

**MEMORANDUM OF UNDERSTANDING
CITY OF MERCED
AND THE
MERCED CITY SCHOOL DISTRICT**
School Resource Officers Program – Partnership Agreement
2016-2017

THIS AGREEMENT is made and entered into on July 1, 2016, by and between the City of Merced (hereinafter referred to as “the City”) and the Merced City School District (hereinafter referred to as “MCSD”).

WHEREAS, The MCSD and the City’s desire to set forth in this Memorandum of Understanding (hereinafter “MOU” or “Agreement”) the specific terms and conditions of the services to be performed and provided by the School Resource Officers (hereinafter referred to as “SRO”) at Tenaya, Rivera, Hoover and Cruickshank Middle Schools (hereinafter referred to as “Schools”).

NOW, THEREFORE, in consideration of the mutual covenants and promises herein contained, the parties hereby agree as follows:

1.0 Goals and Objectives - It is understood and agreed that the MCSD and the City officials share the following goals and objectives with regard to the School Resource Officer (SRO) Program in the school:

- 1.1** To foster educational programs and activities that will increase students' knowledge of and respect for the law and the function of law enforcement agencies;
- 1.2** For the SRO to attend extra-curricular activities held at school, such as parent meetings, athletic events and concerts; when appropriate for the site and planned collaboratively between the SRO and the principals;
- 1.3** To act swiftly and cooperatively when responding to major disruptions and flagrant criminal offenses at school, such as: disorderly conduct by trespassers, the possession and use of weapons on campus, the illegal sales and/or distribution of controlled substances, and riots;
- 1.4** To report serious crimes that occur on campus and to cooperate with the law enforcement officials in their investigation of crimes that occur at school;
- 1.5** To cooperate with law enforcement officials in their investigations of criminal offenses which occur off campus.

2.0 Employment and Assignment of School Resource Officer

- 2.1** The City agrees to make one or more SROs available during the term of this Agreement. The number of SROs employed under this Agreement is dependent on the City’s ability to employ qualified police officers who have both the ability and

required skill set to perform the required duties of a SRO for the purposes intended by this Agreement. The SROs shall be an employee of the City of Merced and be subject to the administration, supervision and control of the Merced Police Department except as such administration, supervision and control are subject to the terms and conditions of this Agreement.

- 2.2 The City agrees to provide and to pay the SRO's salary or hourly wage at the rate of a Temporary Senior Police Officer, step 5 and any employment benefits in accordance with the applicable salary schedules and employment practices of the City which are in effect during the time of this Agreement. The salary scale for a Temporary Senior Police Officer is set forth in Exhibit A, which is attached hereto and incorporated herein by reference. The SROs shall be subject to all other personnel policies and practices of the City and the Merced Police Department except as such policies or practices may have to be modified to comply with the terms and conditions of this Agreement.
- 2.3 The Merced Police Department will assign a SRO to MCSD's middle schools for an assignment not to exceed 25 hours per week or 960 hours per fiscal year. The SROs time and assignment will be split between no more than two MCSD middle schools. MCSD agrees to reimburse the City of Merced for One Hundred Percent (100%) of the SRO's salary or hourly wages, for the services provided under this Agreement. SRO's are not authorized to work overtime under this Agreement. The total reimbursement amount for each SRO position shall not exceed \$37,546.03 per fiscal year.
- 2.4 The City, in its sole discretion, shall have the power to hire, discharge and discipline the SRO; however, a MCSD school representative will participate in the selection of the SRO to be placed on each campus.
- 2.5 In the event an SRO is absent from work, the SRO shall notify both his or her supervisor and duty Sergeant in the Merced Police Department and the Principal (or designee) of the school to which the SRO is assigned.

3.0 Duty Hours

The Merced Police Department officer in charge of the SRO program shall set specific duty hours at the assigned schools by mutual agreement, at the discretion of the principals of the schools, and the Merced Police Department. The SRO will work no more than 25 hours per week in and around the Schools, which includes community policing activities.

4.0 Basic Qualifications of School Resource Officers (SRO)

To be a SRO, an officer must first meet all of the following minimum qualifications:

- 4.1 Shall be a city employed Police Officer with two years of law enforcement experience;

- 4.2 Shall possess sufficient knowledge of the applicable Federal and State laws and regulations;
- 4.3 Shall be capable of conducting criminal investigations;
- 4.4 Shall possess an even temperament and set a good example for students; and
- 4.5 Shall possess communication skills, which would enable the officer to function effectively within the school environment.

5.0 Duties of School Resource Officer

- 5.1 The SRO shall coordinate all of his/her activities with the Principal (or designee) and will seek permission, advice and guidance prior to enacting any program within the schools.
- 5.2 The SRO shall develop expertise in presenting various subjects to the students, staff, parents and community. Such subjects shall include, but not be limited to: a basic understanding of the law, the role of the police officer and law related areas;
- 5.3 The SRO shall encourage individual and small group discussions with students, based upon material presented in class to further establish rapport with students.
- 5.4 When requested by the principal, the SRO shall attend parent/staff/administrative meetings to solicit support and understanding of the program, including the SRO Collaborative Meeting.
- 5.5 The SRO shall make himself/herself available for conference with students, parents and faculty members in order to assist them with problems of a law enforcement or crime prevention nature. The SRO will work collaboratively with the school staff to develop plans and strategies, presentations and programs for staff, students, parents and the community;
- 5.6 The SRO shall become familiar with all community agencies which offer assistance to youths and their families such as mental health clinics, drug treatment centers, etc.;
- 5.7 The SRO shall assist the Assistant Superintendent of Personnel, the Director of Pupil Services, the principal, or their designees in developing plans and strategies to prevent and/or minimize dangerous situations that may result in student arrest;
- 5.8 Should it become necessary to conduct formal police interviews with students, the SRO shall adhere to school board policy, police policy and legal requirements for conducting such interviews.
- 5.9 The SRO shall take all law enforcement action as required. As soon as practical, the SRO shall make the principal or his/her designee aware of such action. The SRO shall take appropriate law enforcement actions against intruders and unwanted guests

who may appear at the school and related school functions, to the extent that the SRO may do so under the authority of law;

5.10 The SRO shall, whenever possible, participate in and/or attend school functions;

5.11 The SRO shall give assistance to other law enforcement personnel in matters regarding his/her school assignment as well as responding to an officer needing assistance.

