



**Police Officers' Association (POA) and Police Sergeants' (Sergeants) Side Letters**

# POA Side Letter



## Terms

Bachelor's Degree or POST Advance Certificate is valued at 7.5%.

Incentive pays are not cumulative or compounded.

Identifies that the educational degree pay shall be related to Administration of Justice, Criminal Justice, or closely related field for employees hired after February 20, 2018.

# Sergeants' Side Letter



## Terms

Clarifies that the POST Supervisory Certificate education incentive pay is 2.7% of base hourly rate.

Incentive pays are not cumulative or compounded.

Provides the retroactive calculations of the educational incentive pay as of the pay period March 3, 2018.