SIDE LETTER AGREEMENT TO THE
CERES POLICE OFFICERS' ASSOCIATION
AND
THE CITY OF CERES
AGREEMENT

The City of Ceres ("City") and the Ceres Police Offic s' Association ("CPOA") (collectively, "the Parties") agree to and acknowledge the fo wing side letter to the July 1, 2014 – June 30, 2016 Memorandum of Understanding ("MOU") between the Parties.

MOU language changes are noted below with deletions in ~~strikeout text~~ and additions in **bold text.**

ARTICLE XI
ASSIGNMENT PAY

~~SECTION 11.8. Street Crimes Unit~~

~~a. The assignment of Street Crimes Unit is designated at the discretion of the Director of Public Safety or designee. An employee assigned to the Street Crimes Unit shall receive assignment pay of five percent (5%). (For salary administration purposes only, the Street Crimes Officer will be paid at the same salary range as Investigator – salary range is 38U, and the Street Crimes Sergeant will be paid at the same salary range as Investigative Sergeant – salary range is 44U.) Assignment pay shall cease when the assignment of Street Crimes Unit is removed.~~

~~b. Assignment of a patrol officer to the Street Crimes Unit is not considered a promotion. The Director of Public Safety, or designee, may utilize any criteria or selection method of his discretion to fill the assignment of Street Crimes Unit. The Street Crimes Unit assignment may be removed from an employee at the discretion of the Public Safety Director, or designee, and unless specifically stated as such, removal of the assignment is not considered punitive in nature.~~

SECTION 11.8. Ceres Neighborhood Enhancement Team

a. Assignment to the Ceres Neighborhood Enhancement Team (CNET) is given at the discretion of the Chief of Police and in accordance with Department policy. An officer assigned to CNET shall receive assignment pay of five-percent (5%). For salary administration purposes only, assigned Police Officers shall be paid at the same salary range as Investigator, 38U, and the assigned Sergeant shall be paid at the same salary range as Investigator Sergeant, 44U. The assignment pay shall cease when the assignment to CNET ends.

b. Assignment to CNET shall not be considered a promotion. The Chief of Police may utilize a selection method of his/her discretion to fill this assignment. The assignment may be removed from an employee at the discretion of the Chief of Police, and unless specifically stated as such, removal of the assignment shall not be considered punitive in nature.

c. This provision and the assignment pay shall be effective, retroactively, to July 13, 2015 for the Sergeant assigned to CNET as of that date, only. All other officers who may be assigned in the future shall receive the assignment pay as of the date of their assignment to CNET.

The Parties acknowledge that the revisions to the above-referenced sections are the sole issues addressed in this side letter. This side letter does not change, modify, or otherwise alter any other terms or conditions of the current MOU agreement between the City of Ceres and Ceres Police Officers' Association.

CITY OF CERES
Dated: September 21, 2015

Toby Wells, City Manager

Betina McCoy, Human Resources

CERES POLICE OFFICERS' ASSOCIATION
Dated: September 9, 2015

Paul Konsdorf
Labor Representative

Danny Vierra
Ceres Police Officers' Association

Joseph Wren
Ceres Police Officers' Association