

Exhibit 2

Summary of Negotiated Changes to the PBA CBA 2012-2015

Contract Period: October 1, 2012 – September 30, 2015

ARTICLE 8 - WORK PERIOD AND OVERTIME

Section 8.1

Under the 7(k) provisions of the Fair Labor Standards Act, and for the purposes of computing and paying overtime, a work period of fourteen (14) consecutive days not to exceed eighty (80) hours is established. ~~for those employees assigned to work the five-eight (five days at eight hours per day) and four-ten (four days at ten hours a day) work schedules.~~

Section 8.2

However, such call back provisions shall not apply to early call-in or early report which overlaps into the employee's regular shift, or to any successive call-back that is within three (3) hours of another call back.

Section 8.3

However, every employee on standby shall ~~be provided with a "beeper" and~~ have thirty (30) minutes to respond.

ARTICLE 16 - SICK LEAVE

Eliminate Sections 16.4, 16.5, 16.6

ARTICLE 21 – WAGES

Section 21.1

~~Effective upon ratification or imposition of an Agreement containing this Article, all bargaining unit members employed by the City on July 8, 2010 shall receive a 3% wage increase effective July 8, 2010.~~

Effective upon ratification, current City Police Officers will receive a 3% wage increase to their base salary, and within 30 days of contract ratification, current City Police Officers will receive a lump sum payment equal to 3% of the base hourly wages, plus overtime, they respectively earned from October 1, 2011 to the date of ratification.

Effective upon ratification, current City Police Sergeants will receive a 2% wage increase to their base salary, and within 30 days of contract ratification, current City Police Sergeants will receive a lump sum payment equal to 2% of the base hourly wages, plus overtime, they respectively earned from October 1, 2011 to the date of

ratification.

Effective October 1, 2013, all bargaining unit members will receive a 2.5% wage increase.

Effective October 1, 2014, all bargaining unit members will receive a 2.5% wage increase.

The amounts set forth in the following table include the aforementioned wage increase applicable to those bargaining unit members employed at the time of ratification:

Police Officers FY 2013/14

1	\$51,272.00
2	\$53,851.20
3	\$56,555.20
4	\$59,342.40
5	\$62,358.40
6	\$65,436.80
7	\$68,702.40
8	\$72,176.00

Police Sergeants FY 2013/14

1	\$75,878.40
2	\$78,499.20
3	\$81,286.40
4	\$84,094.40
5	\$87,068.80
6	\$90,105.60
7	\$93,246.40
8	\$96,491.20

Police Officers FY 2014/15

1	\$52,561.60
2	\$55,203.20
3	\$58,032.00
4	\$60,819.20
5	\$63,918.40
6	\$67,080.00
7	\$70,428.80
8	\$73,985.60

Police Sergeants FY 2014/15

1	\$77,771.20
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2	\$80,454.40
3	\$83,324.80
4	\$86,195.20
5	\$89,232.00
6	\$92,352.00
7	\$95,576.00
8	\$98,904.00

Section 21.9:

Midnight shift is defined as one-half or more of a members regular scheduled shift if, after 10:00 p.m.

ARTICLE 22 - EDUCATIONAL INCENTIVE

Section 22.3:

- (a) Upon approval of the Degree Program or course of study by the Police Chief, the Personnel Director and the City Manager, the City will pay the tuition of regular employees for up to one (1) Bachelor degree and one (1) post-graduate degree (Masters or PhD).any eligible educational program. An eligible educational program is one that, in the judgment of the City is directly related to the employee's current position and which will improve performance in a current position or which constitutes preparation for promotion to related higher level of responsibilities.

Employees will be required to declare their intent to take classes in accordance with the Budget Calendar. The City will not pay for more credits than required in the approved degree program.

ARTICLE 32 – SETTLEMENT AND PENSION

Section 32.3

1. All bargaining unit members who have not yet entered the deferred retirement option plan ("DROP") and are not yet eligible for normal retirement under the Plan as of the date of ratification of this Agreement (except for those members who have 24+ years of credited service in the Plan as of the date of ratification of this Agreement) will be subject to a \$95,000 cap on their annual pension benefit; however, any such bargaining unit member who reaches that cap and who is otherwise eligible to receive cost of living adjustments on his/her benefit will be permitted to earn up to eight (8) pension cost of living adjustments on his/her benefit after reaching the \$95,000 cap.
2. Effective upon ratification, bargaining unit members who have not yet entered the DROP as of the date of ratification of this Agreement and who later enter the DROP (except for those members who have 24+ years of credited service in the Plan as of the date of ratification of this Agreement) shall not receive a pension cost of living allowance during the term of the

DROP.

3. Any bargaining unit members that are hired on or after the date of ratification of this Agreement will be part of a second tier of the City's police pension plan and will be eligible to receive the following benefits:
 - 3% Multiplier up to a maximum of 75%
 - Employee final average compensation will be based on the average salary for the past 5 years of service.
 - No cost of living adjustment for their Pension Benefit.
 - No DROP program.
4. Effective October 1, 2013, the City will contribute to members of the bargaining unit up to a 3% salary match on a bi-weekly basis into a 401(a) Defined Contribution account established for the benefit of the member. The City will contribute a match of 1%, 2%, or 3% based on the employee selection.