

Side Letter of Agreement

Between the City of Petaluma and the Peace Officers' Association of Petaluma Unit 6

Rights of Retreat – Community Services Officer Two-Year Limited Term Positions

The Police Department has identified monies to fund two Community Services Officer (CSO) positions for a period of two years. Although the City hopes to identify funding to maintain these positions on an ongoing basis, at this time, these positions are authorized for two years only.

Members of Unit 6 would like to apply for these positions, but due to the limited-term nature of positions, have expressed concerns about their rights to retreat to their current positions if ongoing funding is not identified. The Police Department would like Unit 6 members to consider the career opportunity the new CSO positions offer.

Therefore, the representatives of the City of Petaluma and the Peace Officers' Association of Petaluma (POAP) Unit 6 have met and conferred and reached agreement on this Side Letter of Agreement.

The parties agree to the following:

1. If ongoing funding has not been identified to maintain the CSO positions at the end of the two years, any Unit 6 member who was appointed to the limited-term CSO positions shall be returned to the position s/he held at the time of appointment to the limited-term CSO position.
2. If the position s/he held at the time of appointment is not vacant, the City shall issue layoff notices to the least senior employees in the retreat positions pursuant to Section 44 Layoffs of the Unit 6 Memorandum of Understanding.
3. Upon return to his/her former position, the returning employee shall retain the seniority date s/he held in his/her position at the time of appointment to CSO. That is, s/he shall have seniority calculated by considering the previous time in the position, plus time spent as a CSO.
4. If the provisions of this Side Letter of Agreement conflict with any provisions of the Unit 6 Memorandum of Understanding (MOU), the provisions of this Side Letter of Agreement shall prevail.
5. Seniority amongst the limited term CSO positions will be determined by rank order on the eligibility list.

It is the intent of the parties to agree to the terms of this side letter separate from the adoption of a successor MOU. This Side Letter shall be effective July 1, 2016 through June 30, 2018. This agreement must be renewed by mutual agreement of the parties, to continue after June 30, 2018.

This Side Letter of Agreement is executed the 21st day of July, 2016, by the employer-employee relations representatives whose signature appears below for their respective organizations.

PEACE OFFICERS' ASSOCIATION OF PETALUMA

/s/ Garrett Glaviano 7/18/16

Garrett Glaviano, President, POAP Date

CITY OF PETALUMA

/s/ John C Brown 7/21/16

John C. Brown, City Manager Date

/s/ Dianne Dinsmore 7/19/16

Dianne Dinsmore, Human Resources Director Date