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**Side Letter of Agreement  
Between the City of Simi Valley and  
Simi Valley Police Officers' Association**

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On April 11, 2022, the Police Department established the Community Policing Bureau (BUREAU) dedicated to collaboration between law enforcement and the community. The BUREAU incorporated School Resource Officers (SROs) into its framework. As a result of discussions involving the need to clarify that employees assigned to School Resource Officer (SRO) duties are eligible to earn pensionable holiday pay, the City of Simi Valley ("CITY") and Simi Valley Police Officers' Association ("ASSOCIATION") have met and conferred, and reached an agreement on this Side Letter of Agreement to the Memorandum of Understanding ("MOU") between the CITY and the ASSOCIATION. This Side Letter of Agreement includes additional language in Section III, Article 4 of the MOU stating that SROs are expected to fulfill Traffic/Patrol duties when not performing SRO duties when schools are closed/observing holidays. It further clarifies that SROs are not required to observe holidays if the holiday falls in their regular work schedule as outlined in that article. The agreement reached by the parties is not intended to supersede any of the other terms and conditions of employment contained in the MOU.

### **Section III Salary**

#### **Article 4. Holiday Pay**

The term "Patrol and Traffic Unit employees" as used in this Article is amended to clarify that it specifically includes the SROs. In addition, the following language is amended to clarify that it specifically includes the SROs:

1. Under the section "Employees who work on a holiday":

"Patrol and Traffic Unit employees who are regularly scheduled to work will receive their regular pay. Those who are not regularly scheduled to work (RDO) will receive Overtime Pay for the number of hours worked. This includes employees that are designated School Resource Officers (SROs) who are expected to work a Patrol/Traffic shift when not working SRO duties due to school closures.

2. Under the section "Special Holiday Pay":

"Patrol and Traffic Unit employees who begin their shift on the actual holiday (not an observed holiday if on a different date) will receive Special Holiday Pay for the hours worked during the shift, as described above. This includes employees that are designated School Resource Officers (SROs) and are expected to work a Patrol/Traffic shift when not working SRO duties due to school closures.

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This Side Letter of Agreement is executed this 27.00 day of March, 2024, by the employer-employee relations representative whose signatures appear below for their respective organizations.

**For the ASSOCIATION:**

DocuSigned by:  
*Jason Wilkinson*  
By: 839B0A064B7847B...  
Jason Wilkinson, President  
Simi Valley Police Officers' Association

DocuSigned by:  
*Jacob Kalinski*  
By: 5D81E62D91774F7...  
Jacob A. Kalinski, Attorney  
Simi Valley Police Officers' Association

**For the CITY:**

DocuSigned by:  
*Brian Paul Gabler*  
By: 5B40FE61851E453...  
Brian Paul Gabler, City Manager  
City of Simi Valley

DocuSigned by:  
*Algeria R. Ford*  
By: 2B581529F2324F5...  
Algeria R. Ford  
City of Simi Valley