

Letter of Agreement #2 Between City of Hemet and
The Hemet Police Officers Association

WHEREAS, the City of Hemet ("CITY") and the Hemet Police Officers Association ("HPOA") (collectively, the "Parties") are parties to a Memorandum of Understanding ("MOU") that is in effect from January 1, 2021 through June 30, 2024, and governs generally the wages, hours and other terms and conditions of employment of the classifications represented by the HPOA;

WHEREAS, Article III of the MOU provides for the terms of compensation for HPOA members;

WHEREAS, the Parties wish to amend the MOU to provide hiring and referral bonuses to newly hired employees in the classification of qualifying Lateral Police Officer;

WHEREAS, the Parties wish to provide hiring bonuses in the amount of up to \$60,000.00 (sixty thousand dollars and zero cents) to newly hired employees in the classification of qualifying Lateral Police Officer;

WHEREAS, the hiring bonuses will be paid incrementally upon the newly hired employees reaching certain milestones;

WHEREAS, the Parties also wish to provide referral bonuses to incumbent CITY employees who are HPOA members, and who refer a successful applicant for CITY employment in the positions of Lateral Public Safety Dispatcher or Lateral Police Officer;

WHEREAS, the referral bonuses are subject to and contingent upon the completion of the requirements described below;

THEREFORE, the Parties agree to the following:

1. The term "newly hired" refers to an employee who is hired by the CITY in the classification of Lateral Police Officer on or after the effective date of this letter. The term "newly hired" does not include an employee who is hired by the CITY in the classifications of Police Corporal, or Police Investigator. "Newly hired" shall not apply to a current CITY employee who promotes to a higher rank or classification. Candidates currently in the hiring process before the effective date of this letter would not be eligible for this incentive.
2. The term "hired" refers to an employee who accepts an offer of employment from the CITY after the effective date of this letter in the classification of Lateral Police Officer (not Police Corporal or Police Investigator) AND begins his/her first day of work for the CITY as a Police Officer.

3. For the purposes of this hiring bonus, the specific factors required in order to qualify as a Lateral Police Officer AND be eligible for this bonus will be as follows:
 - a) Currently employed Police Officer with three (3) consecutive years minimum of street/patrol-specific experience with a California POST certified Police or Sheriff's Department with no break in service.
 - b) The following examples do NOT count toward the hiring bonus experience requirement:
 - Street/patrol experience from an agency outside of California.
 - Prior experience as a military police officer.
 - Prior experience as a correctional officer.
 - Prior experience as a Sheriff's Deputy working at a county jail or state prison.
 - c) The Chief of Police, or Chief's designee, shall
 - Determine eligibility for the hiring bonus prior to the start date of an individual in the eligible classification.
 - Not permit retroactive determinations of eligibility for individuals in the eligible classification, after the original hire date of the employee.

4. Newly hired and qualifying Lateral Police Officers shall receive hiring bonuses as follows:
 - a) \$10,000 (ten thousand dollars) upon successful completion of the CITY's Field Training Program, to be paid the first full pay period after successful completion of the Field Training Program. In order to earn the first part of the Hiring Bonus (\$10,000), the Lateral Police Officer must maintain an overall evaluation rating of "Meets Expectations" or higher on performance evaluations through the completion of the Field Training Program. Failure to maintain an overall evaluation rating of "Meets Expectations" or higher through the completion of the Field Training Program will make the Lateral Police Officer ineligible to receive the first part of the Hiring Bonus.
 - b) \$50,000 (fifty thousand dollars), to be awarded upon successful completion of the Lateral Police Officer's fifth full year employed with the CITY as a Police Officer who has completed the Field Training Program. In order to earn the second part of the Hiring Bonus (\$50,000), the Lateral Police Officer must maintain an overall evaluation rating of "Meets Expectations" or higher on all performance evaluations occurring throughout the five-year period. Failure to maintain an overall evaluation rating of "Meets Expectations" or higher during the five-year period will make the Lateral Police Officer ineligible to receive the second part of the

Hiring Bonus. The five-year period will not start until after the employee's successful completion of the Field Training Program. To the extent permitted by law, all hours taken off work for any type of leave of absence lasting more than fifteen (15) consecutive, calendar days per calendar year will not count toward the five (5) year requirement. Such time will toll the completion of the five (5) year requirement, and the five-year accrual will resume when the employee returns to work. The Lateral Police Officer must complete five full years of qualifying employment in order to receive this bonus. If the City ends the Hiring Bonus Program before a qualifying Lateral Police Officer has had the chance to complete the bonus requirements, then the Lateral Police Officer shall receive an opportunity to complete the requirements and earn the hiring bonus. The bonus will **not** be prorated based on partial completion of the five (5) year period. The Chief of Police, or Chief's designee, must document satisfactory completion of requirement, prior to distribution of bonus compensation.

5. These payments will be made subject to all regular deductions, including state and federal tax withholdings, and as required by law.
6. An incumbent HPOA member employed by the CITY shall earn a referral bonus when all of the following requirements have been satisfied:
 - a) The HPOA member recommends an applicant for the classification of Lateral Public Safety Dispatcher or Lateral Police Officer to the CITY;
 - b) The recommended applicant actually applies for, and is hired into the classification of Lateral Public Safety Dispatcher or Lateral Police Officer (not Police Corporal or Police Investigator);
 - c) The recommended applicant lists the name of the HPOA member who made the recommendation on the applicant's City job application;
 - d) The recommended applicant completes the applicable training program for the applicant's position (CTO Training Program for Lateral Public Safety Dispatchers and Field Training Program for Lateral Police Officers);
 - e) The HPOA member and the recommended applicant must both remain employees of the CITY while all other requirements are met, in order for the HPOA member to be eligible to receive the referral bonus;
 - f) The referral bonus shall be \$2,500 (two thousand, five hundred dollars) and shall become payable on the first pay period after all of the above requirements have been met.

- g) This payment will be made subject to all regular deductions, including state and federal tax withholdings, and as required by law.

CITY OF HEMET

DocuSigned by:

7E9441EFA6FE471...
Mark Prestwich, City Manager

9/14/2023
Date

DocuSigned by:

E800F7C3AEA0432...
John Paul Maier, City Clerk

9/19/2023
Date

DocuSigned by:

CF04862F02D144D...
Steven Graham, City Attorney

9/13/2023
Date

HEMET POLICE OFFICERS ASSOCIATION

DocuSigned by:

8B4D24900CBB4A4...
Dylan Werts, Vice President

9/15/2023
Date