



## City of Grass Valley City Council Agenda Action Sheet

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**Title:** Grass Valley Police Officers' Association - Unit 6 - Side Letter to July 1, 2023 - June 30, 2024 - Lateral Police Officer Recruitment Incentives

**CEQA:** Not a project

**Recommendation:** That Council adopt Resolution No. 2023-68 approving a Side Letter to the Labor Memorandum of Understanding for the period beginning July 1, 2023 through June 30, 2024 between the City of Grass Valley and the Grass Valley Police Officers' Association (Unit 6) for recruitment incentives for lateral police officers.

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**Prepared by:** Timothy M. Kiser City Manager

**Council Meeting Date:** 12/12/2023

**Date Prepared:** 12/05/2023

**Agenda:** Consent

**Background Information:** With the difficulty of police departments recruiting lateral police officers statewide, jurisdictions are offering various incentives to attract experienced qualified police officers. In an effort to maintain the City of Grass Valley's ability to attract experienced police officers competitive with other jurisdictions, staff would like to amend the current Labor Memorandum of Understanding (MOU) with the Grass Valley Police Officers' Association (Unit 6) to add discretionary recruitment incentives through Side Letter. These discretionary recruitment incentives for a lateral hire would provide the ability for the City to allow salary step placement to match experience within the salary range, and up to 80 hours vacation incentive at date of hire. Unit 6 has agreed to these recruitment incentives. All other terms, conditions, and provisions of the MOU, to the extent not modified by this Agreement, shall remain in full force and effect.

This provision was incorporated into a side letter with Unit 6 during the previous fiscal year, spanning from July 1, 2022 to June 30, 2023, although it remained unused. The Staff is proposing the renewal of this side letter as an effective tool to attract experienced officers to our team.

**Council Goals/Objectives:** Approval of the updated negotiated Side Letter between the City and Unit 6 executes portions of the work tasks towards achieving /maintaining the Strategic Plan goal to maintain a Productive and Efficient Workforce.

**Fiscal Impact:** The fiscal impact will be minor and will vary from year to year but should be handled annually within the department's budget.

**Funds Available:** Yes    **Account #:** N/A    **Reviewed by:** \_\_ City Manager

**Attachments:** Resolution No. 2023-68 - Approval of Unit 6 Side-Letter & Side Letter - Unit 6