

**SIDE LETTER AGREEMENT
BETWEEN
THE ROSEVILLE POLICE ASSOCIATION
AND
THE CITY OF ROSEVILLE**

The City of Roseville (hereinafter referred to as "City") and the Roseville Police Association (hereinafter referred to as the "RPA") entered into a Memorandum of Understanding ("MOU") with a term beginning on January 1, 2019 and terminating on December 31, 2021. The City and the RPA are collectively referred to herein as the "Parties."

Effective April 16, 2019, the Parties mutually agree to revise Chapter 2, Article III. Special Pays and Appendix W to read as follows:

ARTICLE III. SPECIAL PAYS

- A. Employees shall not be deemed eligible to receive such pay until they have successfully completed their one (1) year probationary period.
- B. Police Scene Technicians (formerly Crime Scene Technician and Multi-Services Officer) hired prior to January 1, 1997 who have a BA/BS degree in a job related forensic field will receive bi-weekly payment of one hundred and ten dollars (\$110.00).
- C. Employees in the job classes listed in Appendix W who acquire and maintain the corresponding certificates as listed will be paid two and one-half percent (2.5%) of their base salary.

Where more than one certificate is listed per job class, no stacking of payments will be made (no additional payment will be made for a second certificate by an employee). Police Scene Technicians who receive the special payment as described in Section B of this Article will not be eligible for any certification pay as described in Appendix W.

Exception: Communications Supervisor and Dispatcher I and Dispatcher II hired on or before October 1, 2013 who currently are paid for Emergency Medical Dispatch (EMD) Certificates will also be eligible for one (1) additional certificate as listed in Appendix W. Dispatcher I and Dispatcher II employees hired between 10/1/13 to 12/31/17, who possess an EMD certificate, shall receive 2.5% EMD special pay retroactive to the date that each individual passed probation or provided proof to the City of obtaining his or her EMD certification, whichever is later, and are eligible for one (1) additional certificate pay as listed in Appendix W. Employees hired after 12/31/17 are not eligible for EMD certificate pay.

Employees must be using the referenced certificate as part of their primary job assignment.

- D. Employees promoting into supervisory positions are eligible to retain a lower level certification pay for a maximum of two (2) years following promotion or employment into an eligible position or until eligible for the Supervisory POST certificate, whichever comes first.
- E. Employees who possess certificates are responsible for submitting their certificate with the corresponding Personnel Action Form directly to Human Resources in order to be paid the two and one-half percent (2.5%) stated above at the start of the next pay period.

APPENDIX “W” – Special Pays

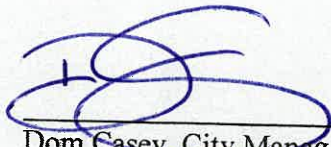
Special Pays

RPA Job Classification	Certification	Issuing Organization
Animal Control Officer	Advanced CA State Humane Officer's Academy Certificate	State Humane Association of CA
Animal Control Supervisor	POST Supervisor Certificate	POST
Communications Supervisor	Emergency Medical Dispatch (EMD) Certificate POST Supervisor Certificate	National Academy of Emergency Medical Dispatch POST
Community Services Officer I/II	Collision Investigation Certification Identity Theft Investigation	POST POST
Crime Analyst	Crime and Intelligence Analysis Certificate	CSUS
Dispatcher I/II	Basic Tactical Dispatcher Intermediate POST Dispatch Certificate Emergency Medical Dispatch (EMD) Certificate. Employees hired after 12/31/2017 are not eligible.	POST POST National Academy of Emergency Medical Dispatch
Police Property & Evidence Clerk I/II	Certified Evidence and Property Specialist	International Association of Property and Evidence
Police Property & Evidence Supervisor	POST Supervisor Certificate	POST
Police Records Clerk I/II	Public Records Act Certification	POST or California Peace Officer Association (CPOA)

Police Scene Technician I/II	Crime Scene Analyst	CA State Div. of the International Association for Identification
Public Safety Outreach & Community Relations Analyst	Crime Prevention Through Environmental Design Advanced Certification	National Institute of Crime Prevention
Public Safety Program Coordinator	POST Supervisor Certificate	POST
Records Supervisor	POST Supervisor Certificate	POST

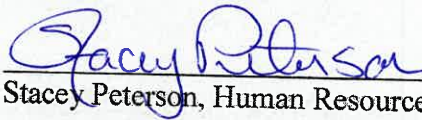
CITY OF ROSEVILLE:

Date: 4/16/19



Dom Casey, City Manager

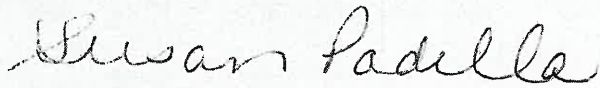
Date: 4-16-19



Stacey Peterson, Human Resources Director

ROSEVILLE POLICE ASSOCIATION

Date: 4-16-19



Susie Padilla, RPA President

Date: 04/16/2019



Mark Salvo, Labor Representative