



City of Woodland

Letter of Understanding – Police Recruits

Police Officer Recruit is a non-represented position in the City of Woodland. This memo serves to summarize the salary and benefits available to this position.

SALARY:

- Police Officer Recruit salary is shown on the City of Woodland approved salary schedule and is calculated to be 10% below the salary of a Police Officer at Step A.

BENEFITS:

- **Leaves and Holidays**
 - Vacation – Vacation Leave is accrued at the same rate as the non-sworn positions, as outlined in the Memorandum of Understanding (MOU) for the Woodland Police Officers' Association (WPOA).
 - Sick Leave – Sick leave is accrued at the rate of eight (8) hours per month.
 - Holidays – In the event the Academy is closed on any day that is a recognized holiday for the City of Woodland, Recruits will be paid regular pay for that day.
- **Health Insurance**
 - The City contributes toward employee medical coverage in the same amounts as shown for non-sworn employees in the WPOA MOU. Medical coverage begins in the month following the employees start date with the City.
 - Dental and vision insurance are provided at no cost to the employee.
- **Retirement**
 - Police Recruits are defined as Miscellaneous employees for CalPERS retirement purposes. Police Recruits will become Safety members with CalPERS on the first day of the payroll period following their swearing in.
 - The CalPERS retirement formulas and related employee contributions are the same as those described for non-sworn (Miscellaneous) employees in the WPOA MOU.
- **Other Benefits**
 - Deferred Compensation – employees have the option to contribute to any deferred compensation plans, including Roth options, offered by the City.
 - Voluntary benefits – Supplemental Life, Cancer, Accident and Critical Illness coverage is available for employee enrollment and purchase.
 - Voluntary Flexible Spending accounts available
- **Expenses**
 - Any expenses associated with the POST academy, such as tuition, uniforms and equipment, will be paid by the City.