

**SIDELETTER OF AGREEMENT
BY AND BETWEEN
CITY OF TULARE
AND THE TULARE POLICE OFFICERS UNION
November, 2013**

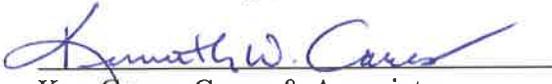
The parties have met and conferred and agree to the following:

1. In November 2013, employees covered under this side letter agreement shall receive a \$450 bonus.
2. Effective the first full pay period in July 2014 members shall receive a three (3) percent Cost of Living Adjustment (COLA).
3. Effective the first full pay period in January 2014 Police Officers assigned investigative duties in the Investigations Division shall receive a 5 per cent salary differential. Said salary differential shall commence upon assignment and shall terminate when the individual is no longer assigned investigative duties in the Investigations Division.
4. Effective the first full pay period in January 2014 overtime for all sworn personnel shall begin when the officer goes into service (ie. available for calls for service, arrival on scene, present for briefing).
5. Effective July 1, 2013 officers serving on the SWAT unit (team members, team leaders, team commander, sniper, negotiators) shall receive a \$1,200 stipend for being on the team. The stipend is payable the pay period following when uniform allowance is paid. The first payment due shall be July/August 2014 for time served the previous year. Service shall be prorated if a member of the team leaves the team and or leaves city service. Unless separating from city service all prorated stipends shall be paid in the second full pay period in July.
6. Uniform allowance shall be paid the first full pay period in July.
7. Term of the Contract shall be until June 30, 2015.

For the City of Tulare:


Margee Fallert, Deputy City Manager


Jerry Breckinridge, Police Chief


Ken Caves, Caves & Associates

11/7/2013
Date Signed:

For TPOU:


Steve Leonesio, Consultant


James Kelly


Rosa Moreno


Tim Ramirez


Lonzo Anderson

11/8/2013
Date Signed: