

**SIDE LETTER AGREEMENT TO MOU ARTICLE 23 (SALARY) FOR UNIT 22
COUNTY OF TULARE AND THE DISTRICT ATTORNEY CRIMINAL
INVESTIGATORS ASSOCIATION OF TULARE COUNTY (DACIATC)**

Article 23 (as adopted November 5, 2019)

Career Development Plan:

For purposes of retention and as an incentive to self-development, additional pay is authorized for any Investigator and Investigator-Welfare who meets the following criteria:

For employees employed and in Unit 22 on or after July 1, 2019:

- a. Level I - Payment of \$850 per year provided,
 1. 7 years of continuous service as an Investigator or Investigator-Welfare.
 2. Possession of POST Intermediate Certificate.
 3. Completion of 120 hours of job related education or training as identified by department.
 4. PAF of 6 or higher.

- b. Level II - Payment of \$1,500 per year provided,
 1. 2 years of continuous service at the Level I.
 2. Possession of POST Intermediate Certificate.
 3. Completion of 120 hours of job related education or training as identified by department.
 4. PAF of 6 or higher.

The payments shall be paid on a bi-weekly basis. These career development payments shall not be considered as part of the employees' base salary rate for purposes of calculating the Flexible Benefits Program but shall be considered as part of the employees' base salary for overtime and retirement benefits. Employees are only eligible for one of the above-noted payments. (non-cumulative)

To continue to be eligible for the Career Development Plan a participant must maintain his/her performance ratings at 5 or better. A rating of less than 5 will result in loss of eligibility for the current Career Development Plan level for a period of at least one year. To regain that level the employee must again meet the program criteria for performance for that Career Development Plan level.

Side Letter Agreement (January 28, 2020)

Following the first full pay period after ratification by the Association and adoption by the Board of Supervisors, the Parties agree to amend Article 23 of the MOU as follows:

The Classification of Supervising Investigator shall also be eligible to receive Level II of the Career Development Plan as identified above, so long as they meet all the following requirements;

- 1) Nine (9) years of continuous service;
- 2) Possession of POST Intermediate Certificate;
- 3) Completion of 120 hours of job related education or training as identified by department;
- 4) PAF of 6 or higher.

Signatures for the County

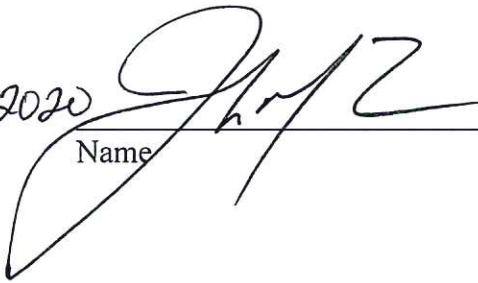
Signatures for DACIATC

Rhonda Spetern

2/25/2020

Name

Date

A large, stylized handwritten signature in black ink, appearing to be 'J. H. Z.', written over a horizontal line.

Name

2-26-20

Date