

# SIDE LETTER OF AGREEMENT

CITY OF VENTURA

AND

VENTURA POLICE OFFICERS' ASSOCIATION

This Side Letter of Agreement ("Agreement") is by and between the City of Ventura ("City") and the Ventura Police Officers' Association ("VPOA") (collectively "Parties") and is entered into with respect to the following:

**WHEREAS**, VPOA is the exclusively recognized employee organization for employees employed in the classifications of Police Officer, Police Corporal and Police Sergeant by the City's Police Department; and

**WHEREAS**, the Parties have entered into a collective bargaining agreement covering wages, hours and other terms and conditions of employment for employees represented by VPOA for the period ending June 30, 2020; and

**WHEREAS**, the City has expressed a desire to increase the potential for lateral police officer recruitment to address its current staffing shortages; and

**WHEREAS**, the City and VPOA agree developing and implementing financial and benefit incentives for the recruitment of lateral police officer candidates is a beneficial tool to help the Ventura Police Department compete with similar police agencies to recruit qualified lateral police officer candidates;

**WHEREAS**, the VPOA is willing to allow the implementation of a lateral police officer incentive.


**NOW, THEREFORE**, the Parties agree as follows:

Effective upon the date this agreement is signed by both parties and valid through the term of the current Memorandum of Understanding the City shall provide a lateral police officer recruitment incentive as follows:

- A. A one-time incentive of \$5,000.00 for newly hired lateral officers to be delivered as follows:
- \$2,500 to be paid upon the first full pay period of employment.
  - \$2,500 to be paid upon the pay period immediately following the satisfactory completion of probation.
  - New employee will be expected to sign agreement stating that the City of Ventura agrees to pay a signing bonus as stated above.
  - Payments will be made by separate checks and are taxable income, reported on a W-2 form for income tax purposes.
  - If employee voluntarily separates within first six months of employment, the employee shall be responsible for repaying a prorated portion of the bonus incentive back to the City. If sufficient funds are not available from final check, the balance due is to be paid by check or cash at time of separation.

- B. A leave bank advance of 80 hours sick leave and 40 hours vacation hours to all newly hired lateral officers.

**FOR THE CITY OF VENTURA**

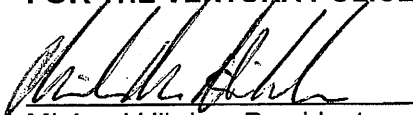
  
\_\_\_\_\_  
Ken Corney, Police Chief

5-18-18.  
Date

  
\_\_\_\_\_  
Dan Paranick, Interim City Manager

5-18-18  
Date

**FOR THE VENTURA POLICE OFFICERS' ASSOCIATION**

  
\_\_\_\_\_  
Michael Hibdon, President

6-11-18  
Date