

AMENDMENT

to the January 1, 2006 - December 31, 2009 Memorandum of Agreement

Between

the City of San Luis Obispo

and

the International Association of Firefighters, Local 3523

I. PURPOSE OF THIS AMENDMENT

In response to the City's request to meet and confer with the International Association of Firefighters, Local 3523 (Fire Union) to discuss a "zero year" concept in order to effectively reduce staffing costs in the 2009-11 Financial Plan, the City and Association agree to modify the following Articles. The City recognizes the Fire Union's willingness to work cooperatively and productively with City staff to reduce staffing costs in conjunction with the 2009-11 financial planning process.

II. ARTICLE 6, REPRESENTATIVE ROLE

Add paragraphs below to existing language.

Effective July 2009, the City and Union agree to establish a union time bank on a trial basis through the term of the extended MOA (December 31, 2010) according to the following guidelines:

1. Union time bank hours are intended for use by eligible Local 3523 Executive Board members to conduct official union business.
2. Union members will donate a total of 440 hours per year (inclusive of any carryover time) of vacation time, holiday time, and compensatory time off (CTO) to a union time bank.
3. The maximum number of hours donated by a union member to the time bank shall not exceed 10 hours per year.
4. Any hours remaining in the time bank on June 30th of each year shall be carried over to the next year. If no hours were used in the previous year and the maximum hours remain in the time bank, no additional donations by members shall be authorized for the upcoming year.
5. During the first full pay period of July each calendar year, Local 3523 President along with the Executive Board and the Accounting Supervisor shall determine the number of hours remaining in the Union time bank. That number shall be subtracted from the maximum

number of time bank hours of 440 hours. The difference between the actual number of hours and the 440 hour maximum will be divided by the number of Local 3523 represented employees. Each union member shall then contribute an equal number of leave hours to be debited by the City to maintain the 440 hours in the time bank. Suppression employees shall have the option to designate vacation or holiday leave and non-suppression employees may designate vacation or CTO.

6. Donation of hours shall be non-revocable and not returned to the members.
7. Requests for time off that would use time from the bank must be authorized by the Executive Board and is subject to final approval per department policies and procedures. Approval for suppression personnel must be authorized in advance by a Battalion Chief and approval for non-suppression personnel must be authorized in advance by the Fire Marshal or designate.
8. Vacancies created by approved requests that affect constant staffing, may be filled through mandated overtime.
9. This program will be instituted on an 18-month trial basis to assess its efficiency and to ensure it meets the City's goal of being cost-neutral. This program will be reviewed at expiration of this extended agreement and the City's commitment to continue this program may be subject to review and further negotiation.

III. ARTICLE 11, SALARY, Section B. Salary Provisions for Term of Agreement

The City and Fire Union agree to defer the July 2009 scheduled 5% salary increase to 2010 and revise paragraph two salary schedules as follows:

July, 2009	0%
July, 2010	3%
December, 2010	2%

The salary schedules for the term of this agreement are listed in Appendix A of this Amendment and supersede all prior salary schedules.

The City and Fire Union further agree the City will not request any other changes to salary increases scheduled or deferred through the remaining term of the agreement.

IV. ARTICLE 23, INSURANCE, Section E. Long-Term Disability Insurance

The City agrees to request a quote from Standard Insurance Company to change the non-safety employees' long-term disability benefit from Class 2 to Class 1. If the quote does not increase the cost of current Class 1 coverage,

the City agrees to provide this coverage to non-safety employees. Non-safety employee shall continue to pay the long-term disability premium by payroll deduction on a pre-tax basis through the City's cafeteria plan. Implementation of Class 1 coverage is dependent upon approval by Standard Insurance Company and the change being cost neutral to the City.

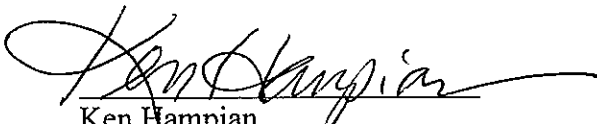
V. ARTICLE 46, TERM OF AGREEMENT

The agreement shall continue in full force and effect until expiration at midnight, December 31, 2010.


