



City of Clearlake
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December 8, 2022

President
Clearlake Police Officers Association (CPOA)
14050 Olympic Drive
Clearlake, CA 95422

Amendment No. 1 to the Memorandum of Understanding (MOU) Between the City of Clearlake and the Clearlake Police Officers' Association Effective July 1, 2022 through June 30, 2024

The City and the CPOA have agreed to the proposed changes to **Section 2-8.1** as stated below.

Section 2-8.1 Salary Adjustment

Effective the first full pay period following January 1, 2023, all employees classified as a Police Officer shall receive a two and half percent (2.5%) cost of living adjustment (COLA) increase.

Salary Schedule

Additionally, the City and CPOA agree to add a sixth step to the Salary Schedule, Step F for Police Officer. Step F shall be 5% above Step E, and will be paid upon completion of one year of employment in Salary Step E where the employee has demonstrated satisfactory job progress and productivity and upon recommendation of the Chief of Police and approval of the Personnel Officer, and subject to all other requirements of the Personnel Regulations and the CPOA MOU.

City of Clearlake

Alan Flora
City Manager/Employee Relations Officer

Clearlake Police Officers' Association (CPOA)

Carl Carr
Unit Representative/Operating Engineers

Trevor Franklin
CPOA President