

**Side Letter of Agreement
Between
City of Fresno
and
Fresno Police Officers Association**

Minimum Staffing

The City of Fresno and the Fresno Police Officers Association (FPOA), representing Unit 4, Non-Management Police, have met and conferred, and have agreed to amend and replace subsection 7.12.06 in its entirety, as follows:

7.12 HOURS AND WORK SCHEDULES, MATRIX ASSIGNMENTS, DUTY OFFICE, NON-MINIMUM STAFFING, **MINIMUM STAFFING SOFTWARE**, AND ABSENT WITH SUBSTITUTE (AWS)

7.12.06 **Minimum Staffing Requirements Software:**

~~The department and FPOA agree to create preferred staffing in lieu of minimum staffing requirements within the patrol matrix, individual to each shift and district. Preferred staffing is defined as a staffing level for patrol matrix shifts and policing districts determined by the Chief of Police or his/her designee that meets the needs of the department, the safety needs of the community, and follows the terms and conditions set below.~~

~~Preferred **Minimum** staffing requirements will be reviewed annually, with the department and FPOA meeting no less than thirty (30) days prior to the annual patrol matrix signups, in an attempt to come to an agreement regarding minimum staffing requirements. Both the department and the FPOA must agree to continue preferred staffing or the MOU will revert back to the prior minimum staffing language. The needs of the department, safety of the officers, and safety of the community will all be considered in evaluating the minimum staffing requirements. The Association will designate up to two (2) representatives who will serve as advisors in the Department's process of determining annual staffing recommendations.~~

~~The Department reserves the right to determine minimum staffing levels in patrol, by shift and district, for any given patrol matrix period. Minimum staffing levels for each shift and district shall be established and provided to the abovementioned FPOA representatives prior to the annual matrix signups. The established minimum staffing levels shall remain in effect for the entire matrix period absent a significant change in circumstances due to matters outside the control of the Department, or the restructuring of units, shifts, or districts. Should such a change occur, the Department will meet with the Association's designated representatives referenced above.~~

~~For the purpose of satisfying minimum staffing requirements, only officers assigned to work an entire shift in patrol matrix duties will be counted. Partial shifts or personnel with auxiliary duties (i.e.,~~

wagon driver, K-9, and traffic units) whose primary function is not responding to calls for service will not be counted under minimum staffing requirements.

The department may utilize staffing software in the deployment of patrol personnel (policing districts). Deployment is inclusive of the number and scheduling of shifts, the number and configuration of policing districts, members assigned to each shift, and the day off configuration and/or rotation of days off. Data used to develop staffing recommendations at the beginning of each matrix period, and the resulting district and shift preferred **minimum** staffing levels will be based on the number of personnel assigned to the patrol matrix who are not expected to be on injury or other absence status longer than thirty (30) days into the matrix period.

~~Staffing recommendations can be implemented up to a maximum of two (2) times in a fiscal year provided that all affected members receive the change that will occur at sign-ups. No shift shall start before 0600. Although staffing software may recommend Summer/Winter base shift hours, management reserves the right at any time to adjust those hours with five (5) calendar days advance notice based on operational/service needs.~~

~~The department reserves the right to determine initial preferred staffing levels in patrol, by shift and district, at the beginning of the matrix period.~~

~~During the course of the matrix period, the department may review and adjust preferred staffing levels.~~

~~The Association will designate a representative who will participate in the process of determining annual staffing recommendations.~~

This Agreement shall be effective on the date below until the implementation of a successor MOU. This subject will be addressed in the successor MOU.

FOR THE FRESNO POLICE
OFFICERS ASSOCIATION:

FOR THE CITY OF FRESNO:

BRANDON WIEMILLER
FPOA President

MARISSA SANCHEZ
Director of Personnel Services

PACO BALDERRAMA
Police Chief

Date: _____

APPROVED AS TO FORM
CITY ATTORNEY'S OFFICE

BY: _____
Deputy City Attorney