All other terms and conditions of the 2006-09 Memorandum of Agreement and prior Addendum shall remain in effect for the term of the agreement as specified above.


CITY OF SAN LUIS OBISPO

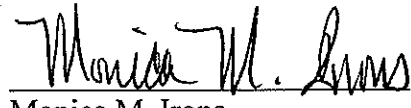
FIREFIGHTERS, LOCAL 3523


Ken Hampian
City Manager


Erik Baskin
President


John Callahan
Fire Chief


Mike King
Vice President


Monica M. Irons
Director of Human Resources

5/27/09
Date

6/8/09
Date

Firefighter's MOA

Salary Range Listing - January 2006 Through December 2010

Salary Range	Position Title	3% Increase					
		Step 1 Monthly/ Bi-Weekly	Step 2 Monthly/ Bi-Weekly	Step3 Monthly/ Bi-Weekly	Step4 Monthly/ Bi-Weekly	Step 5 Monthly/ Bi-Weekly	Step 6 Monthly/ Bi-Weekly
612	Firefighter	3,998 1,845	4,442 2,050	4,676 2,158	4,922 2,272	5,181 2,391	5,454 2,517
615	Fire Engineer	4,809 2,220	5,062 2,336	5,329 2,459	5,609 2,589	5,904 2,725	
616	Fire Vehicle Mechanic	4,931 2,276	5,190 2,396	5,463 2,522	5,751 2,654	6,054 2,794	
617	Haz Mat Coordinator	5,178 2,390	5,450 2,516	5,737 2,648	6,039 2,787	6,357 2,934	
621	Fire Captain	5,623 2,595	5,918 2,732	6,230 2,875	6,558 3,027	6,903 3,186	
626	Fire Inspector I	3,612 1,667	3,803 1,755	4,003 1,847	4,213 1,945	4,435 2,047	
630	Fire Inspector II	4,006 1,849	4,217 1,946	4,439 2,049	4,672 2,157	4,918 2,270	
633	Fire Inspector III	4,331 1,999	4,559 2,104	4,799 2,215	5,051 2,331	5,317 2,454	
Hazardous Materials			75.51 Bi-Weekly	(code 267)			
Paramedic			490.82 Monthly	(code 280)			
			245.41 Bi-Monthly				

Firefighter's MOA

Salary Range Listing - January 2006 Through December 2010

July 2006

2% Increase

Fire Inspectors & Haz Mat Coordinator add'l 6%

Salary Range	Position Title	Step 1	Step 2	Step3	Step4	Step 5	Step 6
		Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly
612	Firefighter	4,077	4,530	4,769	5,020	5,284	5,562
		1,882	2,091	2,201	2,317	2,439	2,567
615	Fire Engineer	4,906	5,164	5,436	5,722	6,023	
		2,264	2,384	2,509	2,641	2,780	
616	Fire Vehicle Mechanic	5,030	5,294	5,573	5,866	6,175	
		2,321	2,444	2,572	2,708	2,850	
617	Haz Mat Coordinator	5,593	5,887	6,197	6,523	6,866	
		2,581	2,717	2,860	3,011	3,169	
621	Fire Captain	5,735	6,037	6,355	6,690	7,042	
		2,647	2,786	2,933	3,088	3,250	
626	Fire Inspector I	3,902	4,107	4,323	4,551	4,791	
		1,801	1,896	1,995	2,100	2,211	
630	Fire Inspector II	4,327	4,555	4,795	5,047	5,313	
		1,997	2,102	2,213	2,329	2,452	
633	Fire Inspector III	4,677	4,923	5,182	5,455	5,742	
		2,158	2,272	2,392	2,518	2,650	
Hazardous Materials			77.01	Bi-Weekly (code 267)			
Paramedic			500.57	Monthly (code 280)			
			250.28	Bi-Monthly			

