

**Amendment 1**

**To the Memorandum of Understanding  
between the City of Lemoore and the Lemoore Police Sergeants  
Unit Effective January 1, 2013 through December 31, 2014**

The MOU stated above is hereby amended by the replacement of Section 1 of Article 10 with the following:

**Section 1 – Salary and Educational Incentives Effective January 1, 2011**

The monthly salary schedule for Sergeant classifications covered by this Agreement shall be shown below. The salary schedule also provides higher base pay rates for classifications with College Degrees. Sergeants will continue to receive a 5% higher base salary for holding an AA/AS Degree and a 10% higher base pay for holding a BA/BS Degree.

Salary Schedule			
<u>Code</u>	<u>Classification</u>	<u>Salary</u>	<u>Hourly</u>
371A	Police Sergeant	\$4,156	\$23.98
371B	Police Sergeant	\$4,369	\$25.21
371C	Police Sergeant	\$4,593	\$26.50
371D	Police Sergeant	\$4,828	\$27.85
371E	Police Sergeant	\$5,075	\$29.28
371F	Police Sergeant	\$5,335	\$30.78
381A	Police Sergeant & AA/AS Degree	\$4,369	\$25.21
381B	Police Sergeant & AA/AS Degree	\$4,593	\$26.50
381C	Police Sergeant & AA/AS Degree	\$4,828	\$27.85
381D	Police Sergeant & AA/AS Degree	\$5,075	\$29.28
381E	Police Sergeant & AA/AS Degree	\$5,335	\$30.78
381F	Police Sergeant & AA/AS Degree	\$5,608	\$32.35
391A	Police Sergeant & BA/BS Degree	\$4,593	\$26.50
391B	Police Sergeant & BA/BS Degree	\$4,828	\$27.85
391C	Police Sergeant & BA/BS Degree	\$5,075	\$29.28
391D	Police Sergeant & BA/BS Degree	\$5,335	\$30.78
391E	Police Sergeant & BA/BS Degree	\$5,608	\$32.35
391F	Police Sergeant & BA/BS Degree	\$5,894	\$34.00

Effective April 1, 2013, the Sergeants Units will receive a 4.5% salary increase. The adjusted salary ranges shall be as follows:

Salary Schedule			
<u>Code</u>	<u>Classification</u>	<u>Salary</u>	<u>Hourly</u>
380A	Police Sergeant	\$4,347	\$25.08
380B	Police Sergeant	\$4,570	\$26.37
380C	Police Sergeant	\$4,804	\$27.72
380D	Police Sergeant	\$5,050	\$29.13
380E	Police Sergeant	\$5,308	\$30.62
380F	Police Sergeant	\$5,580	\$32.19

390A	Police Sergeant & AA/AS Degree	\$4,570	\$26.37
390B	Police Sergeant & AA/AS Degree	\$4,804	\$27.72
390C	Police Sergeant & AA/AS Degree	\$5,050	\$29.13
390D	Police Sergeant & AA/AS Degree	\$5,308	\$30.62
390E	Police Sergeant & AA/AS Degree	\$5,580	\$32.19
390F	Police Sergeant & AA/AS Degree	\$5,865	\$33.84
400A	Police Sergeant & BA/BS Degree	\$4,804	\$27.72
400B	Police Sergeant & BA/BS Degree	\$5,050	\$29.13
400C	Police Sergeant & BA/BS Degree	\$5,308	\$30.62
400D	Police Sergeant & BA/BS Degree	\$5,580	\$32.19
400E	Police Sergeant & BA/BS Degree	\$5,865	\$33.84
400F	Police Sergeant & BA/BS Degree	\$6,165	\$35.57

Furthermore, the above referenced MOU is further amended by the replacement of Subsection C for Section 2 of Article 10 with the following:

- C. One-Time Stipends: The City will to provide one-time stipends for Sergeants as per the following schedule:
1. A stipend in the amount of \$250 payable, on the first payday following the City Council's approval of this MOU, to all Sergeants actively employed on that date.
  2. A Stipend in the amount of \$600 will be payable April 1, 2013, to all Sergeants actively employed on that date.
  3. A Stipend in the amount of \$250 will be payable January 1, 2014, to all Sergeants actively employed on that date.
  4. This stipend will only be paid to those Sergeants holding the Sergeant position on the specific dates payable; and,
  5. This provision will expire on December 31, 2014

CITY OF LEMOORE

SERGEANTS GROUP

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Jeff Laws, Acting City Manager



Margarita Ochoa, Police Sergeant

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JP Prichard, Administrative Analyst



Mathew Gonsalves, Police Sergeant

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Susan Wells, Consultant