

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

CALPERS REQUIREMENTS FOR REPORTING SPECIAL COMPENSATION

The City of Roseville (hereinafter referred to as "City") and the Roseville Police Association (hereinafter referred to as "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 RPA are collectively referred to herein as the "Parties."

Background and Overview

The Parties hereby agree to the terms of this Side Letter Agreement ("SLA") in response to an inquiry from CalPERS regarding special compensation. In January 2026, the Parties previously agreed to a side letter regarding the Special Pay section of the MOU related to training and certification pay. The application of this language is to be made retroactive to 2013. This side letter captures that the Parties will endeavor to review the approved trainings annually. Despite the fact some of this special compensation language has been included in the RPA MOU since 1997, CalPERS staff indicated concern that the current and prior MOUs are potentially not in compliance with their recent interpretations of the applicable special compensation regulation pursuant to the Public Employee Retirement Law, C.C.R § 571 and 571.1. The Parties agree that the special compensation reported for Classic and PEPRAs employees was reported in good faith and was subject to retirement contributions for Classic and PEPRAs employees. The designated trainings promote job knowledge and skills that enhance the employee's job performance.

Thus, the parties mutually agree to modify the RPA MOU, Chapter 2. Salaries and Other Compensation, Article III. Special Pays, as follows:

ARTICLE III. SPECIAL PAYS

~~A. Employees shall not be deemed eligible to receive such pay until they have successfully completed their one (1) year probationary period. B.~~

~~B. Employees in the job classes listed in Appendix W who acquire and maintain the corresponding certificates as listed will~~

A. Educational Incentive Pay

Employees who completed an applicable certifications/education/training that enhances their ability to do their job, as specified in the table below, shall be paid two and one-half percent (2.5%) on their base hourly rates salary. Employees must routinely

be using the referenced ~~certificate~~[certification/training](#) as part of their primary job assignment.

Educational incentive pay is paid biweekly and earnable special compensation within the meaning of Section 20636 of the California Government Code and Section 571(a)(2) and 571.1(b)(2) of the CalPERS regulations and/or as defined pensionable compensation in the California Government Code and the CalPERS regulations as amended.

<u>RPA Job Classification</u>	<u>Certification</u>	<u>Issuing Organization</u>
<u>Animal Control Officer</u>	<u>Advanced CA State Humane Officer's Academy Certificate</u>	<u>State Humane Association of CA</u>
<u>Animal Control Supervisor</u>	<u>Supervisor Certificate</u>	<u>Approved Public Safety Training Program</u>
	<u>Civilian Management Leadership Program</u>	<u>PMW Associates</u>
<u>Communications Supervisor</u>	<u>Emergency Medical Dispatch (EMD) Certificate</u>	<u>National Academy of Emergency Medical Dispatch</u>
	<u>Supervisor Certificate</u>	<u>Approved Public Safety Training Program</u>
<u>Community Services Officer I/II</u>	<u>Collision Investigation Certification</u>	<u>Approved Public Safety Training Program</u>
	<u>Identity Theft Investigation</u>	<u>Approved Public Safety Training Program</u>
<u>Crime Analyst</u>	<u>Crime and Intelligence Analysis Certificate</u>	<u>CSUS</u>
<u>Crime Analysis Supervisor</u>	<u>Supervisor Certificate</u> <u>Civilian Management Leadership Program</u>	<u>Approved Public Safety Training Program</u> <u>PMW Associates</u>
<u>Crime Scene Investigators I/II</u>	<u>Crime Scene Investigations</u>	<u>Approved Public Safety Training Program</u>
<u>Dispatcher I/II</u>	<u>Basic Tactical Dispatcher</u>	<u>Approved Public Safety Training Program</u>
	<u>Intermediate Dispatch Certificate</u>	<u>Approved Public Safety Training Program</u>
	<u>Emergency Medical Dispatch (EMD) Certificate Employees hired after 12/31/2017 are not eligible.</u>	<u>National Academy of Emergency Medical Dispatch</u>
<u>Police Property & Evidence Technician I/II</u>	<u>Certified Evidence and Property Specialist</u>	<u>International Association of Property and Evidence</u>
<u>Police Property & Evidence Supervisor</u>	<u>Supervisor Certificate</u>	<u>Approved Public Safety Training Program</u>
	<u>Civilian Management Leadership Program</u>	<u>PMW Associates</u>

Police Records Clerk I/II	Public Records Act Certification	Approved Public Safety Training Program
Police Systems Security and Compliance Technician	Leading the Professional Employee (16-hour course)	Approved Public Safety Training Program
Public Safety Program Coordinator	POST Supervisor Certificate	Approved Public Safety Training Program
	Crime Prevention Through Environmental Design Advanced Certification	
Real Time Crime Center Specialist	Real Time Crime Centers	CSU, Long Beach/Justice Research & Training
Records Supervisor	Supervisor Certificate	Approved Public Safety Training Program
	Civilian Management Leadership Program	PMW Associates
Senior Police Records Clerk	Public Records Act Certification	Approved Public Safety Training Program

B. ~~C.~~ Where more than one certificate is listed per job class, no stacking of payments will be made (no additional payment will be made for a second certificate by an employee).

