

**TOWN OF SAN ANSELMO
AND
SAN ANSELMO POLICE OFFICERS ASSOCIATION**

MEMORANDUM OF UNDERSTANDING FOR TERM: JULY 1, 2007 - JUNE 30, 2009

REVISED 6/13/08

EXHIBIT C - 3

Effective July 1, 2008 (3.2% increase for all classifications)
(per 5/08 BLS Report, Urban Wage Earners, SF/Oak/San Jose)

Classification	Step A	Step B	Step C	Step D	Step E
Communications Dispatcher	4,105	4,311	4,526	4,752	4,990
Community Services Officer	4,105	4,311	4,526	4,752	4,990
Dispatch Records Supervisor	4,927	5,173	5,432	5,703	5,989
Officer	5,115	5,370	5,639	5,921	6,217
Corporal	5,371	5,639	5,921	6,217	6,528
Sergeant	6,149	6,456	6,779	7,118	7,474

**NOTE: Detective, Field Training Officer, Motorcycle Officer, and Communications Trainer are 5% above Officer.