

**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 Dispatchers 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).

Retention of Existing Personnel:

The currently employed Records and Dispatch Supervisor in the non-sworn unit will receive a \$5,000 'retention bonus' paid in one payment to the employee.

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

For the City:

By: 

Jim Schaad, City Manager

Date: 1/19/23

For the Association:

By: 

Mark Bartley, Labor Consultant

Date: 1/6/23

By: 

Althea Labine, MPOA Representative

Date: 1/6/23