

RESOLUTION NO. 03-103

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOS ALTOS
UNILATERALLY IMPLEMENTING SALARY AND BENEFIT ADJUSTMENTS FOR
POSITIONS REPRESENTED BY THE LOS ALTOS PEACE OFFICER ASSOCIATION**

WHEREAS, representatives of the Los Altos Peace Officer Association and the City of Los Altos have been meeting and conferring on wages, hours and other terms of employment since March 2003;

WHEREAS, the existing Memorandum of Understanding between the Los Altos Peace Officer Association and the City of Los Altos expired June 30, 2003;

WHEREAS, the City and the Los Altos Peace Officers Association mutually attempted to reach agreement by participating in mediation with a representative from the Department of Industrial Relations Mediation/Conciliation Service without success;

WHEREAS, the City made a last, best and final offer on August 6, 2003; and

WHEREAS, the Los Altos Peace Officer Association officially rejected the City's offer on July 14, 2003

NOW, THEREFORE, BE IT HEREBY RESOLVED by the City Council of the City of Los Altos that the attached exhibit of salaries and benefits (exhibit A) is hereby adopted as the official schedule of salaries and benefits for the classifications specifically listed, effective when adopted or implemented, unless otherwise specified, and will be in effect until repealed or amended.

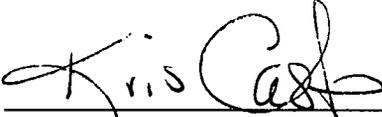
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I HEREBY CERTIFY that the foregoing resolution was adopted by the City Council of the City of Los Altos at a meeting of said Council held on the 26th day of August 2003, by the following roll call vote:

AYES: MOSS, LEAR, LA POLL, BECKER, CASTO

NOES: NONE

ABSENT: NONE


Kris Casto, MAYOR


Susan Kitchens, CITY CLERK

**Salary and Benefit Adjustments
Los Altos Peace Officer Association**

The following adjustments will be made to existing salary and benefits schedules.

Salary Adjustment

Effective the first day of the pay period upon which agreement is reached or implemented an increase to the current salary schedule of 3% for Police Officers, Police Officer Trainee and Sergeant, with 2% for Communication Officer, Lead Communication Officer and Community Service Officer.

2.7% @ 55 PERS Retirement Plan for Miscellaneous Classifications

Effective August 3, 2003 increase the Employer Paid Member Contribution from 7% to 8% for the Communication Officer, the Lead Communication Officer and the Community Services Officer for the previously approved 2.7% @ age 55 retirement plan.

Health and Medical Benefits

23.1 d: The City's monthly contribution to the active employees account will be limited to the tier at which the employee participates (employee, employee plus one dependent, family). The City's contribution shall be an amount equal to the premium payment of the appropriate tier shown below minus the contribution referenced in subparagraph 23.1a. Maximum City contributions are shown below:

Participation Level	Monthly Premium Beginning January 2004
Employee	280.61
Employee plus 1 dependent	561.23
Family coverage	729.60