Exception: Communications Supervisor and Dispatcher I and Dispatcher II hired on or before October 1, 2013, who currently are paid for Emergency Medical Dispatch (EMD) Certificates will also be eligible for one (1) additional certificate ~~as listed in Appendix W~~ [educational incentive pay applicable to the job](#). Dispatcher I and Dispatcher II employees hired between 10/1/13 to 12/1/17, who possess an EMD certificate, are eligible for one (1) additional certificate [educational incentive pay applicable to the job](#) ~~as listed in Appendix W~~. Employees hired after 12/31/2017 are not eligible for EMD certificate pay.

C. ~~C.~~ Employees promoting into supervisory positions are eligible to retain a lower-level certification pay for a maximum of two (2) years following promotion or employment into an eligible position or until eligible for the Supervisory POST certificate, whichever comes first. [If the certificate does not directly relate to the employee's current job classification or responsibilities, then it is not reportable to CalPERS as special compensation.](#)

D. ~~D.~~ Employees who possess certificates are responsible for submitting their certificate (or official POST training record demonstrating, to the satisfaction of the Police Chief, that the subject certificate has been obtained), in the Enterprise Resource Planning (ERP) system for approval in order to be paid the two and one-half percent (2.5%) [on base hourly rate as](#) stated above.

E. ~~E.~~ As new classifications are added, the City shall determine whether ~~a~~ Special Pay shall be provided based upon the provisions set forth in this Article. [Annually the City shall endeavor to evaluate and ensure the courses remain acceptable to](#)

enhancing applicable job knowledge and performance. The City shall meet and confer with RPA regarding its decision.

~~A.F.~~ The intent of this provision is to ensure that the approved special compensation for educational incentive is reported to CalPERS, effective at least as early 2013, on the belief and understanding that the reviewed and approved educational programs and certifications enhanced the employee's ability to perform their job.

ARTICLE IV. LONGEVITY PAY ~~SERVICE TERM BONUS~~

Effective February 17, 2007, for employees hired before January 1, 2016, in recognition of the substantial contribution to the community made by employees as a result of the length of their aggregate City service, the City shall annually award each applicable employee longevity pay as indicated below.

<u>Service Term</u>	<u>Longevity Pay</u> Service Term Bonus
Beginning of 10th year and every year thereafter	2.5% of base salary
Beginning of the 15th year and every year thereafter	An additional 2.5% of base salary

Such ~~service term bonus~~ longevity pay shall be included on each eligible employee's bi-weekly payroll.

Effective February 17, 2007, for employees hired before January 1, 2016, the following certification pays will be calculated on ~~service term bonus~~ longevity pay, previously ~~also~~ referred to as "~~longevity~~ service term bonus" and reported to CalPERS as special compensation.

- Emergency Medical Dispatch Certificate

The longevity pay ~~service term bonus~~ is to be considered as part of an employee's total compensation. However, only actual costs of the longevity pay ~~service term bonus~~ shall be used when calculating total compensation for the purpose of comparing salaries and benefits of the City to other benchmark agencies.

Longevity pay is earnable special compensation within the meaning of Section 20636 of the California Government Code and Section 571(a)(1) of the CalPERS regulations and/or as defined pensionable compensation in the California Government Code and the CalPERS regulations as amended.

ARTICLE V. SERVICE TERM LUMP SUM BONUS

Employees hired on or after January 1, 2016, who receive a satisfactory or above annual performance review shall be eligible for an annual lump sum performance bonus as follows:

Service Term	Service Term Bonus
--------------	--------------------

Beginning of 10th year to
completion of 14th year
Beginning of the 15th year and
every year thereafter

2.5% of base salary.

5.0% of base salary.

The annual lump sum performance bonus shall be paid with the first full paycheck in January each year. Since the Service Term Lump Sum Bonus is based on both length of service and satisfactory or above performance, it is not reportable to CalPERS as special compensation.

Existing ARTICLES V. – XIII. shall be re-numbered to VI. through IX.

Further, the Parties agree to delete Appendix W, which has been incorporated into the Special Pay section above.

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

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 SLAs with the RPA remain in full force and effect.

THESE ARE TENTATIVE TERMS SUBJECT TO APPROVAL OF THE CITY COUNCIL.

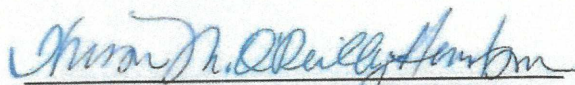
CITY OF ROSEVILLE

ROSEVILLE POLICE ASSOCIATION



Dominick Casey, City Manager

6.18.2026
Date



Theresa O'Reilly-Hembree, President

6/8/2026
Date



Dan Koontz, Labor Relations Consultant

6/8/2026
Date