

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

Lateral Hire Incentives

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 the following incentive plan.

- 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: (1) be currently working for another California law enforcement agency, (2) have two years' experience as a full-time peace officer in California, and (3) possess a current California P.O.S.T certificate. 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 separation from the Fresno Police Department as a full-time peace officer and have met the requirements of (1) and (3) 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 Basic Unit MOU and City policy. In addition, Eligible Lateral Hires will accrue vacation leave and sick leave as outlined in the Basic Unit MOU.
- 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 two thousand, five hundred dollars (\$2,500) 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 two thousand, five hundred dollars (\$2,500) 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 two thousand, five hundred dollars (\$2,500) 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 two thousand, five hundred dollars (\$2,500) 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 Police Officer salary range.

- The City retains the right and exclusive authority to offer step placement above C Step of the Police Office salary range based on the Eligible Lateral Hire's qualifications and other factors such as current salary. 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 in increments of two hundred fifty (\$250) at the time the Eligible Lateral Hire receives the particular hiring incentive(s) outlined above. The referral incentive for current Fresno Police Officers is not compensable for retirement purposes.
- Only one current Fresno Police Officer 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. Referring Fresno Police Officers may not receive more than five (5) referral incentives per fiscal year.

This Agreement will be effective August 1, 2015, and will expire June 30, 2016, unless the FPOA and City mutually agree to extend this Agreement in writing.

FOR THE FRESNO POLICE
OFFICERS ASSOCIATION:

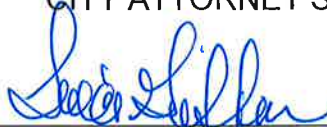
FOR THE CITY OF FRESNO:

JACKY PARKS
FPOA President

KENNETH G. PHILLIPS
Labor Relations Manager

JERRY DYER
Police Chief

Date: _____

APPROVED AS TO FORM
CITY ATTORNEY'S OFFICE
BY: 
Supervising Deputy