

MAYOR STEVEN C. BIRD
VICE MAYOR JIM ERNEST
COUNCILMEMBER DON HENDERSHOT



COUNCILMEMBER KEVIN JOHNSON
COUNCILMEMBER SCOTT PEDERSON
CITY TREASURER JAMES P. WARD JR.

December 20, 2021

RE: Promotion - OIC

This is to confirm the agreement reached between the City of Dixon ("City") and Dixon Police Officers ("DPOA") representing the Dixon Police Officers unit.

Specifically, the City and DPOA have agreed to the following:

In an effort to recognize the essential developmental role the Office-in-Charge (OIC) program has in the succession planning for police operations, any officer who has been formally admitted into the OIC program and is subsequently promoted to the rank of sergeant shall have their OIC five percent (5%) incentive pay applied to their base salary calculation for purposes of determining their placement in the sergeant salary schedule.

For clarity, this shall only apply to police officers who have:

- Applied for acceptance into the OIC training program; **and**
- Been admitted to the OIC training program; **and**
- Successfully completed the entire OIC Developmental Experiences (DE) workbook; **and**
- Applied for and been approved by the Chief of Police as a fully certified OIC.

This change is effective 12/19/21 and shall only apply to candidates who have completed and been admitted into the OIC program prior to their promotion to sergeant.

In no case shall a combination of the incentive and salary exceed the top step for the sergeant range.

For the City:

Jim Lindley
City Manager

Dated: 12-29-21

For the Union:

Lex Egbert
President, DPOA

Dated: 12/23/2021

City of Dixon

600 East A Street • Dixon, California • 95620-3697
PHONE (707) 678-7000 • FAX (707) 678-0960 • TTY (707) 678-1489