

**Police Officer Recruitment and Retention Incentive Side Letter Addendum Between
Fairfield Police Officers' Association and City of Fairfield
July 1,2024**

Due to increased competition for qualified applicants, the City and FPOA recognize that the City must continue to provide incentives to attract and retain Academy Graduates and Lateral Hires to the City of Fairfield Police Department. The parties have met and conferred over the impacts of this incentive program and agree to the following terms:

Term

This Side Letter Addendum will be in effect from July 1, 2024, until June 30, 2025. This Side Letter Addendum shall be attached to the current Memorandum of Understanding as an addendum. It shall also be attached to any subsequent Memorandum of Understanding as an addendum and be in effect until the expiration of the Side Letter Addendum. Upon expiration, the Side Letter Addendum will no longer have any effect.

For Academy Graduates Specifically

These incentives apply to Academy Graduates. Academy Graduates are those who possess a California P.O.S.T. Basic Academy Certificate dated within three years of application to the City or are currently enrolled in a California P.O.S.T. police academy. Proof of enrollment is required.

Cash Incentives

1. Academy Graduates are eligible for a hiring bonus of up to \$20,000. The hiring bonus shall be paid as follows:
 - \$5,000 at time of hire
 - \$5,000 upon successful completion of probationary period
 - \$5,000 upon successful completion of second year of service
 - \$5,000 upon successful completion of the third year of service.
2. Academy Graduates who separate from the City between hire and successful completion of the third year of service are eligible for a pro-rated hiring bonus. For example, if an Academy Graduate separates from the City after successful completion of the probationary period, but before the successful completion of the second year of service, the Academy Graduate will be eligible for a hiring bonus of \$5,000.
3. The bonuses awarded after the initial time of hire are performance based and hires must have a satisfactory or better performance evaluation to receive the bonus. For that reason, the bonuses awarded after the initial time of hire will not be part of the regular rate of pay for overtime compensation, if the employee works overtime. Under the FLSA, performance bonuses are excluded from regular rate of pay for calculating overtime.

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Educational Incentive Credit

Currently, Police Officers, Police Officer - Academy Graduate, and Police Officer Trainees must have a minimum of 60 semester units from an accredited college or university at the time of appointment. For the duration of this side letter, applicants for Police Officer - Academy Graduate and Police Officer Trainee must meet the minimum qualification for the education requirement at time of appointment to Police Officer (i.e., after graduation from the basic academy). Applicants may apply any college credits earned while attending the academy toward the 60-semester units minimum educational requirement.

Educational Incentive Credit for Veterans of the U.S. Armed Services

Police Officer - Academy Graduate and Police Officer Trainee applicants may be credited with 36 "semester" credits for a minimum of four (4) years of active duty in the US. Armed Services, which includes the Army, Navy, Air Force, Marines and Coast Guard.

For Lateral Hires Specifically

These incentives apply to Lateral Hires who have a minimum of one (1) year employment as a full-time paid Peace Officer with a P.O.S.T. approved California law enforcement agency ("agency").

Vacation and Sick Leave

1. Lateral Hires will be credited with years of service for each year of full-time peace officer service with another agency for purposes of determining vacation accrual rates. For example, a Lateral Hire with five years of full-time service as a peace officer with another agency is eligible for City vacation accrual at the five years of service rate (i.e., accruing vacation at the rate of 4.62 hours per pay period or 15 days per year).
2. Lateral Officers hired prior to 2017 will also be credited with the years of service for each year of full-time peace officer service with another agency for purposes of determining vacation accrual rate.
3. Upon hire, Lateral Hires will be immediately provided one year's worth of sick leave and vacation, at the rate of accrual as determined in 1 above, in their leave banks.
4. The restriction on use of vacation leave in the first twelve months of employment as stated in MOU Section 12.B shall not apply during the Lateral Hire's first year of City service. Other restrictions on use of vacation leave including but not limited to operational impacts remain applicable.

Cash Incentives

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1. Lateral Hires are eligible for a hiring bonus of up to \$20,000. The hiring bonus shall be paid as follows:
 - \$5,000 at time of hire
 - \$5,000 upon successful completion of FTO program
 - \$5,000 upon successful completion of probationary period and
 - \$5,000 upon successful completion of second year of service

2. Lateral Hires who separate from the City between hire and completion of the second year of service are eligible for a pro-rated hiring bonus. For example, if a Lateral Hire separates from the City after successful completion of the FTO program but before the successful completion of the probationary period, the Lateral Hire will be eligible for a hiring bonus of \$5,000.

3. The bonuses awarded after the initial time of hire are performance based and new hires must have a satisfactory or better performance evaluation to receive the bonus each year. For that reason, the bonuses awarded after the initial time of hire will not be part of the regular rate of pay for overtime compensation, if the employee works overtime. Under the FLSA, performance bonuses are excluded from regular rate of pay for calculating overtime.

Educational Incentive Credit for Peace Officer Service with Another Agency

Lateral Hires may be credited with up to 36 "semester" credits for three years of full-time peace officer service with another agency. Lateral Hires may receive 12 "semester" credits for each year of full-time peace officer service with another agency.

Educational Incentive Credit for Veterans of the U.S. Armed Services

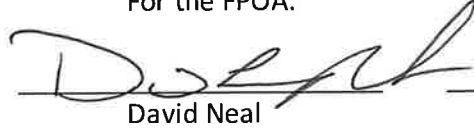
Lateral hires may be credited with 36 "semester" credits for a minimum of four (4) years of active duty in the U.S. Armed Services, which includes the Army, Navy, Air Force, Marines and Coast Guard.

For the City:


David Gassaway
City Manager

8/22/24

Date

For the FPOA:


David Neal
President

8/22/24

Date