AMENDMENT (LETTER OF UNDERSTANDING) TO MOU BETWEEN THE CITY OF CHULA VISTA AND CHULA VISTA POLICE OFFICER'S ASSOCIATION REGARDING OUT-OF-CLASS ASSIGNMENT PAY FOR ACTING CAPTAINS (ARTICLE 2.06) AND RECRUITMENT INCENTIVE PROGRAM/NEW HIRE LATERAL INCENTIVE PAY (ARTICLE 2.15)

The City of Chula Vista ("City") and the Chula Vista Police Officer's Association ("CVPOA") via this Amendment agree to further amend the MOU (extended to expire on June 30, 2020 via prior amendment) between the City and CVPOA as follows:

1. **Article 2.06-Amended**: Article 2.06 is now amended to read as follows:

"ARTICLE 2.06 OUT-OF-CLASS ASSIGNMENT

I. Sworn personnel who are assigned duty as an Acting Agent, Acting Sergeant, or Acting Lieutenant in the Patrol Division for a period of at least more than one half of their regularly scheduled continuous work shift (excluding shift overlap(s)) shall receive compensation at a rate of five percent (5%) above his or her base pay. Payment will be retroactive to the time the out-of-classification assignment commenced and will continue until the out-of-classification assignment ends, provided the above greater than one half of one full-shift minimum is met. Personnel assigned duty as an Acting Agent, Acting Sergeant or Acting Lieutenant in the Patrol Division during any shift overlap period will receive out-of-classification compensation for that overlap period provided the above greater than one half of one full-shift minimum is met.

II. Sworn personnel who are assigned duty as an Acting Agent, Acting Sergeant, or Acting Lieutenant in a division other than Patrol for a period of at least one continuous week (40 consecutive hours) shall receive compensation at a rate of five percent (5%) above his or her base pay. Payment will be retroactive to the time the out-of-classification assignment commenced and will continue until the out-of-classification assignment ends, provided the above full week minimum is met.

III. Effective September 15, 2017, sworn personnel who are assigned duty as an Acting Captain for a period of at least one continuous work week (40 consecutive hours) shall receive compensation at a rate of five percent (5%) above his or her base pay.

IV. The assignment of Acting Agent, Acting Sergeant, ~~or~~ Acting Lieutenant, or Acting Captain shall be made in writing and shall indicate the day and time the assignment begins. Out-of-classification assignment pay shall be calculated to the nearest quarter hour."

2. **Article 2.15-Amended**: Article 2.15 is now amended to read as follows:

"ARTICLE 2.15 RECRUITMENT INCENTIVE PROGRAM/NEW HIRE LATERAL INCENTIVE PAY

II. [New Hire Lateral Incentive Pay]

1. New hires who come into the Chula Vista Police Department from another public law enforcement agency on or after April 10, 2013 through October 12, 2017 with external law enforcement experience will receive lateral incentive pay of $1000 for each full year of external experience brought to the City for up to five (5) years of experience or a maximum of $5,000.

   The external law enforcement experience shall consist of full time (not reserve) POST certified (not limited police powers) employment as a police officer, sheriff's deputy, or California Highway Patrol Officer. Credit will only be given for full years of service. There shall be no credit for partial years of service and there will be no round up of number of years. Thus, for example, if a lateral has 1 year and 3 months experience, they have one full year of service and shall get $1000. If a lateral has 1 year and 11 months experience, they have one full year of experience and shall get $1000.

   Lateral incentive pay for each full year of qualifying external law enforcement experience will be paid at the following intervals until the incentive is paid in full:

   $1,000--Upon completion of the hiring process
   $1,000--At the successful completion of the City probationary period
   $1,000--Every year thereafter on the employee's anniversary date, up to the $5,000 maximum.

   In no event will an employee receive more than the maximum of $5,000 lateral incentive pay.

2. New hires who come into the Chula Vista Police Department from another public law enforcement agency on or after October 13, 2017 with external law enforcement experience will receive lateral incentive pay of $2000 for each full year of external experience brought to the City for up to five (5) years of experience or a maximum of $10,000.

   The external law enforcement experience shall consist of full time (not reserve) POST certified (not limited police powers) employment as a police officer, sheriff's deputy, or California Highway Patrol Officer. Credit will only be given for full years of service. There shall be no credit for partial years of service and there will be no round up of number of years. Thus, for example, if a lateral has 1 year and 3 months

experience, they have one full year of service and shall get $2,000. If a lateral has 1 year and 11 months experience, they have one full year of experience and shall get $2,000.

Lateral incentive pay for each full year of qualifying external law enforcement experience will be
paid at the following intervals until the incentive is paid in full:

$2,000--Upon completion of the hiring process
$2,000--At the successful completion of the City probationary period
$2,000--Every year thereafter on the employee's anniversary date, up to the $10,000 maximum.

In no event will an employee receive more than the maximum of $10,000 lateral incentive pay.

~~2.~~3. This New Hire Lateral Incentive pay is of limited duration and the City may end this incentive pay, in its sole and unfettered discretion, at any time and for any reason by providing CVPOA written notice of its intent to terminate this incentive pay and an effective date of such termination."

FOR THE CITY OF CHULA VISTA:

Courtney Chase

Courtney Chase
Director of Human Resources

FOR CVPOA:

David Oyos
President, Chula Vista Police Officer's Association