

**CITY OF MANTECA**  
**AND**  
**THE MANTECA POLICE OFFICERS' ASSOCIATION**  
**SIDE LETTER OF AGREEMENT**

This Side Letter Agreement ("Side Letter") is made and entered into on July 23, 2025, pursuant to meet and confer with the Manteca Police Officers' Association (MPOA). City and the MPOA are sometimes referred to in this Side Letter as "Party" or, collectively, as the "Parties."

All other provisions of the parties' Memorandum of Understanding (MOU) effective July 1, 2023 through June 30, 2026, shall remain unchanged unless otherwise agreed to by the parties or as a result of subsequent negotiations over a successor MOU.

**14. UNIFORM ALLOWANCE**

Employees shall receive an annual uniform allowance as follows, for the purchase of required police uniform clothing:

Each July 1 - **\$1,200** per year (to be paid on the first payday each fiscal year)

For classic members, uniform allowance will be reported to CalPERS as special compensation as earned each pay period, as it is excluded for PEPRA members.

The uniform allowance excludes items that are solely for personal health and safety such as protective vests, pistols, bullets, and safety shoes.

**21. SPECIALIZED ASSIGNMENTS**

**Selection Process for Specialized Assignments**

Applications for special assignments shall be made on a department application for Special Assignment form. The standard selection process consists of a supervisor's appraisal, written problem or practical exercise, appraisal panel, and final recommendation to the Police Chief by the supervisor and Division Commander. The Police Chief shall appoint an employee for the special assignment position from the top three applicants on the eligibility list.

**Traffic Unit Assignment**

All members assigned to the traffic unit shall receive **5%** of their monthly base rate of pay per month in addition to their base rate of pay for all such periods of assignment.

**K-9 Unit Assignment**

All members assigned to the Police Department's K-9 Unit shall receive **5%** of their monthly base rate of pay per month in addition to their base rate of pay for all such periods of assignment. In addition, the City will pay to board the dog for two weeks per year to coincide with annual vacation weeks; and each member will receive an additional 66 hours of pay annually payable each pay period, for feeding, exercising, and cleanup of the dogs.

**Training Officer**

Three (3) training officers will be assigned on a rotating basis as determined by the Chief of Police. These training officers will be responsible for training new Police Officers, as well as, being responsible for training current staff on a quarterly basis in specialized areas, and updating departmental training as required.

If more than three (3) new Police Officers are receiving their initial training period, upon recommendation of the Chief of Police and approval of the City Manager, additional Training Officers may be assigned on a temporary basis for the 8-12 week initial training period. No more than one Training Officer per new Police Officer will be assigned.

Compensation for Training Officers and the FTO Coordinator will be **5%** of their monthly base rate of pay per month in addition to their base rate of pay for all such periods of assignment.

**Hostage Negotiation Team (H.N.T.)**

The City shall pay directly for the annual membership dues for California Association of Hostage Negotiators (CAHN) on behalf of H.N.T. members.

All members assigned to work in the specialized assignments below by the Chief of Police for a period to be determined by the Chief, shall receive **5%** of their monthly base rate of pay in addition to their base rate of pay for all such periods of the assignment:

- Auto Theft Investigator (DeltaRATT)
- AB 109 Detective
- Community Resource Officer (CRO)
- Detectives
- DUI Officer
- Explosive Ordinance Device (E.O.D)
- Organized Retail Crime (ORC)
- Street Crime Unit (S.C.U.)
- Specialized Weapons and Tactics Team (SWAT)

**Police Administrative Officer Assignment**

Members assigned as a Police Administrative Officer will provide support directly to the Police Chief and command staff. Assignment duties include administrative support in the operation of the police department, which may include, but are not limited to the following duties: professional standards oversight training and development; policy development and review; public information officer responsibilities; and community engagement. Member shall receive **5%** of their monthly base rate of pay per month in addition to their base rate of pay for all such periods of assignment.

**Cumulative Benefits**

The maximum cumulative Special Assignment Pay shall be **7.5%** of the monthly base rate of pay

**Mutual Aid Assignments**

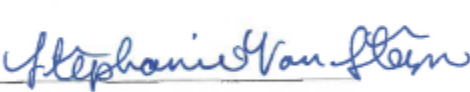
All personnel assigned by the Chief of Police to provide Mutual Aid to another public agency will be compensated (portal to portal) from time of assignment to their return to the police headquarters. While on Mutual Aid Assignment, personnel will be compensated at their regular rate of pay during their normally assigned shifts. Personnel assigned to work on days off shall be compensated at the overtime rate. Specific policies and procedures applicable to Mutual Aid Assignments shall be determined by the department.

Manteca Police Officers' Association

By 

Michael Wise  
President

City of Manteca

By 

Stephanie Van Steyn  
Director of Human Resources