60	62,150.40	65,353.60
POLICE PROPERTY TECHNICIAN	HOURLY	25.85	27.15	28.47	29.88	31.42
	MONTHLY	4,480.67	4,706.00	4,934.80	5,179.20	5,446.13
	ANNUAL	53,768.00	56,472.00	59,217.60	62,150.40	65,353.60
PARKING ENFORCEMENT OFFICER	HOURLY	23.57	24.74	25.98	27.27	28.64
	MONTHLY	4,085.47	4,288.27	4,503.20	4,726.80	4,964.27
	ANNUAL	49,025.60	51,459.20	54,038.40	56,721.60	59,571.20
POLICE INVESTIGATOR	HOURLY	33.99	35.70	37.47	39.34	41.34
	MONTHLY	5,891.60	6,188.00	6,494.80	6,818.93	7,165.60
	ANNUAL	70,699.20	74,256.00	77,937.60	81,827.20	85,987.20
POLICE INVESTIGATIVE SERGEANT	HOURLY	40.59	42.62	44.77	47.00	49.34
	MONTHLY	7,035.60	7,387.47	7,760.13	8,146.67	8,552.27
	ANNUAL	84,427.20	88,649.60	93,121.60	97,760.00	102,627.20
POLICE OFFICER	HOURLY	33.99	35.70	37.47	39.34	41.34
	MONTHLY	5,891.60	6,188.00	6,494.80	6,818.93	7,165.60
	ANNUAL	70,699.20	74,256.00	77,937.60	81,827.20	85,987.20
POLICE OFFICER TRAINEE	HOURLY	28.10	29.51	30.98	32.53	34.16
	MONTHLY	4,870.67	5,115.07	5,369.87	5,638.53	5,921.07
	ANNUAL	58,448.00	61,380.80	64,438.40	67,662.40	71,052.80

POLICE SERGEANT	HOURLY	40.59	42.62	44.77	47.00	49.34
	MONTHLY	7,035.60	7,387.47	7,760.13	8,146.67	8,552.27
	ANNUAL	84,427.20	88,649.60	93,121.60	97,760.00	102,627.20
PUBLIC SAFETY DISPATCH	HOURLY	27.66	29.06	30.49	32.01	33.65
	MONTHLY	4,794.40	5,037.07	5,284.93	5,548.40	5,832.67
	ANNUAL	57,532.80	60,444.80	63,419.20	66,580.80	69,992.00
PUBLIC SAFETY DISPATCH SUPERVISOR	HOURLY	33.18	34.88	36.59	38.42	40.38
	MONTHLY	5,751.20	6,045.87	6,342.27	6,659.47	6,999.20
	ANNUAL	69,014.40	72,550.40	76,107.20	79,913.60	83,990.40