

**Side Letter of Agreement #3**  
**Between**  
**City of Roseville**  
**And**  
**Roseville Police Officers Association**  
**January 3, 2023**

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**

The previous MOU language and Side Letter Agreement #1, dated July 5, 2022, regarding assigned Field Training Officers (FTOs) on shifts, (which expires with the January 2023 shift rotation) did not obtain the parties’ desired result of providing a diversity of work shifts and experiences for Police Officer trainees. The alternative of forcing FTO’s to distribute amongst the 8 available patrol shifts also has its drawbacks. Through a cooperative process, the parties have agreed to the following changes to the RPOA MOU and to the July 4, 2022 Side Letter Agreement #1, with the intent of encouraging more diversity of shifts for trainees, while not restricting FTOs to particular shifts. 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-Milias 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 change effective as of the January 2023 shift rotation:**

**CHAPTER 2. SALARIES AND OTHER COMPENSATION**

**ARTICLE II. DIFFERENTIAL/TRAINING PAY**

All persons who have been selected by the department to be a Field Training Officer (FTO) and complete the POST approved FTO course, shall be identified as a FTO and receive a 5% differential in salary as described below. In addition, 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. In-service training does not qualify for the training differential pay.

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

**Primary Field Training Officers:**

The first FTO to bid for each patrol shift shall be designated as a Primary FTO. Any additional FTO that bids for the same patrol shift shall be designated as a secondary FTO. A primary FTO receives a 5% differential in salary for all hours worked for the entirety of the shift rotation, even when they have no assigned trainee.

Secondary Field Training Officers:

Secondary field training officers shall be defined as any FTO not designated as Primary. Secondary field training officers shall only receive a 5% differential in salary when the hours worked are hours when they are training an assigned trainee.

Academy Field Training Officers:

The two Primary FTOs who work the two day shifts (currently known as "A-days" and "B-days") shall be identified as the two Academy FTOs. These FTOs shall have the primary responsibility of monitoring trainees in a Police Academy. Currently both the Sacramento Police academy and the Sacramento Sheriffs' academy are used by the City of Roseville. In times where no academy is in session, the academy FTO's will revert back to the role of Primary FTO. Although the primary responsibility of the Academy FTO is to monitor trainees in a police academy, not instruct trainees in the field, they may still be assigned a trainee in the field on an infrequent basis.

Evaluation and assignment as an FTO:

FTOs will be evaluated by the FTO Lieutenant/Sergeant during their standard yearly evaluation for continued participation in the FTO program. Participation as an FTO will be at the discretion of the Police Chief.

City of Roseville



Dominick Casey, City Manager

Date: 1/4/2023

Roseville Police Officers' Association



Mark Bartley, Labor Relations Consultant

Date: 1/4/2023



Pat Ganguet, President RPOA

Date: 1/4/2023