

AMENDMENT TO THE  
MEMORANDUM OF UNDERSTANDING  
BETWEEN  
CITY OF SANTA MONICA, CALIFORNIA  
AND  
SANTA MONICA POLICE OFFICERS ASSOCIATION

WHEREAS, the terms of the current Memorandum of Understanding between the City of Santa Monica and the Santa Monica Police Officers Association (SMPOA) does not expire until June 30, 2008

WHEREAS, the City of Santa Monica and SMPOA wish to modify Section 3.11 (Management Incentive Pay) of this Memorandum of Understanding effective as of July 1, 2005;

THEREFORE, both parties to the Memorandum of Understanding between the City of Santa Monica and SMPOA agree to modify the existing Memorandum of Understanding to replace the first paragraph of Section 3.11 (Management Incentive Pay) with the following language:


For their normal duties and in recognition of the unique responsibilities of their jobs, employees who hold a permanent position in the job classifications of Police Captain or Deputy Police Chief shall receive up to three hundred-twenty (320) hours of management incentive pay per fiscal year at the regular rate of pay. The incentive pay shall be accrued on a quarterly basis, with one-quarter, or eighty (80) hours, of the total maximum allotment for the fiscal year accruing as of the first day of each quarter of the fiscal year.


Except as expressly modified herein, all other terms and conditions set forth in the Memorandum of Understanding between the City of Santa Monica and SMPOA shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Amendment to the Memorandum of Understanding between the City of Santa Monica and the Santa Monica Police Officers' Association as of the date of the adoption of this modification by City Council.


SANTA MONICA POLICE OFFICERS  
ASSOCIATION

CITY OF SANTA MONICA

  
\_\_\_\_\_  
Jay Trisler, President

  
\_\_\_\_\_  
P. Lamont Ewell, City Manager

APPROVED AS TO FORM:

  
\_\_\_\_\_  
Marsha Jones Moutrie  
City Attorney