



CITY OF ANGELS PO Box 667, 200 Monte Verda St. Suite B, Angels Camp, CA 95222 P: (209) 736-2181

February 11, 2025

Shannon Starr
Labor Relations Representative
Operating Engineers Local Union No. 3
3920 Lennane Drive
Sacramento, CA 95834

RE: Side Letter Agreement — Angels Camp Police Department Recruiting and Retention Issues/Bonuses

Dear Shannon:

This letter is to confirm the agreement reached between the City of Angels Camp (“City”) and the Angels Police Officers Association (“APOA”), represented by Operating Engineers Local 3 (“Union”), related to recruiting and retention difficulties within the City’s Police Department (“Department”).

Background

As we discussed, Section 7.12 of the 2021-2026 Memorandum of Understanding between the APOA and the City (“MOU”) addresses incentive and retention bonuses. It provides for a Two Thousand Five Hundred Dollar (\$2,500) bonus upon hire for entry level officers, with another \$2,500 as a retention bonus following completion of twelve (12) months of satisfactory service. Section 7.12 also provides that lateral (experienced officers) receive a \$2,500 bonus at hire, another \$2,500 bonus after completion of twelve months of satisfactory service, and a final \$5,000 bonus after completion of twenty-four (24) months of satisfactory service.

In order to address current staffing shortages, the City Council has approved increasing the amount of the recruitment bonus pay to Fifteen Thousand Dollars (\$15,000) for entry level officers and Thirty Thousand Dollars (\$30,000) for lateral police officers, to be paid over a five-year period. This bonus structure would replace and supersede any bonuses otherwise due, including bonuses under Section 7.12 of the MOU.

The City Council has further authorized a one-time appreciation/retention bonus for current officers with one (1) year or more of service, based on years of continuous service with the Department as follows: 1-5 years = \$3000; 6-10 years = \$5000; and 10+ years = \$7000. The appreciation/retention bonuses will be paid in a lump sum.

In deciding to grant the bonuses, the City has not requested concessions from the APOA. Rather, the City Council authorized the bonuses in support of the Department and as a show of appreciation for the officers’ service to the City and its citizens.

This Side Letter Agreement/Recruiting and Appreciation and Retention Bonuses (“Agreement”) serves to document the understanding between the City and the Union (collectively “the “Parties”) related to eligibility, payment, and timing of the recruitment and appreciation/retention bonuses.





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Side Letter Agreement/Recruiting and Appreciation Retention Bonuses

Whereas, to show appreciation for the service of current officers of the Department, and to aid in recruitment and retention of qualified officers, the City Council has determined to grant bonuses to current officers and qualified candidates who accept employment with the Department; and

Whereas, having met and conferred regarding the criteria and conditions related to the granting of the bonuses, the Parties hereby agree as follows:

1. **Effective Date.** This Agreement will become effective as of February 18, 2025 (“Effective Date”), once it has been approved and executed by all Parties and will expire June 30, 2026 (“Term”), unless terminated earlier by City as set forth in Paragraph 5.
2. **Sign-On Bonus/Entry Level Officer.** New hires into the position of Entry Level Police Officer (those who have not earned a POST Basic Certificate) and who began employment on or after December 15, 2024, shall be eligible for a Sign-On Bonus in the amount of Fifteen Thousand Dollars (\$15,000.00) in exchange for the employee accepting City’s offer of employment and remaining satisfactorily employed for a period of five (5) years (60 months). Eligible Entry Level Police Officers who meet the criteria of the Entry Level Police Officer Recruit Sign-On Bonus Agreement (attached as Exhibit A) shall be paid in accordance with the terms set forth in Exhibit A, provided the employee has executed and complied with employee’s obligations as delineated in Exhibit A.
3. **Sign-On Bonus/Lateral Police Officer.** New hires into the position of Lateral Peace Officer (those who have earned a California POST Basic Certificate and who currently work or have previously worked for a law enforcement agency certified by California POST) and who began employment on or after December 15, 2024, shall be eligible for a Sign-On Bonus in the amount of Thirty Thousand Dollars (\$30,000.00) in exchange for the Employee accepting City’s offer of employment and remaining satisfactorily employed for a period of five (5) years (60 months). Eligible Lateral Police Officers who meet the criteria of the Lateral Police Officer Recruit Sign-On Bonus Agreement (attached as Exhibit B) shall be paid in accordance with the terms set forth in Exhibit B, provided the employee has executed and complied with employee’s obligations as delineated in Exhibit B.
4. **Appreciation and Retention Bonus/Current Officers.** Officers employed by the Department who have one (1) or more years of continuous service will be eligible for a one-time bonus based on years of continuous service as an officer with the Department as of February 18, 2025, in accordance with the following schedule:
 - One (1) through Five (5) years ---- Three Thousand Dollars (\$3,000.00)
 - Six (6) through Ten (10) years ---- Five Thousand Dollars (\$5,000.00)
 - Over Ten (10) years ---- Seven Thousand Dollars (\$7,000.00)





CITY HALL

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Current officers who meet the criteria of the Current Officer Appreciation and Retention Bonus Agreement (attached as Exhibit C) shall be paid in accordance with the terms set forth in Exhibit C, provided the employee has executed and complied with employee's obligations as delineated in Exhibit C.

5. **Termination Prior To Expiration.** Should City's financial condition change during the Term such that City Council, in its discretion, determines that offering Sign-On Bonuses as set forth in Paragraphs 2 and 3 of this Agreement is detrimental to City operations, City may terminate this Agreement upon thirty (30) days' notice to and after conferring with, the Union. In such case, the provisions of all individual agreements executed pursuant to this Agreement prior to the termination date shall remain in full force effect, and the provisions of Section 7.12 of the 2021-2026 MOU between the Parties will be reactivated and become operative as of the date of termination of this Agreement, and will remain so through June 30, 2026, the expiration date of the MOU.
6. **Non-Precedential Agreement.** This Agreement does not establish any precedent, nor does it interpret any employee rights under the language of any memorandum of understanding or any applicable policies and procedures of the City except as expressly stated herein.
7. **Entire Agreement.** This Agreement memorializes and constitutes the entire understanding between the Parties as to the subject matter of this Agreement and supersedes and replaces all prior representations, negotiations, proposed discussions, understandings, or agreements, whether written or oral, pertaining to the same.


If this is your understanding of the agreement reached, please sign and date as indicated below.

AGREED:
City of Angels

Michael Chimente
Mayor

Date: _____

AGREED:
Angels Police Officers Association



Shannon Starr
OE3 Representative

Date: 2/13/25

Steve Williams
Interim City Manager

Date: _____



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Mayor Michael Chimente • Vice Mayor Caroline Schirato • Council Members Alvin Broglio, Isabel Moncada, Scott Behiel
City Administrator Steve Williams • City Attorney Douglas White, White Brenner, LLP