

Downey POA signs killer three-year deal with city

The men and women of Downey POA recently signed an outstanding three-year deal with the city, according to Association President Michael Carney. The contract, which provided for the immediate implementation of the 3% @ 50 retirement formula, also contains 12.4 percent in compounded raises throughout its term.

In addition to the salary and retirement formula adjustments, the contract provided for a generous sick-leave payoff program. Upon retirement, association members are permitted to convert accrued, but unused, sick leave to cash, or apply it to future retiree medical insurance premiums. Those employees who elect the cash option will get credit for 65 percent of unused time, while those who select the medical insurance route will get credit for 90 percent.

The contract also provides for increases in bilingual pay, insurance program opt-out pay, improved holidays for non-patrol personnel (bringing them equal to the benefits already enjoyed by patrol), a more equitable shift-bidding process for sergeants and the use of a neutral hearing officer for discipline and grievance appeals. "We are very pleased with the deal", said Carney.

The seven-member negotiating team, which rejected the city's original one-year "take-it-or-leave-it" contract worth 3 percent, was committed to improving wages, benefits and working conditions for all members. "We are glad that the city stepped up to the plate and showed a serious commitment to keeping and attracting a high caliber of officer," said Carney. The 96 percent ratification vote obviously supported that sentiment.

El Segundo POA inks rich MOU; includes 3% @ 50

The members of the El Segundo Police Officers' Association recently inked a generous three-year Memorandum Of Understanding with the city. The package, which the city has conservatively estimated is worth 17 percent, became effective July 1, 2000, and runs through June 30, 2003.

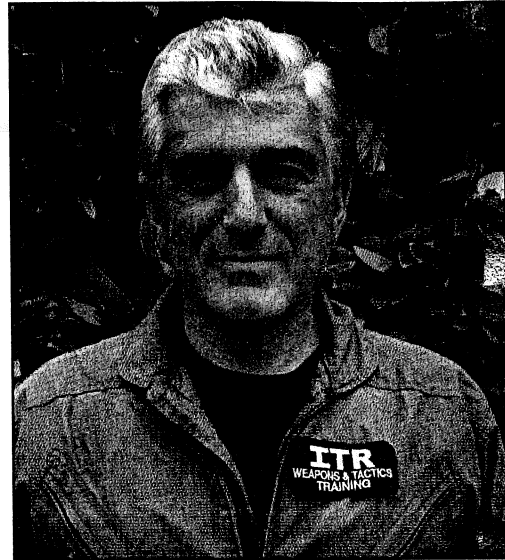
Under the terms of the agreement, every officer with five years of sworn law enforcement experience will receive a longevity bonus of 5 percent. Those officers with 15 or more years of sworn law enforcement experience will have a 10 percent bonus added to their salaries. As with the association's education incentive pay, the longevity pay will be folded into the officers' regular hourly rate for purposes of computing overtime, thus magnifying the value of this benefit.

The new MOU also provides that officers can sell back 50 per-

cent of accrued, but unused, vacation leave on an annual basis. Moreover, the specialty assignment pay plan was completely revamped. Motor officers will be paid a differential of 6 percent above a top-step officer and all other specialty assignments will be paid a differential of 4.5 percent above top-step officer's pay. This new plan, which raised the specialty pay differentials, also converted those bonuses to a fluctuating percentage of salary, as opposed to the former scheme of flat-dollar amounts.

The contract was overwhelmingly approved by the membership at its ratification meeting. The association commended the city council for its strong effort to remain competitive in the job market, and for its enlightened attitude about the improved retirement benefit. Throughout the negotiations process, Robert M. Wexler, with Silver, Hadden & Silver, represented the association.

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