



MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is entered into by and between the Santa Monica Community College District (the "District") and the Santa Monica College Police Association ("POA") as of this 3rd day of May, 2012.

WHEREAS, the District has paid Special Skills Differential Pay to sworn personnel for specific assignments; and

WHEREAS, the District and the POA want to memorialize this special skills differential pay provision in writing pending final agreement on a collective bargaining agreement; and

WHEREAS, the District and POA have met and conferred concerning this matter and have reached an agreement to formally implement special skills differential pay for sworn personnel;

NOW, THEREFORE, the District and POA agree as follows:

- 1. The following additional pay shall be received for any of the following officer assignments:

Access Control/CCTV	5%
Field Training Officer	5% for hours with Trainee
Investigator	5%
Motorcycle	5%
Range Master	5%
Training Coordinator	5%

- 2. If an employee has more than one special assignment, the maximum stipend shall be 7.5%.

Santa Monica Community College District

By:

SMC Police Officers Association

By: