

MEMORANDUM OF UNDERSTANDING
Increasing FTO Pay from 5% to 10%

This Memorandum of Understanding ("MOU") is made between the City of Vancouver ("City") and the Vancouver Police Officer's Guild, a labor organization ("Guild") as of the date signed below.

Background:

WHEREAS, the City recognizes that current VPOG members assigned as a Field Training Officer (FTO) have been compensated an additional 5% of base pay for each hour directly supervising a student officer; and

WHEREAS, the Parties agree that there is an immediate need for additional FTO's to provide adequate training to newly hired officers in a timely manner. Currently, newly hired officers are waiting several weeks or longer for an available FTO.

THEREFORE, the Parties agree as follows.

Agreement:

1. This MOU is non-precedent setting and evidence of this MOU cannot be used in any future disputes between the Parties except to enforce the terms of this MOU.
2. Effective upon execution and for the duration of this MOU, the City agrees to increase FTO pay from an additional 5% of base pay for each hour directly supervising a student officer (section 12.8 of the Parties Collective Bargaining Agreement) to an additional 10% of base pay for each hour directly supervising a student officer. The only amendment to the CBA section 12.8 is amending 5% to 10%. All other language outlined in 12.8 will remain the intact.
3. Unless extended by written agreement of the Parties, (i) this MOU shall remain in effect until December 31, 2025, when the current CBA expires.

Dated this 25th of April 2023

For the City:

DocuSigned by:

Lisa Takach

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Lisa Takach, Human Resources Director

Jeff Mori
Jeff Mori, Police Chief

Signed on:

6/15/2023

For Vancouver Police Officer's Guild:

Patrick Moore

Pat Moore, VPOG President