

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

Establishing Senior Police Officer, Corporal and Sergeant Incentive Pay

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 create Senior Incentive Pay to incentivize patrol matrix assignments in an effort to retain tenured and experienced officers in the patrol matrix, as follows:

7.4.12 Senior Patrol Officer, Senior Patrol Corporal, and Senior Patrol Sergeant Incentive Pay

Only Officers, Corporals, and Sergeant's assigned fulltime to the patrol matrix detail qualify to be a Senior Patrol Officer, Senior Patrol Corporal, or Senior Patrol Sergeant. Senior Patrol Officers, Senior Patrol Corporals, and Senior Patrol Sergeants signify tenure and experience with the Fresno Police Department. However, Senior Patrol Officers, Senior Patrol Corporals, and Senior Patrol Sergeants are not superior nor do they hold rank over Officers, Corporals, and Sergeants in their respective classifications. The below qualifications must be met to be accepted as a Senior Patrol Officer, Senior Patrol Corporal, or Senior Patrol Sergeant:

- (1) Only Officers, Corporals, and Sergeant's assigned fulltime to the patrol matrix detail qualify to receive Senior Incentive pay.
- (2) Qualifying officers must have completed a minimum of fifteen (15) years of service in the classification of officer at the Fresno Police Department. Corporals and Sergeants must have completed a minimum of ten (10) years of service in their respective classification as a Corporal or Sergeant with the Fresno Police Department.

Senior Patrol Officers, Senior Patrol Corporals, and Senior Patrol Sergeants are deemed qualified based on the above qualifications and will not be subjected to any written or interview testing process.

Senior Patrol Officers, Senior Patrol Corporals, or Senior Patrol Sergeants assigned to the Patrol Matrix on Watch II will receive a \$250 stipend each month. Qualified Senior Patrol Officers, Senior Patrol Corporals, or Senior Patrol Sergeants assigned to the Patrol Matrix on Watch III will receive a \$300 stipend each month. All compensation earned by a member pursuant to this Section, 7.4.12, shall be in addition to any other incentive and/or premium pay received and shall not be compensable for retirement purposes.

Qualified Senior Patrol Officers, Senior Patrol Corporals, or Senior Patrol Sergeants may maintain the uniform arm insignia on their uniforms if they leave their patrol matrix assignment. However they shall cease receiving the stipend pay until they return to a fulltime patrol matrix assignment on Watch II

or Watch III. The Fresno Police Department business office shall receive updated employee assignment details to assist them with determining qualified Senior Patrol Officers, Senior Patrol Corporals and Senior Patrol Sergeants.

These provisions will take effect on January 9, 2017, with the understanding that the Police Department will work to identify eligible Members after approval by the Fresno City Council. These provisions will expire on June 30, 2017, unless the FPOA and City mutually agree to extend this agreement in writing..

FOR THE FRESNO POLICE
OFFICERS ASSOCIATION:

FOR THE CITY OF FRESNO:

JACKY PARKS
FPOA President

KENNETH G. PHILLIPS
Labor Relations Manager

JERRY DYER
Police Chief

Date: _____

APPROVED AS TO FORM
CITY ATTORNEY'S OFFICE

BY: 

Assistant City Attorney