

DISTRICT PROPOSAL
DECEMBER 15, 2017

Prior District Proposal – November 29, 2017

Revised December 15, 2017

It is proposed to amend Article 6, Section 13, effective January 1, 2018, as follows:

Section 13: Field Training Officer (FTO) Assignment Pay

- a. A typical field training officer program is 16-24 weeks. New officers are paired with more experienced officers for on –the-job training. During a new officer’s training period, that officer may work with 3-4 field training officers.
- b. Qualifications for consideration as field training officer include: two years experience as a police officer, not including probationary period; successful completion of the P.O.S.T. FTO Course; and satisfactory performance. FTOs will be selected based on the following requirements:
 - (1) Desire to be an FTO
 - (2) Minimum of two years of patrol experience, exclusive of probationary service
 - (3) Demonstrated ability as a positive role model
 - (4) Participate and pass an internal oral interview selection process
 - (5) Evaluation by supervisors
 - (6) Possess a P.O.S.T. Basic certificate
- c. Effective January 1, 2018, FTO assignments will be based on various factors including, but not limited to, departmental and trainee needs, available training personnel, and shift assignments. Every effort will be made to initially assign FTO duties on a seniority basis and subsequently rotate thereafter. Field training officers will be listed by seniority. When the officer has finished with the training period, he or she will go to the bottom of the FTO list. Newly qualified field training officers will be placed on the bottom of the FTO list.

12.15.17

SC

P.L.

MR

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- d. An officer who is assigned to work as a field training officer shall be paid a special duty pay at the rate of \$225 per six (6) week assignment provided that the officer is actually engaged in the training of a new officer or a department-related assignment.
- e. In the event that the field training officer is engaged in training a police reserve officer, special duty pay of \$10.00 per day shall be paid upon the completion of the training for that FTO. Training a reserve officer will not affect standing on the FTO assignment list.
- f. An officer who is identified as a field training officer will be eligible for two (2) chevron stripes on their uniform to represent their current status as a Field Training Officer.
- g. Effective January 1, 2018, a new FTO assignment list will be created. This assignment list will be valid for four (4) years. During the four (4) year period, additional officers may be added to the FTO list for the balance of the four (4) years. After the four (4) years, a new list will be created.

MEMORANDUM OF UNDERSTANDING
BETWEEN EL CAMINO COMMUNITY COLLEGE DISTRICT
AND
EL CAMINO COLLEGE POLICE OFFICERS ASSOCIATION

December 15, 2017

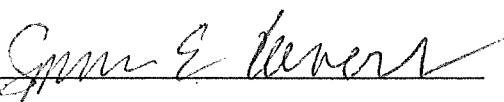
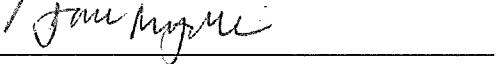
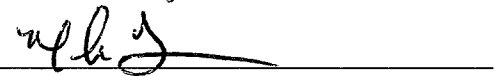
This Memorandum of Understanding ("MOU") is entered into between the El Camino Community College District ("District") and the El Camino College Police Officers Association ("ECCPOA").

WHEREAS, the District and the ECCPOA are parties to a Collective Bargaining Agreement with the current term of January 1, 2015, through December 31, 2017.



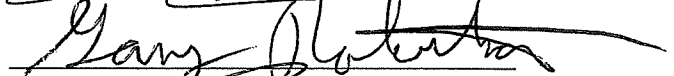


NOW, THEREFORE, it is hereby agreed as follows:

1. This MOU concludes all reopener negotiations for 2017. Successor contract negotiations will commence in 2018.
2. Effective January 1, 2017, the POA Salary Schedule shall be increased 5% for the calendar year 2017.
3. The parties have agreed to revise Article 6, Section 13 Field Training Officer (FTO) Assignment Pay, see attached revision.
4. Both negotiation teams support this MOU and recommend its ratification by their respective principals.
5. Approval of this MOU is subject to ratification by both parties.

For the District

By: 
By: 
By: 
By: _____

For ECCPOA

By: 
By: 
By: 
By: 
By: 
By: 