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CITY TREASURER JAMES P. WARD JR.

July 25, 2024

Richard Stevens
Dixon Police Officers Association
c/o Dixon Police Department
201 West A Street
Dixon, CA 95620

SIDE LETTER BETWEEN THE CITY OF DIXON AND THE DIXON POLICE OFFICERS' ASSOCIATION

This is to confirm the agreement reached between the City of Dixon ("City") and the Dixon Police Officers' Association ("DPOA") representing the Dixon police officers' bargaining unit. Specifically, the City and the DPOA have agreed to the following:

Staffing Impacts Incentive Program

The City is implementing a Staffing Impacts Incentive Program designed to address the ongoing recruitment and retention challenges faced by the Dixon Police Department. This program aims to provide greater flexibility to staff by redistributing salary savings from officer separations as an incentive.

The City Council approved the framework for this program. This side letter represents the current iteration of this program.

The key details of the program are as follows:

1. Incentive Payment:

- A percentage of the available salary savings will be paid to staff as an incentive.
- The incentive payment of this iteration will be eighteen percent (18%) of the member's base salary.
- This payment will not be reportable to PERS under the program construction.

2. Duration:

- The program will be effective the first pay period after ratification and continue through the first pay period in January.
- After conferring with the DPOA, the City may extend the program beyond the first pay period in January 2025, subject to staffing levels, recruitment, funding, and other variables. Any extension of the program will be set forth in a separate agreement providing the terms and conditions applicable to that iteration of the program.

City of Dixon

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3. Service Impact:

- The incentive is designed to achieve an acceptable reduction in service without compromising public safety or contractual minimum staffing levels.
- The program aims to demonstrate appreciation to staff for their added flexibility in addressing staffing impacts.
- By recognizing and rewarding our officers' commitment, we aim to boost morale and reinforce the strong sense of community and dedication within the department.

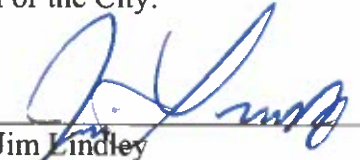
4. Program Review:

- The program will be monitored and reviewed periodically to assess its effectiveness in mitigating staffing shortages and maintaining service levels.
- Adjustments to the program may be made as necessary in consultation with the DPOA.

This Staffing Impacts Incentive Program is intended to provide immediate support to our officers during this challenging period and ensure the continued delivery of essential police services to the community.


It is so agreed.

For the City:



Jim Lindley
City Manager
Dated: 7-26-24

For the Union:



Richard Stevens
President, DPOA
Dated: 7-26-24

City of Dixon