

CULVER CITY POLICE OFFICERS' ASSOCIATION
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December 24, 2006

Dieter Dammeier
c/o Lackie & Dammeier
367 N. Second Avenue
Upland, CA 91786

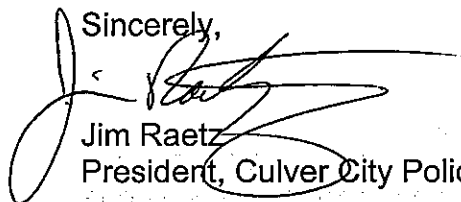
Dear Dieter:

I want to thank you on behalf of the Culver City Police Officers' Association for your hard work on behalf of our members during our most recent contract negotiation. The year and half contract negotiations were grueling. You dealt extremely well with a city council, which was in budget tightening mode.

In the end we received a raise of about 13% over the three years, an education incentive increase, certificate pay for sergeants (first time ever) and an increased of 5.13% in the last year! We now have a department where more than 85% of our membership receives "special assignment pay". Additionally, thanks to your efforts, we also received a signing bonus of \$5,000, which was the first time that ever happened, too. When asked by the firefighters why we received a signing bonus and they did not (they weren't represented by you) I told them our officers and sergeants could have signed with any city, but we chose Culver City and so we received the signing bonus (much like a star athlete). In reality it was signing with Lackie and Dammeier, which resulted in a great contract.

When it came down to the final vote of our membership on whether to accept or reject the contract, the vote was 97-2. Were we sold? You bet! I don't have to tell you this, but keep up the good work; it is much appreciated by those you represent.

Sincerely,



Jim Raetz
President, Culver City Police Officers' Association

