

Letter of Agreement
Between City of Colton and
The Colton Police Officers Association

WHEREAS, the City of Colton ("CITY") and the Colton Police Officers Association ("CPOA") are parties to a Memorandum of Understanding ("MOU") that is in effect from January 1, 2021 to June 30, 2024, and governs generally the wages, hours and other terms and conditions of employment of the classifications represented by the CPOA;

WHEREAS, Article II of the MOU provides for the terms of compensation for CPOA members;

WHEREAS, the parties wish to provide signing bonuses in the amount of \$15,000.00 (fifteen thousand dollars) to newly hired employees and up to \$12,500.00 (twelve thousand and five hundred dollars) to recently hired employees in the classifications of Police Officer, Police Officer Trainee, which will be represented by the CPOA;

WHEREAS, the signing bonuses will be paid incrementally upon the newly hired employees and recently hired employees reaching certain milestones;

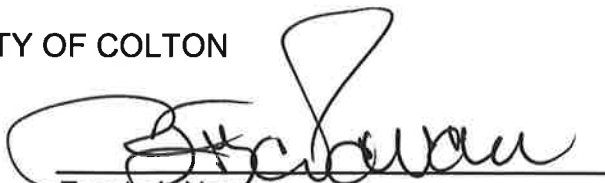
THEREFORE, IT IS AGREED AS FOLLOWS:

1. The term "newly hired" refers to an employee that is hired by the CITY in the classification of Police Officer or Police Officer Trainee. The term "newly hired" does not include an employee that is hired by the CITY in the classifications Police Corporal, Police Detective or Police Sergeant. "Newly hired" shall not apply to a current CITY employee that promotes to a higher rank or classification.
2. The term "recently hired" refers to an employee that is hired by the CITY in the classification of Police Officer or Police Officer Trainee on or after September 1, 2019. The term "recently hired" does not include an employee that is hired by the CITY in the classifications Police Corporal, Police Detective or Police Sergeant. "Recently hired" shall not apply to a current CITY employee that promotes to a higher rank or classification.
3. The term "hired" refers to an employee that accepts an offer of employment from the CITY in the classification of Police Officer or Police Officer Trainee (not Police Corporal, Police Detective or Police Sergeant) and begins his/her first day of work for the CITY.
4. Newly hired CPOA members shall receive signing bonuses as follows:
 - a) \$2,500.00 (two thousand and five hundred dollars) once hired, to be paid concurrently with employee's first payroll check due to employee.

- b) \$2,500.00 (two thousand and five hundred dollars) at both a minimum of six (6) months of employment and after successfully passing the Field Training Officer (“FTO”) program, to be paid concurrently with the next payroll check due to employee after reaching this milestone.
 - c) \$5,000.00 (five thousand dollars) upon successfully passing probation (typically 12 months for laterals and 18 months for academy graduates with no prior police experience), to be paid concurrently with the next payroll check due to employee after reaching this milestone.
 - d) \$5,000.00 (five thousand dollars) on the 1-year anniversary of successfully passing probation, to be paid concurrently with the next payroll check due to employee after reaching this milestone.
5. Recently hired CPOA members shall receive signing bonuses based on the same criteria set for newly hired CPOA members in Section 4 above; however, no bonuses will be retroactive. Specifically, a recently hired CPOA member does not qualify for any bonuses where the triggering events have occurred prior to the effective date of this side letter, as illustrated below:
- a) If a recently hired CPOA member began working for the CITY on July 1, 2020 and has already completed his/her FTO program and passed probation, he/she is only eligible to collect the \$5,000.00 bonus on the 1-year anniversary of successfully passing probation pursuant to Section 4(d) above, as all of the other bonus thresholds have occurred prior to the effective date of this side letter.
 - b) On the other hand, if a recently hired CPOA member began working for the City on March 1, 2022, he/she is eligible to collect all of the bonuses pursuant to Section 4 above.
6. This Side Letter of Agreement shall be in effect retroactively from March 1, 2022 through June 30, 2024 and shall sunset immediately thereafter.
7. All other provisions in Article II of the MOU shall remain in full force and effect.

WE AGREE TO THE ABOVE:

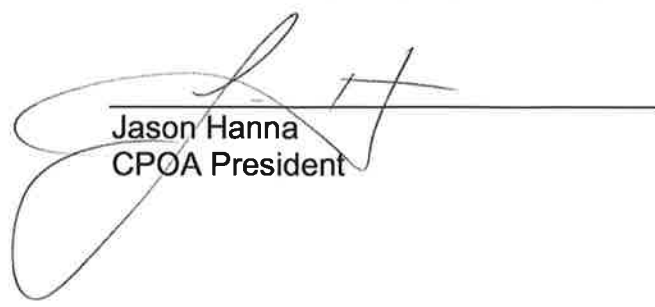
CITY OF COLTON



Frank J. Navarro
Mayor

March 23, 2022
Date

COLTON POLICE OFFICERS ASSOCIATION



Jason Hanna
CPOA President

Date 3/17/22