EIGHTH SIDE LETTER AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF SANTA ANA AND THE SANTA ANA POLICE OFFICERS ASSOCIATION FOR FISCAL YEARS 2004-08

Effective April 1, 2006, the City of Santa Ana (City) and the Santa Ana Police Officers Association (SAPOA) agree that they have met and conferred and agree to amend Article V of the Memorandum of Understanding between the City and SAPOA for Fiscal Years 2004-08. This Side Letter is based on the parties agreement to clarify the lead pay provisions of this Article by adding a new subsection.

Article V, Section 5.1N

Notwithstanding the specific provisions of Article V, Section 5.1, A - M, supra, an incumbent who is regularly and continuously assigned to lead a functional unit which includes positions in the same or lower classifications as the incumbent, may be compensated for said duties upon mutual agreement of the City and POA and approval of the Police Chief and the Executive Director of Personnel Services. This compensation shall be referred to as "lead pay."

Kathie S. Gonzalez
Assistant Director - Personnel
City of Santa Ana

3/9/06
Date

Mark Nichols
President
SAPOA

3-9-06
Date