

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

**Lateral Police Officer Hire and Referral Incentive / Police Officer Recruit Hire Incentive**

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 renew and amend the following incentive plan for Fiscal Year **2022**.

**Police Officer Lateral Hire and Referral Incentive:**

- To be eligible for the below hiring incentives, a qualified lateral police officer candidate (“Eligible Lateral Hire”) must, at the time of filing the employment application **satisfy all minimum qualifications for Lateral set forth in the Police Officer Job Specification**. Lateral officer hires with prior full-time Fresno Police Department experience are not eligible under the terms of this Agreement unless they have a minimum of two years of separation from the Fresno Police Department as a full-time peace officer and have met the **minimum qualifications of lateral in the Police Officer Job Specification**, in which case they will be deemed an Eligible Lateral Hire for purposes of this hiring incentive plan.
- Upon hire, an Eligible Lateral Hire will be provided with forty (40) hours of **Vacation Leave** into their **Vacation Leave** bank and forty (40) hours of **Sick Leave** time into their **Sick Leave** bank, to be used as outlined in the Basic Unit MOU. The **forty (40) hours of Vacation Leave** and **forty (40) hours of Sick Leave** provided at the time of hire are immediately available for use, **consistent with Police Department policies regarding the usage of Vacation and/or Sick Leave**.
- Any employee who served as a peace officer with other agencies with no break in service immediately prior to employment with the City of Fresno will be credited with years of sworn service **equivalent to the years served as a peace officer at any preceding agency** solely for the purpose of determining vacation accruals on a prospective basis after certification of the prior years of sworn service. Any period of **thirty (30) calendar days or less** when moving between agencies will not be considered a break in service. **Employees requesting credit of their years of sworn service shall submit their P.O.S.T. Profile Report to the Fresno Police Department Fiscal Affairs Bureau.**
- Upon hire and commencement of work as a Police Officer with the City of Fresno, an Eligible Lateral Hire from another law enforcement agency will receive a **three thousand seven hundred fifty dollars (\$3,750)** hiring incentive payment. This incentive is not compensable for retirement purposes.
- Upon successful completion of the field training program, as determined by Police Administration, the Eligible Lateral Hire will receive **three thousand seven hundred fifty dollars (\$3,750)** hiring incentive payment. This incentive is not compensable for retirement purposes.

- Upon successful completion of the probationary period as a Police Officer, the Eligible Lateral Hire will receive a **three thousand seven hundred fifty** dollars (**\$3,750**) hiring incentive payment. This incentive is not compensable for retirement purposes.
- Upon successful completion of an additional twelve months of City service following the successful completion of the probation period, the Eligible Lateral Hire will receive a **three thousand seven hundred fifty** dollars (**\$3,750**) hiring incentive payment. This incentive is not compensable for retirement purposes.
- The City retains the right and exclusive authority to offer step placement above **the entry level step** of the Police Officer salary range based on the Eligible Lateral Hire's qualifications and other factors. The salary range placement shall be included in the conditional employment offer letter provided to the lateral officer.
- Current Fresno Police Officers who refer an Eligible Lateral Hire will receive an incentive of up to a total of one thousand dollars (\$1,000) for hired and retained **Police Officers** in increments of two hundred fifty (\$250) **to be paid** at the time the Eligible Lateral Hire receives **each of the four (4)** hiring incentive(s) outlined above. **Should the referred Eligible Lateral Hire become ineligible for any of the four (4) hiring incentives outlined above, the referring Officer will also be ineligible for the coinciding incentive(s).** Referral incentive **payments** for current Fresno Police Officers **are** not compensable for retirement purposes.
- Only one current Fresno Police Officers can be identified as the referring officer for each Eligible Lateral Hire for purposes of the referral incentive outlined above. The current Fresno Police Officer referring the Eligible Lateral Hire must be identified in writing by the Eligible Lateral Hire at the time the application for employment is submitted to obtain the referral incentive.

**Police Officer Recruit Hire Incentive:**

- Upon appointment and commencement of work, a Police Officer Recruit will receive a two thousand, five hundred dollars (**\$2,500**) hiring incentive payment. This incentive is not compensable for retirement purposes. Police Officer Recruits may only receive the hiring incentive payment under this provision one time, upon the initial appointment as a Police Officer Recruit.
- Upon successful completion of the field training program, as determined by Police Administration, the Police Officer Recruit will receive a two thousand, five hundred dollars (**\$2,500**) hiring incentive payment. This incentive is not compensable for retirement purposes. To be eligible to receive the hiring incentive payment under this provision, the Police Officer Recruit must complete the field training program within eighteen (18) months of the initial appointment as a Police Officer Recruit.
- Police Cadets who are attending the Police Academy and are sponsored by the Fresno Police Department at the commencement of the Academy under the Police Academy Sponsorship Program are not eligible to receive the Police Officer Recruit Hire Incentive upon appointment as a Police Officer Recruit.

Side Letter Agreement: Lateral Police Officer/Police Officer Recruit Hire Incentives

This Agreement will be effective July 1, **2021**, and will expire June 30, **2022**, unless the FPOA and City mutually agree to extend this Agreement in writing.

FOR THE FRESNO POLICE  
OFFICERS ASSOCIATION:

FOR THE CITY OF FRESNO:

\_\_\_\_\_  
BRANDON WIEMILLER  
FPOA President

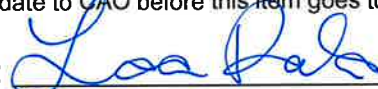
\_\_\_\_\_  
MARISSA SANCHEZ  
Director of Personnel Services

\_\_\_\_\_  
PACO BALDERRAMA  
Police Chief

Date: \_\_\_\_\_

APPROVED AS TO FORM  
CITY ATTORNEY'S OFFICE

These items are tentatively approved pending signature approval of (signature by) the impacted units. Please provide an update to CAO before this item goes to Council.

BY:   
Senior Deputy City Attorney