

**MEMORANDUM OF UNDERSTANDING
BETWEEN
LOS RIOS COMMUNITY COLLEGE DISTRICT
AND
LOS RIOS SUPERVISORS ASSOCIATION**

**Recruitment and Retention Incentives for the Los Rios Sergeants MOU
July 29, 2022**

Los Rios has had difficulty filling Police Sergeant positions and retaining incumbents. In an effort to entice candidates to apply, accept, and maintain employment with Los Rios CCD, the following agreements are made with the Los Rios Supervisors Association for employment during fiscal years 2022-23 and 2023-24, only:

Agreement:

1. The following positions are included in this agreement:
 - a. Full-time Sergeants within LRSA
2. Newly hired employees placed in the positions listed in item 1 above and hired during fiscal years 2022-23 and 2023-24, as well as current employees who remain employed within the LRPD department through June 30, 2024, will receive an incentive payment of **\$10,000**, payment details are indicated below.
3. The incentive payment will be paid as follows:
 - a. New hires: 50% upon employment, then 25% after the first day of the second and third years. Final payments may occur after 6/30/2024, dependent on hire date.
 - b. Current employees listed in item 1 above: 50% after execution of this agreement, 25% in June 2023 and 25% in June 2024.
 - c. The payment will be included with the next payroll cycle on or after anniversary month.
4. If the employee resigns or retires prior to June 30, 2024, they are required to pay back a pro-rata amount of the incentive payment. An agreement authorizing the deduction of any amounts due back to Los Rios will be signed by each employee before receiving the incentive payment.
 - a. The pro-rated amount due back to Los Rios will equal \$416 times the number of months not worked out of the 24 months of employment required by this agreement.
5. The cost of these payments will be born solely by the District. LRSA's bucket will not be charged for these costs.
6. Applicable tax and CalPERS reporting and deduction requirements will be followed.
 - a. The payment is not deemed reportable by CalPERS and will not be reported.
 - b. Taxes will be withheld at the supplemental Federal and State rates.

MR

Mario Rodriguez, District

Cindy G. Velez

Cindy Velez, LRSA

Chanelle Whittaker

Chanelle Whittaker, District

Katie DeLeon

Katie DeLeon, LRSA

7/29/2022

Date

7/29/2022

Date