

# SIDE LETTER OF AGREEMENT

BETWEEN

CITY OF MANHATTAN BEACH

AND

THE MANHATTAN BEACH POLICE OFFICERS' ASSOCIATION

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

**WHEREAS**, the City and the POA entered into a Memorandum of Understanding ("MOU") with the term of January 1, 2016 through December 31, 2018; and

**WHEREAS**, the MOU provides that the City agrees to pay a maximum of six (6) police officers who are designated as Field Training Officers, five percent (5%) of their base salary; and

**WHEREAS**, the City has advised the POA that it wishes to authorize the Police Chief to designate additional Field Training Officers due to several operational reasons, and the POA agrees that the Police Chief should have that discretion; and

**WHEREAS**, the parties wish to modify Article 12(E) "Training Officer Pay" to authorize the Police Chief to designate additional Field Training Officers; and

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

1. Article 12(E), **SPECIALTY PAYS/Training Officer Pay** is modified as can be seen with track changes below as follows:

## **ARTICLE 12: SPECIAL PAYS**

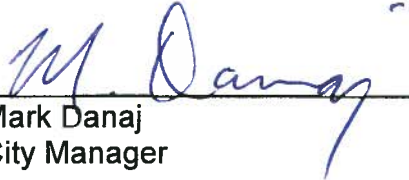
Specialty Pay assignments and compensation shall be as follows:

- (e) Training Officer Pay: The City agrees to pay a maximum of six (6) police officers, who are designated as Field Training Officers (FTO's), 5% of the employee's actual base salary per month. The parties agree that to the extent permitted by law, Training Officer Pay is special compensation as defined by CalPERS regulations and shall be reported as such to CalPERS pursuant to Title 2 CCR, Section 571(a)(4) as Training Premium.

The Police Chief shall have the discretion to designate additional police officers (in addition to the maximum of six (6) provided for in the previous paragraph) as FTO's if needed. These additional FTO's will be assigned temporarily based on operational needs of the Department as determined by the Police Chief. These FTO's can be


removed at any time by the Police Chief. The officers designated as additional FTO's shall receive the pay (5% of the employee's actual base salary) for being designated as an FTO.

**FOR THE CITY OF MANHATTAN BEACH**

  
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Mark Danaj  
City Manager

4-20-16  
\_\_\_\_\_  
Date

**FOR THE MANHATTAN BEACH POLICE OFFICERS' ASSOCIATION**

  
\_\_\_\_\_  
Michael Rosenberger  
President, MBPOA

4-8-16  
\_\_\_\_\_  
Date