

**SIDE LETTER AGREEMENT
BETWEEN
THE ROSEVILLE POLICE ASSOCIATION
AND
THE CITY OF ROSEVILLE**

The City of Roseville (hereinafter referred to as "City") and the Roseville Police Association (hereinafter referred to as the "RPA") entered into a Memorandum of Understanding ("MOU") with a term beginning on January 1, 2024, and terminating on December 31, 2027. The City and the RPA are collectively referred to herein as the "Parties".

Background

On November 30, 2023, the City and RPA agreed to the attached Side Letter to follow the Pilot After-Hours CSI Response Guidelines (Pilot Guidelines) as described in that Side Letter. The Parties met on April 15, 2024, to review the status of the pilot. It was agreed by the Parties to extend all provisions of the November 30, 2023, Side Letter, including the Pilot Guidelines through December 31, 2024, to have a full year of experience and data to evaluate the effectiveness of the pilot.

The Parties have satisfied their obligations to meet and confer in good faith in accordance with the Meyers-Milias Brown Act (MMBA).

Except as provided here, all wages, hours, and other terms and conditions of employment presently in the City's MOU and Side Letter Agreements with the RPA remain in full force and effect.

Notwithstanding anything herein, the Police Chief may suspend or terminate these Pilot Guidelines at any time, in their sole discretion, with or without cause, including if response levels are determined by the Police Chief to fall below expectations, and any such management decision shall not be grievable, appealable, nor subject to arbitration.

Date: 4/20/2024

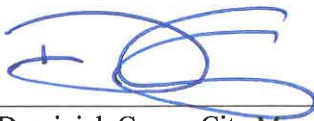
Trisha Stojkovich

Trisha Stojkovich, RPA President
ROSEVILLE POLICE ASSOCIATION

Date: 04/17/2024

Bhavendeeep Atwal
Bhaven Atwal, Labor Relations Consultant
ROSEVILLE POLICE ASSOCIATION

Date: 4/23/2024



Dominick Casey, City Manager
CITY OF ROSEVILLE

Attachment:

Side Letter – Pilot After-Hours CSI Response Guidelines, dated November 30, 2023

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THE CITY OF ROSEVILLE**

The City of Roseville (hereinafter referred to as "City") and the Roseville Police Association (hereinafter referred to as the "RPA") entered into a Memorandum of Understanding ("MOU") with a term beginning on January 1, 2022, and terminating on December 31, 2023. The City and the RPA are collectively referred to herein as the "Parties".

Background

Police Scene Technicians in the Crime Scene Investigation (CSI) Unit currently rotate being on-call for after-hours response to process a variety of crime and traffic accident scenes and receive on-call pay for that assignment. Employees in the CSI Unit proposed to Police Department management to pilot a different approach to covering after-hours response.

Police Department management and the Police Scene Technicians worked together to develop the Pilot After-Hours CSI Response Guidelines (Pilot Guidelines) as described below. These Pilot Guidelines are modeled after how the Roseville Police Department's Crime Suppression Unit operates for their emergency callouts.

The specific provisions contained in this Agreement are intended to supersede any previous agreements, whether oral or written, regarding the matters contained in this agreement.

The Parties have satisfied their obligations to meet and confer in good faith in accordance with the Meyers-Milias Brown Act (MMBA).

Except as provided here, all wages, hours, and other terms and conditions of employment presently in the City's MOU and Side Letter Agreements with the RPA remain in full force and effect.

The City and RPA agree:

Below are the details of the Pilot After-Hours CSI Response Guidelines for emergency callouts:

- The Property & Evidence (P&E) Supervisor will be on standby to coordinate after-hours CSI responses throughout the year and will receive 3.5 hours of straight time pay per week or .5 hours per 24-hour period.
 - The P&E Supervisor is expected to answer or return calls received as soon as practical, but minimally within one (1) hour of notification.
 - If the P&E Supervisor is unavailable to field calls as required while on standby, the P&E Supervisor may assign the task to a designated Police Scene Technician (PST) who shall then receive the appropriate weekly or daily standby pay for the designated time period. The P&E Supervisor or a designated Police Scene

Technician will receive this standby pay, not both. The P&E Supervisor may also ask that calls be routed to the Police Administrator to coordinate the response, when necessary.

- The designated PST is not required to respond to the after-hour call themselves but must be able to answer calls that occur and coordinate the appropriate response. The PST may also respond to the scene themselves.
- During the term of the pilot, RPA MOU Chapter 2., Salaries and Other Compensation, Article VII. Standby, (A) and (B) will be suspended for the Crime Scene Investigation Unit.
- Any PST team member, including the Supervisor, who receives a “*call back*,” as defined in the RPA MOU, is entitled to the minimum “*call back*” pay at the appropriate overtime rate in accordance with the MOU. (RPD MOU, Chapter 2, Article VIII, *Call Backs*.) Once it is confirmed that a CSI response is required, the P&E Supervisor will determine how many PSTs are needed and contact team members to ascertain which PST(s) is able to respond.
 - If properly trained and qualified, the P&E Supervisor may respond instead of a PST team member.
- The P&E Supervisor has discretion to:
 - Contact team members individually or as a group.
 - Use the contact method (text or telephone call) most appropriate for the time of day or type of scene requiring the response.
 - Determine which PST gets contacted first. Whenever possible, but ultimately in their discretion, the P&E Supervisor shall ensure that PSTs response requests are fairly rotated amongst team members and may factor in seniority, most recent response or on call history, on/off duty times, knowledge about team members availability at a particular time, or any other relevant information.
- If no PST team member is available to respond, the P&E Supervisor will reach out via phone or text to determine availability of a properly trained CSI Ancillary team members to respond.
- If the CSI Ancillary team is unavailable to respond, the P&E Supervisor will reach out to the most appropriate outside agency, such as the DOJ Crime Lab, Placer County on call CSI, or other local law enforcement agencies, for assistance.

It continues to be the department’s expectation that a properly trained member of the department responds to situations identified in Policy 809 as requiring a CSI response. Contacting Ancillary Team members or outside agency personnel to respond because full time PSTs are unavailable may occur without requiring an immediate review of the Pilot Guidelines. However, regular or dependent use of CSI Ancillary Team members or outside agencies may result in the pilot being reevaluated for efficiency and practicality.

Once the CSI Ancillary team is up to date on training, we will rely on outside agencies, particularly DOJ, if our team is unavailable.

An immediate re-evaluation and potential process change to this procedure and Pilot Guidelines shall be triggered if any single instance occurs when no fully trained or qualified person, either internally or externally, is available to respond to a scene that requires a CSI response, in the sole and complete discretion of the Police Chief.

Except as otherwise described herein, these Pilot Guidelines will be in place for a 6-month trial period and then reevaluated. If the trial period does not prove to be successful, the CSI team will

revert back to a regular standby schedule as negotiated and provided for in the parties MOU and otherwise; and continue to work with Police Department Management to address concerns, if any.

Notwithstanding anything herein, the Police Chief may suspend or terminate these Pilot Guidelines at any time, in their sole discretion, with or without cause, including if response levels are determined by the Police Chief to fall below expectations, and any such management decision shall not be grievable, appealable, nor subject to arbitration.


Date: 11/30/2023


Trisha Stojkovich, RPA President
ROSEVILLE POLICE ASSOCIATION

Date: 11/30/2023


Bhaven Atwal, Labor Relations Consultant
ROSEVILLE POLICE ASSOCIATION

Date: 11/30/2023


Dominick Casey, City Manager
CITY OF ROSEVILLE