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**City of Lathrop Police Department  
Benefit Plan for Unrepresented  
Classifications of Commander and Lieutenant**

Approved by Resolution No. 23-5245

In order to recruit and retain employees for the new Lathrop Police Department, the City has identified the following compensation and benefits components to be considered during the hiring and employment process for sworn positions not covered by an MOU.

Incentive pay referenced in this plan is based upon current salary step and range for the employee. The incentive pays are cumulative unless specifically stated. The items listed under the Benefit Plan only apply to the Commander and Lieutenant positions to establish benefits not already provided for by resolution or the Personnel Rules.

**Police Officer Standards and Training (POST) Certification**

The Commission on Peace Officer Standards and Training (POST), through the POST Professional Certificates Unit, awards professional certificates at the following levels: Basic, Intermediate, Advanced, Supervisory, Management, Executive,

These POST Professional Certificate Programs provide education, training, and support professionalism in law enforcement. Participation in POST training raises the level of competence of law enforcement officers and fosters cooperation between the Commission, Public Safety Departments, and individuals.

Incentive pay for POST certification will be provided as follows:

Lieutenant and Commanders:

- 2.5% Supervisory Certificate
- 2.5% Management Certificate

**Education Incentive**

The City will pay a 2.5% incentive on the existing salary step and range for sworn employees who possess an Associates of Arts degree. The City will pay a 5% incentive on existing salary step and range for sworn employees with a Bachelor's Degree or higher. A maximum of 5% education incentive will be provided for this benefit.

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Sick Leave Conversion at Retirement

An employee who retires with at least ten (10) years of City service may elect one of the following options:

1. Convert all accrued sick leave to a medical insurance bank. The value of the medical insurance bank shall be determined by multiplying the number of accrued sick leave hours by the employee's hourly rate of pay. The retired employee and his/her dependents shall be entitled to continue medical insurance coverage, dental and/or vision coverage currently in effect, with premiums for such coverage being deducted from the medical insurance bank until said bank is exhausted. Thereafter, the retiree and his/her dependents may continue to participate in the City's group health plan, at group rates, provided the City receives the retiree's payment for the premium by the 10<sup>th</sup> of each month for the following month's coverage.
2. Convert to CALPERS service credit per the City's current contract.

Terms of the Policy Agreement with the City's insurance carrier regarding coverage and eligibility shall apply to the retiree and his/her dependents.

Uniform

The City will provide a uniform allowance of \$1,200 per year. Uniform allowance will be a onetime payment, paid the first pay period in January, beginning in January 2024.