

**THE CITY OF GRASS VALLEY (CITY)
AND
THE GRASS VALLEY POLICE OFFICERS' ASSOCIATION
SIDE LETTER AGREEMENT
TO
JULY 1, 2023 – JUNE 30, 2024
MEMORANDUM OF UNDERSTANDING**

WHEREAS, the City and the association recognize the benefit of recruiting lateral police officers, and

WHEREAS, the City and the association have met and conferred over possible incentives to recruit lateral police officers.

NOW THEREFORE, the City and the Association agree to the following discretionary incentives for the lateral hire or Police Officers:

LATERAL HIRE INCENTIVE - POLICE OFFICER

As a recruitment incentive for the lateral hire of a police officer, the City may, at its discretion, offer one or more of the following employment enhancements to employees hired after the date of adoption of this agreement.

- A. Salary step placement at a competitive rate based on experience as a police officer or deputy sheriff.

- B. Accrual of vacation leave placement at a competitive rate based on experience as a police officer or deputy sheriff. Up to 80 hours vacation incentive at date of hire.

CITY

Tim Kiser, City Manager

Date

GVPOA

John Herrera, GVPOA President

Date