

**Side Letter of Agreement #3
Between
The City of Pleasanton
and
the Pleasanton Police Officers' Association**

The City of Pleasanton (hereinafter referred to as the "City"), and the Pleasanton Police Officers' Association (hereinafter referred to as the "Union") are parties to a Memorandum of Understanding (MOU) between the Union and the City from June 1, 2023 through May 31, 2026. This Side Letter Agreement is entered into between the City and the Union to modify the MOU and clarify existing language.

The specific provisions contained in this Agreement are intended to supersede any previous agreements, oral or written, regarding the matters contained in this Agreement. Further, except as provided herein, all other terms and conditions of employment presently enjoyed by the Union in the existing MOU shall remain in full force and effect.

The Parties have satisfied their obligations to meet and are in agreement with the terms and conditions of this Agreement and its implementation.

Effective June 1, 2024, through the term of this MOU, the Parties agree to modify the MOU as set forth below:

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7.14 Special Assignment Premiums

Effective the first pay period on or after June 1, 2024, employees designated as Crime Scene Investigators shall receive a Crime Scene Investigator premium equal to two and one-half percent (2.5%) of base pay. Effective June 1, 2025, employees designated as Crime Scene Investigators shall receive a Crime Scene Investigator premium equal to five percent (5%) of base pay.

Effective the first pay period on or after June 1, 2024, employees assigned to work as detectives/investigators (including employees assigned to the Special Enforcement Unit) shall receive a Detective Division premium equal to two and one-half percent (2.5%) of base pay. Effective June 1, 2025, employees assigned to work as detectives/investigators (including employees assigned to the Special Enforcement Unit) shall receive a Detective Division premium equal to five percent (5%) of base pay.

Effective the first pay period on or after June 1, 2024, employees assigned to the Traffic/Motors division shall receive a Motorcycle Patrol premium equal to two and one-half percent (2.5%) of base pay. Effective June 1, 2025, employees assigned to the Traffic/Motors division shall receive a Motorcycle Patrol premium equal to five percent (5%) of base pay.

Due to the nature of their job duties, Police employees assigned to the SWAT Team and Hostage Negotiations Team (HNT) are routinely and consistently exposed to hazardous substances and engage in hazardous activities to implement health and safety procedures. Beginning June 1, 2024, these employees will receive a SWAT/HNT Assignment Premium Pay equal to two and one-half percent (2.5%) of base pay. Effective June 1, 2025, the SWAT/HNT Assignment Premium Pay shall be increased to five percent (5%) of base pay.

Pleasanton Police Officers' Association

City of Pleasanton


By:

Signed by:

27F56369F5264C3...
Brian Jewell

By:


Gerry Beaudin

Signed by:

BD919C194A39436...
Jason Hunter