

06-24-16
14-MED-09-1219
1737-01
K31972

ORIGINAL
DOCUMENT

MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF RIVERSIDE
AND FRATERNAL ORDER OF POLICE, LODGE #161 (PATROL OFFICERS)

The City of Riverside Police Department does resolve as follows:

Section 1. The City of Riverside and the Fraternal Order of Police, Lodge #161 hereby enter into this Memorandum of Understanding ("MOU") regarding terms and conditions of the lateral transfer hiring process on this 20TH day of JUNE, 2016.

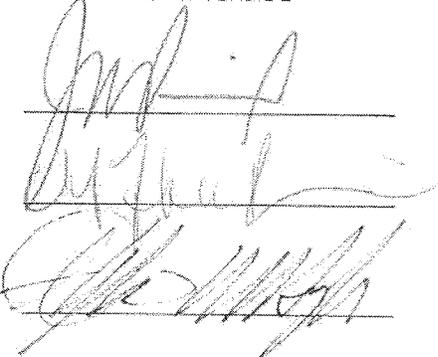
Section 2. This MOU will act as an addendum to the Collective Bargaining Agreement (January 1st, 2015 through December 31st, 2017). In order to enhance the Employer's ability to recruit and hire experienced and certified Police Officers, a wage based tier system is established.

Section 3. Those who are hired through the lateral transfer process or who are authorized rehires shall be given past service credits for their previous law enforcement employment experience. Past service credits shall not be given for any seniority bidding or lay off purposes and will not be utilized for future promotion time in service outside of Riverside Police Department. Candidates hired under the lateral transfer process shall be assigned a Tier. Appendix C outlines the pay structure defined in Section 2 and corresponding with Article 20, Section 20.1 of the Collective Bargaining Agreement.

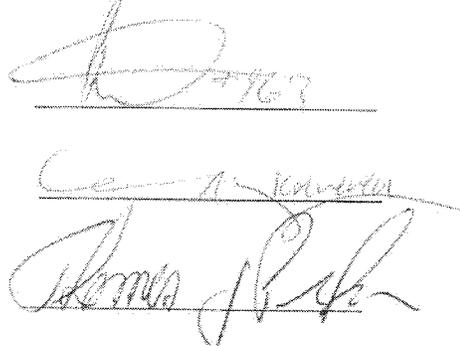
Section 4. As outlined in Article 11, Section 11.2, lateral transfers will achieve no seniority advancement and will be placed on the seniority list defined in Section 11.3 in relation to their hire date as a full time Riverside Police Officer. Lateral transfer officers must complete a six (6) month probationary period from the date of hire. The pay rate will be at the discretion of the Chief of Police and will be determined by any combination of experience, years of service and other relevant factors.

Section 5. Lateral transfer employees will be permitted to transfer sick time hours from their previous employers to the City of Riverside. Transfer of vacation or compensatory time is not permitted. Lateral transfer employees will receive accumulation of vacation at the same amount of a new hire employee as outlined in Article 21, Section 21.1 of the Collective Bargaining Agreement.

CITY OF RIVERSIDE



Fraternal Order of Police #161



ORIGINAL
DOCUMENT

APPENDIX C

LATERAL TRANSFER TIER WAGES

<u>Lateral Hire</u>	<u>Tier 1</u>	<u>Tier 2</u>
<u>Range</u>	\$24.99 - \$26.79	\$28.60 - \$30.40