Firefighter's MOA

Salary Range Listing - January 2006 Through December 2010

July 2007

Salary Range	Position Title	4% Increase					
		Step 1 Monthly/ Bi-Weekly	Step 2 Monthly/ Bi-Weekly	Step3 Monthly/ Bi-Weekly	Step4 Monthly/ Bi-Weekly	Step 5 Monthly/ Bi-Weekly	Step 6 Monthly/ Bi-Weekly
612	Firefighter	4,241 1,957	4,712 2,175	4,960 2,289	5,221 2,410	5,496 2,537	5,785 2,670
615	Fire Engineer	5,102 2,355	5,370 2,479	5,653 2,609	5,951 2,746	6,264 2,891	
616	Fire Vehicle Mechanic	5,231 2,414	5,506 2,541	5,796 2,675	6,101 2,816	6,422 2,964	
617	Haz Mat Coordinator	5,817 2,685	6,123 2,826	6,445 2,975	6,784 3,131	7,141 3,296	
621	Fire Captain	5,965 2,753	6,279 2,898	6,609 3,050	6,957 3,211	7,323 3,380	
626	Fire Inspector I	4,057 1,873	4,271 1,971	4,496 2,075	4,732 2,184	4,981 2,299	
630	Fire Inspector II	4,500 2,077	4,737 2,186	4,986 2,301	5,249 2,423	5,525 2,550	
633	Fire Inspector III	4,864 2,245	5,120 2,363	5,389 2,487	5,673 2,618	5,971 2,756	
	Hazardous Materials		80.10	Bi-Weekly	(code 267)		
	Paramedic		320.40	Bi-Weekly	(code 280)		

Firefighter's MOA

Salary Range Listing - January 2006 Through December 2010 July 2008

Salary Range	Position Title	5% Increase					
		Fire Inspectors & Haz Mat Coordinator add'l 6%					
		Step 1	Step 2	Step3	Step4	Step 5	Step 6
		Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly
612	Firefighter	4,454 2,055	4,948 2,284	5,209 2,404	5,483 2,531	5,772 2,664	6,075 2,804
615	Fire Engineer	5,358 2,473	5,640 2,603	5,937 2,740	6,249 2,884	6,578 3,036	
616	Fire Vehicle Mechanic	5,492 2,535	5,781 2,668	6,085 2,809	6,406 2,956	6,743 3,112	
617	Haz Mat Coordinator	6,457 2,980	6,797 3,137	7,155 3,302	7,531 3,476	7,928 3,659	
621	Fire Captain	6,263 2,891	6,593 3,043	6,940 3,203	7,305 3,372	7,690 3,549	
626	Fire Inspector I	4,504 2,079	4,741 2,188	4,990 2,303	5,253 2,424	5,529 2,552	
630	Fire Inspector II	4,996 2,306	5,259 2,427	5,536 2,555	5,827 2,689	6,134 2,831	
633	Fire Inspector III	5,398 2,492	5,683 2,623	5,982 2,761	6,296 2,906	6,628 3,059	
	Hazardous Materials		84.12	Bi-Weekly	(code 267)		
	Paramedic		336.48	Bi-Weekly	(code 280)		

