

**AMENDMENT**

**to the January 1, 2006 - December 31, 2010 Memorandum of Agreement**

**Between**

**the City of San Luis Obispo**

**and**

**the San Luis Obispo Fire Battalion Chiefs' Association**

**I. PURPOSE OF THIS AMENDMENT**

In response to the City's request to meet and confer with the San Luis Obispo Fire Battalion Chiefs' Association (BCs) 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 BC'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 8, SALARY**

Section 2.

The City agrees to a one-time acceleration of step increases (currently scheduled for November 2009 and January 2010) of BCs not at top step (step 6) to July 2009. Subsequent step increases will be one year from the current scheduled step increase in accordance with Section 2.

Section 5.

The City and BCs agree to defer the July 2009 scheduled 5% salary increase to 2011 and revise the salary schedule as follows:

July, 2009	0%
July, 2010	5%
July, 2011	5%

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

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

Section 6. The City and BCs agree to consider skills, experience, and compensation as a Fire Captain when determining step placement at the time a

Fire Captain promotes to BC. In considering compensation the City will include the current base pay of the Fire Captain and an average of incentive pays earned during the twelve months preceding promotion to BC.

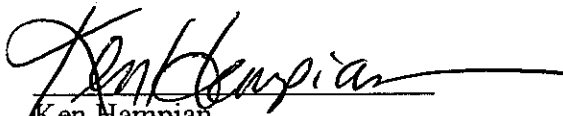
III. ARTICLE 29, TERM OF AGREEMENT


This Agreement shall become effective upon adoption by Council, except that those provisions which have specific implementation dates, shall be implemented on those dates and shall remain in full force and effect until midnight December 31, 2011.

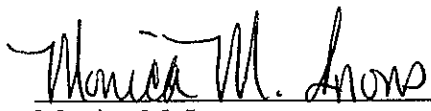
The number of BCs represented by the Association will be reflected in the 2009-11 Financial Plan upon adoption by Council. In exchange for the no-cost extension to this agreement, the City agrees it will not layoff any full or part-time regular employee represented by the Association through June 30, 2011 in an approved line-item position in the 2009-11 Financial Plan.

All other terms and conditions of the 2006-10 Memorandum of Agreement and prior Side Letter shall remain in effect for the term of the agreement as specified above.

CITY OF SAN LUIS OBISPO


  
Ken Nampian  
City Manager


  
John Callahan  
Fire Chief

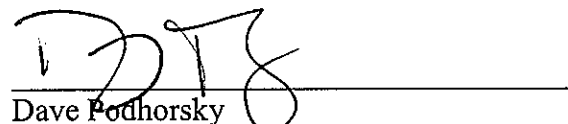
  
Monica M. Irons  
Director of Human Resources

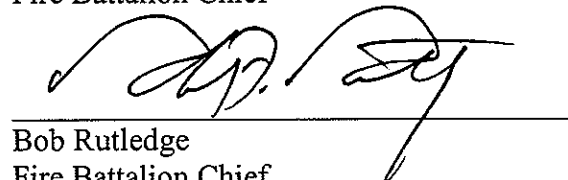
6/8/09  
Date

BATTALION CHIEFS' ASSOCIATION

  
Neal Berryman  
Fire Battalion Chief

  
Mike Hogan  
Fire Battalion Chief

  
Dave Podhorsky  
Fire Battalion Chief

  
Bob Rutledge  
Fire Battalion Chief

5/27/09  
Date

## Fire Battalion Officers

## Salary Range Table - January 2006 Through December 2010

## Range Change Effective January 2006

Range	Old (step 6)	3 % Increase						New
		step 1	step 2	step 3	step 4	step 5	step 6	
505	4,086	3,257	3,428	3,608	3,798	3,998	4,209	Bi-weekly
	8,853	7,056	7,427	7,818	8,230	8,663	9,119	Monthly

## Range Change Effective July 2006

Range	Old (step 6)	2% Increase + 2% equity adjustment						New
		step 1	step 2	step 3	step 4	step 5	step 6	
505	4,209	3,387	3,565	3,753	3,951	4,158	4,377	Bi-weekly
	9,119	7,339	7,725	8,132	8,560	9,010	9,484	Monthly

## Range Change Effective January 2007

Range	Old (step 6)	2% equity adjustment						New
		step 1	step 2	step 3	step 4	step 5	step 6	
505	4,377	3,455	3,636	3,828	4,029	4,241	4,465	Bi-weekly
	9,483	7,485	7,879	8,294	8,730	9,190	9,673	Monthly

## Range Change Effective July 2007

Range	Old (step 6)	4% Increase						New
		step 1	step 2	step 3	step 4	step 5	step 6	
505	4,465	3,593	3,782	3,981	4,191	4,411	4,644	Bi-weekly
	9,673	7,785	8,195	8,626	9,080	9,558	10,061	Monthly
510	4,688	3,773	3,971	4,180	4,400	4,632	4,876	Bi-weekly
	10,158	8,174	8,605	9,057	9,534	10,036	10,564	Monthly

### Range Change Effective April 2008

Range	Old (step 6)	1% equity adjustment						New
		step 1	step 2	step 3	step 4	step 5	step 6	
505	4,644	3,629	3,820	4,021	4,233	4,456	4,690	Bi-weekly
	10,061	7,864	8,278	8,713	9,172	9,654	10,163	Monthly
510	4,876	3,811	4,011	4,223	4,445	4,679	4,925	Bi-weekly
	10,564	8,257	8,691	9,149	9,630	10,137	10,671	Monthly

### Range Change Effective July 2008

Range	Old (step 6)	5% Increase						New
		step 1	step 2	step 3	step 4	step 5	step 6	
505	4,690	3,810	4,011	4,222	4,444	4,678	4,925	Bi-weekly
	10,163	8,256	8,691	9,148	9,629	10,136	10,670	Monthly
510	4,925	4,001	4,212	4,433	4,667	4,912	5,171	Bi-weekly
	10,671	8,669	9,125	9,605	10,111	10,643	11,203	Monthly

### Range Change Effective July 2009

Range	Old (step 6)	0% Increase						New
		step 1	step 2	step 3	step 4	step 5	step 6	
505	4,925	3,810	4,011	4,222	4,444	4,678	4,925	Bi-weekly
	10,671	8,256	8,691	9,148	9,629	10,136	10,670	Monthly
510	5,171	4,001	4,212	4,433	4,667	4,912	5,171	Bi-weekly
	11,204	8,669	9,125	9,605	10,111	10,643	11,203	Monthly

### Range Change Effective July 2010

Range	Old (step 6)	5% Increase						New
		step 1	step 2	step 3	step 4	step 5	step 6	
505	4,925	4,001	4,212	4,434	4,667	4,913	5,171	Bi-weekly
	10,670	8,670	9,126	9,606	10,112	10,644	11,204	Monthly
510	5,171	4,201	4,423	4,655	4,900	5,158	5,430	Bi-weekly
	11,205	9,103	9,582	10,087	10,618	11,176	11,765	Monthly

**Range Change Effective July 2011**

Range	Old (step 6)	5% Increase						
		step 1	step 2	step 3	step 4	step 5	step 6	
505	5,171	4,201	4,422	4,655	4,900	5,158	5,430	Bi-weekly
	11,203	9,103	9,582	10,086	10,617	11,176	11,764	Monthly
510	5,430	4,411	4,644	4,888	5,145	5,416	5,701	Bi-weekly
	11,765	9,558	10,061	10,590	11,148	11,735	12,352	Monthly