

**CITY OF MARYSVILLE (CITY)  
AND  
MARYSVILLE POLICE OFFICERS ASSOCIATION (MPOA) – NON-SWORN UNIT  
SIDE LETTER AGREEMENT  
TO  
JULY 1, 2022 – JUNE 30, 2023  
MEMORANDUM OF UNDERSTANDING (MOU)**

**WHEREAS**, the Police Chief, Finance Director and Human Resources have ascertained a difficulty in the recruitment and retention of Non-Sworn Personnel and have petitioned the City Manager to implement the City "Recruitment and Retention Benefit" program to assist with recruitment and retention of qualified personnel;

**NOW THEREFORE**, the City Manager agrees to implement this side letter as follows, during the time period of January 1, 2023, to December 31, 2024:

Recruitment of New hires:

All new Animal Control Services Officer in the Non-Sworn unit will be entitled to a \$5,000 'signing bonus' to be paid in two increments (\$2,500 at time of hire and the remaining \$2,500 to be paid at the end of a successful 18-month probation period).

All payments to qualifying staff will be paid as quickly as possible post Council ratification of this side letter.

For the City:

By: 

Jim Schaad, City Manager

Date: 2/8/23

For the Association:

By: 

Mark Bartley, Labor Consultant

Date: 2/3/2023

By: 

Althea Cabline, MPOA Representative

Date: 2.7.23