

**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 * * ***, AND ABSENT WITH SUBSTITUTE (AWS)

7.12.06 **Minimum Staffing Requirements * * *:**

The department and FPOA agree to * * * minimum staffing **requirements within the patrol matrix, individual to each shift and district.** * * *

* * * **Minimum staffing requirements** will be reviewed annually, * * * 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.** * * * **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 * * * **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.

* * *

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