Firefighter's MOA

Salary Range Listing - January 2006 Through December 2010

July 2009

0% Increase

Salary Range	Position Title	Step 1	Step 2	Step3	Step4	Step 5	Step 6
		Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly
612	Firefighter	4,454	4,948	5,209	5,483	5,772	6,075
		2,055	2,284	2,404	2,531	2,664	2,804
615	Fire Engineer	5,358	5,640	5,937	6,249	6,578	
		2,473	2,603	2,740	2,884	3,036	
616	Fire Vehicle Mechanic	5,492	5,781	6,085	6,406	6,743	
		2,535	2,668	2,809	2,956	3,112	
617	Haz Mat Coordinator	6,457	6,797	7,155	7,531	7,928	
		2,980	3,137	3,302	3,476	3,659	
621	Fire Captain	6,263	6,593	6,940	7,305	7,690	
		2,891	3,043	3,203	3,372	3,549	
626	Fire Inspector I	4,504	4,741	4,990	5,253	5,529	
		2,079	2,188	2,303	2,424	2,552	
630	Fire Inspector II	4,996	5,259	5,536	5,827	6,134	
		2,306	2,427	2,555	2,689	2,831	
633	Fire Inspector III	5,398	5,683	5,982	6,296	6,628	
		2,492	2,623	2,761	2,906	3,059	
Hazardous Materials			112.16	Bi-Weekly	(code 267)		
Paramedic			336.48	Bi-Weekly	(code 280)		

Firefighter's MOA

Salary Range Listing - January 2006 Through December 2010

July 2010

Salary Range	Position Title	3% Increase					
		Step 1 Monthly/ Bi-Weekly	Step 2 Monthly/ Bi-Weekly	Step3 Monthly/ Bi-Weekly	Step4 Monthly/ Bi-Weekly	Step 5 Monthly/ Bi-Weekly	Step 6 Monthly/ Bi-Weekly
612	Firefighter	4,587	5,097	5,365	5,647	5,944	6,257
		2,117	2,352	2,476	2,606	2,744	2,888
615	Fire Engineer	5,518	5,809	6,115	6,436	6,775	
		2,547	2,681	2,822	2,971	3,127	
616	Fire Vehicle Mechanic	5,656	5,954	6,267	6,597	6,944	
		2,610	2,748	2,893	3,045	3,205	
617	Haz Mat Coordinator	6,651	7,001	7,370	7,758	8,166	
		3,070	3,231	3,402	3,581	3,769	
621	Fire Captain	6,450	6,790	7,147	7,523	7,919	
		2,977	3,134	3,299	3,472	3,655	
626	Fire Inspector I	4,640	4,884	5,141	5,411	5,696	
		2,141	2,254	2,373	2,498	2,629	
630	Fire Inspector II	5,146	5,417	5,702	6,002	6,318	
		2,375	2,500	2,632	2,770	2,916	
633	Fire Inspector III	5,561	5,853	6,162	6,486	6,827	
		2,567	2,702	2,844	2,993	3,151	
Hazardous Materials			115.52	Bi-Weekly	(code 267)		
Paramedic			346.56	Bi-Weekly	(code 280)		

Firefighter's MOA

Salary Range Listing - January 2006 Through December 2010

December 2010

Salary Range	Position Title	2% Increase					
		Step 1	Step 2	Step3	Step4	Step 5	Step 6
		Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly
612	Firefighter	4,679	5,199	5,473	5,761	6,064	6,383
		2,160	2,400	2,526	2,659	2,799	2,946
615	Fire Engineer	5,630	5,926	6,238	6,566	6,912	
		2,598	2,735	2,879	3,031	3,190	
616	Fire Vehicle Mechanic	5,769	6,073	6,392	6,729	7,083	
		2,663	2,803	2,950	3,106	3,269	
617	Haz Mat Coordinator	6,784	7,141	7,517	7,912	8,329	
		3,131	3,296	3,469	3,652	3,844	
621	Fire Captain	6,579	6,925	7,290	7,673	8,077	
		3,036	3,196	3,365	3,542	3,728	
626	Fire Inspector I	4,733	4,982	5,244	5,520	5,811	
		2,185	2,299	2,421	2,548	2,682	
630	Fire Inspector II	5,248	5,525	5,815	6,121	6,444	
		2,422	2,550	2,684	2,825	2,974	
633	Fire Inspector III	5,672	5,970	6,285	6,615	6,964	
		2,618	2,756	2,901	3,053	3,214	
Hazardous Materials			117.84	Bi-Weekly	(code 267)		
Paramedic			353.52	Bi-Weekly	(code 280)		