

**Side Letter of Agreement #1
Between
City of Roseville
And
Roseville Police Officers Association
July 5, 2022**

The City of Roseville (hereinafter referred to as "City") and the Roseville Police Officers' Association (hereinafter referred to as "RPOA") entered into a Memorandum of Understanding ("MOU") with a term beginning February 12, 2022, and terminating on December 31, 2025. The City and the RPOA are collectively referred to herein as "Parties."

Background and Overview

There are currently only three Primary Field Training Officer (FTOs), instead of the eight normally assigned as Primary FTOs. As described in the MOU Article II listed below, the Primary FTOs bid for Primary FTO shifts in their own seniority pool. Given the current shortage of Primary FTOs, the RPOA proposed and the City mutually agree that the RPOA MOU, Chapter 2. Salaries and Other Compensation, Article II, Primary Field Training Officers (FTOs), provision 1) shall be suspended until the January 2023 shift rotation, as stated in red below. It is expected that staffing for primary FTOs will increase by then.

The specific provisions contained in this Agreement are intended to supersede any previous agreements, whether oral or written, regarding the matters contained in this agreement.

The Parties have satisfied their obligations to meet and confer in good faith in accordance with the Meyers-Millias Brown Act (MMBA).

Except as provided here, all wages, hours, and other terms and conditions of employment presently in the City's MOU and Side Letter Agreements with the RPOA remain in full force and effect.

MOU Temporary Provision Suspension:

CHAPTER 2. SALARIES AND OTHER COMPENSATION

ARTICLE II. DIFFERENTIAL/TRAINING PAY

Any employee designated in writing to provide formalized training to a new employee (to orient or train) shall receive a five percent (5%) differential in salary. Formalized training programs must be established in order for an employee to be eligible for the training differential pay. In-service training does not qualify for the training differential pay.

The following parameters apply to qualifying for the differential/training pay:

Primary Field Training Officers (FTOs):

Eight Primary Field Training Officers will be identified through an interview process. Primary

FTOs will receive the differential/training pay even when they are not assigned a trainee. Primary FTOs are subject to the following parameters:

- 1) One FTO will be assigned to each Patrol Shift. One slot will be blocked out on each shift and assigned as a FTO position. Primary FTOs will bid for those shifts during the shift bid process based on their Department seniority. This provision is suspended until the January 2023 shift rotation
- 2) Primary FTOs will be evaluated by the FTO Lieutenant/Sergeant once each year for continued participation as a Primary FTO. If the evaluation determines the Primary FTO is no longer meeting the requirements of the position, the FTO Lieutenant/Sergeant may recommend to the Chief of Police that the FTO be removed from the Primary role and either reassigned as a Secondary FTO or removed from the training program. Participation as a primary FTO will be at the discretion of the Chief of Police. This evaluation period will take place in advance of the shift bidding process so staff may bid for their shift appropriately.
- 3) Considerations will be given to a candidate's role as a Secondary FTO when filling any open Primary FTO positions.

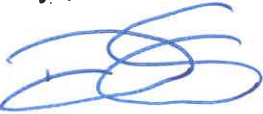
Secondary Field Training Officers:

Secondary FTOs will be identified through an interview process as deemed necessary to fill training needs of the Department. Secondary FTOs will receive the differential/training pay for all hours worked when assigned a trainee.

Academy Field Training Officers: Training Officers assigned to monitor trainees in the Police Academy shall receive the differential/training pay for the duration of the academy assignment. If the Training Officer is already receiving the differential/training pay for a Primary or Secondary Field Training Officer assignment and is assigned to monitor academy trainees, they only receive the differential/training pay for one assignment.

The Parties mutually agree this Side Letter Agreement will end as of the Roseville Police Department January 2023 shift rotation.

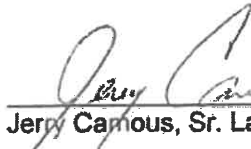
City of Roseville



Dominick Casey, City Manager

Date: 7-7-2022

Roseville Police Officers' Association



Jerry Carnous, Sr. Labor Relations Consultant

Date: 7-6-2022



Pat Ganguet, President RPOA

Date: 7/6/22