

**Side Letter of Agreement
Between
City of Fresno
And
Fresno City Employees Association (FCEA)**

Lateral Emergency Services Dispatcher II/III Hire Incentives

The City of Fresno and the Fresno City Employees Association (FCEA), representing Unit 3, have met and conferred, and have agreed to amend and renew the following incentive plan for Fiscal Year **2024**:

- To be eligible for the below hiring incentives, a qualified lateral Emergency Services Dispatcher (“ESD”) II/III candidate (“Eligible Lateral Hire”) must, at the time of filing the employment application, have been employed for at least two consecutive (2) years during the past three (3) years with a law enforcement agency in a classification equivalent to an Emergency Dispatcher II with the City of Fresno Police Department. Lateral ESD 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 separation from the Fresno Police Department as a permanent full-time ESD and have met the requirements described above for Eligible Lateral Hires, 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 time 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 FCEA MOU and City policy. The 40 hours of vacation and sick leave provided at the time of hire are immediately available for use.
- Upon hire and commencement of work as an ESD II or III with the Fresno Police Department, an Eligible Lateral Hire from another law enforcement agency will receive a one thousand dollar (\$1,000) hiring incentive payment. This incentive is not compensable for retirement purposes.
- Upon successful completion of the ESD training program, as determined by Police Administration, the Eligible Lateral Hire will receive one thousand dollars (\$1,000) hiring incentive payment. This incentive is not compensable for retirement purposes.
- Upon successful completion of the probationary period as an ESD II or III, the Eligible Lateral Hire will receive a one thousand dollar (\$1,000) 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 one thousand dollar (\$1,000) hiring incentive payment. This incentive is not compensable for retirement purposes.
- Eligible Lateral Hires will be hired at no less than “C” Step of the ESD II or III salary range.

- The City retains the right and exclusive authority to offer step placement above C Step of ESD II or III salary range based on the Eligible Lateral Hire's qualifications and other factors such as experience, training and certifications. The salary range placement shall be included in the conditional employment offer letter provided to the Eligible Lateral Hire.
- Current **Unit 3 employees** 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 Eligible Lateral Hires in increments of two hundred fifty (\$250) at the time the Eligible Lateral Hire receives the particular hiring incentive(s) outlined above. **Should the referred Eligible Lateral Hire become ineligible for any of the hiring incentives outlined above, the referring Unit 3 employee will also be ineligible for the coinciding incentive(s).** The referral incentive for current **Unit 3 employees** is not compensable for retirement purposes.
- Only one current **Unit 3 employee** can be identified as the referring **employee** for each Eligible Lateral Hire for purposes of the referral incentive outlined above. The current **Unit 3 employee** 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.

This Agreement will be retroactively effective July 1, 2023 and will expire June 30, 2024, unless the City and FCEA mutually agree to extend this Agreement in writing and upon Council approval.

FOR THE FRESNO CITY
EMPLOYEES ASSOCIATION:

SAM FRANK
FCEA President

FOR THE CITY OF FRESNO:

TJ MILLER
Interim Director of Personnel Services

Date: _____

APPROVED AS TO FORM
CITY ATTORNEY'S OFFICE

BY: _____
Assistant City Attorney