

**CITY OF MARYSVILLE (CITY)  
AND  
MARYSVILLE POLICE OFFICERS ASSOCIATION (MPOA) - SWORN UNIT  
SIDE LETTER AGREEMENT  
TO  
JULY 1, 2022 – JUNE 30, 2023  
MEMORANDUM OF UNDERSTANDING (MOU)**

**WHEREAS**, the Police Chief, Finance Director and Human Resources have ascertained a difficulty in the recruitment and retention of Law Enforcement Officers at all levels and have petitioned the City Manager to implement the City "Recruitment and Retention Benefit" program to assist with recruitment and retention of qualified personnel;

**NOW THEREFORE**, the City Manager agrees to implement this side letter as follows, during the time period of January 1, 2023, to December 31, 2024:

**Recruitment of New hires:**


All new Officers in the sworn unit will be entitled to a \$10,000 'signing bonus' to be paid in three increments (\$3,500 at time of hire, \$3,000 at the completion of the FTO process and the remaining \$3,500 to be paid at the end of a successful 18-month probation period).

**Retention of Existing Personnel:**

All currently employed Sergeant's in the sworn unit will receive a \$5,000 'retention bonus' paid in one payment to the employee. All employees that wish to promote, and successfully pass the recruitment process from Officer to Sergeant, will receive a \$10,000 'signing bonus' to be paid in two increments (\$5,000 at time of hire and the remaining \$5,000 to be paid at the end of a successful 12-month probation period). Any appointed Lateral Sergeant shall receive \$10,000 'signing bonus' to be paid in two increments (\$5,000 at time of hire and the remaining \$5,000 to be paid at the end of a successful 18-month probation period).

All payments to current staff will be paid as quickly as possible post Council ratification of this side letter.

For the City:


By:   
Jim Schaad, City Manager

Date: 1/19/23

For the Association:

By:   
Mark Bartley, Labor Consultant

Date: 1/6/23

By:   
Alethea Lablue, MPOA Representative

Date: 1/6/23