5.12 The SRO shall maintain detailed and accurate records of the operation of the School Resource Officer Program. These records requested by the MCSD supervisor of the SRO Program shall include, but not be limited to, statistical findings from his/her school. These records will be submitted to the supervisor of the School Resource Officer Program.

5.13 The SRO shall not act as a school disciplinarian, as disciplining students is a school responsibility. However if the principal believes an incident is a violation of the law, the principal may contact the SRO, and the SRO shall then determine whether law enforcement action is appropriate.

6.0 Chain of Command

6.1 As employees of the Merced City Police Department, the SRO shall follow the chain of command as set forth in the Merced Police Department Policies and Procedures Manual.

6.2 In the performance of their duties, the SRO shall make every reasonable effort to coordinate and communicate with the Assistant Superintendent of Personnel Services, the Director of Pupil Services, the principals or the principals' designee(s) of the assigned schools as set forth in this agreement.

7.0 Training

7.1 The SRO shall be required by the Merced Police Department to attend police training sessions. Training sessions will be conducted to provide SROs with appropriate in-service training, such as updates in the law, in-service firearm training and law enforcement-school related training. The MCSD will not be responsible for reimbursement of salary during required training sessions.

7.2 The School District also may provide training in Board of Education policies, regulations and procedures.

8.0 Supplies and Equipment

8.1 The Merced Police Department agrees to provide SRO's with standard issue equipment, firearm and rounds of ammunition as needed to perform their duties;

8.2 The Merced Police Department agrees to provide the SROs with the required duty uniform.

- 8.3 The School District agrees to provide an office, desk, desk chair, computer and the usual and customary office supplies to the SROs.

9.0 Access to Education Records

- 9.1 School officials shall allow the SRO to inspect and copy any public records maintained by the school including student directory information, classroom assignments and discipline files. However, the SRO may not inspect and/or copy confidential student education records except as allowed by law.
- 9.2 If some information in a student's cumulative record is needed in an emergency to protect the health or safety of the student or other individuals, school officials may disclose to the SRO that information which is needed to respond to the emergency situation based on the seriousness of the threat to someone's health or safety; the need of the information to meet the emergency situation and the extent to which time is of the essence;
- 9.3 If confidential student records information is needed, but no emergency situation exists, the information may be released only upon the issuance of a search warrant or subpoena to produce the records.

10.0 Evaluation

It is mutually agreed that the MCSD and the Schools shall evaluate annually the SRO program and the performance of any assigned SROs. It is further understood that the MCSD and the School's evaluation of each officer is advisory only and that the Merced Police Department retains the final authority to evaluate the performance of the SRO.

11.0 Term of Agreement

This is a limited duration Agreement. The term of agreement is one year, commencing on July 1, 2016, ending June 30, 2017, unless sooner terminated in accordance with this Agreement.

12.0 Notices

All notices, requests, demands or other communications under this Agreement shall be in writing. Notice shall be sufficiently given for all purposes as follows:

- A. Personal Delivery. When personally delivered to the recipient, notice is effective upon delivery.
- B. First Class Mail. When mailed first class to the last address of the recipient known to the party giving notice, notice is effective three mail delivery days after deposit in a United States Postal Service office of mailbox.
- C. Certified Mail. When mailed certified mail, return receipt requested, notice is effective upon receipt if delivery is confirmed by a return receipt.

19.0 Confidentiality

This Agreement shall comply with all applicable Federal, State and County laws relating to the confidentiality of information. The MCSD and the City shall not publish, use or permit or cause to be published, disclose, or use confidential information pertaining to any minor, without express written permission from the minor's parent or legal guardian, except as permitted by law.

20.0 Nondiscrimination in Employment, Services, Benefits and Facilities

- 20.1** The MCSD and the City shall comply with all applicable Federal, State and local antidiscrimination laws, regulations, and ordinances. Neither party shall unlawfully discriminate, harass, or allow harassment against any employee, applicant for employment, employee or agent of the other, or recipient of services contemplated to be provided or actually provided under this Agreement because of race, ancestry, marital status, color, religious creed, political belief, national origin, ethnic group identification, sex, sexual orientation, age (over 40), medical condition (including HIV and AIDS), or physical or mental disability. Both parties shall ensure that evaluation and treatment of their employees and applicants for employment, and recipients of services, are free from such discrimination and harassment.
- 20.2** Both parties represent that they are in compliance with and agree to continue to comply with the Americans with Disabilities Act of 1990 (42 U.S.C. §12101 et seq.), the Fair Employment and Housing Act (Government Code §12900 et seq.), and regulations and guidelines issued pursuant thereto.

21.0 Agency Relationship

This Agreement is not intended to and shall not create the relationship of principal-agent, master-servant, or employer-employee between the City and the MCSD. There is no employee relationship between the SRO's and MCSD.

22.0 Severability

If a court of competent jurisdiction holds any provisions of this Agreement to be illegal, unenforceable or invalid, in whole or in part, for any reason, the validity and enforceability of the remaining provisions, or portion of them will not be affected.

IN WITNESS WHEREOF, the parties hereto have caused this Operations Agreement to be executed the day and year first written above.

CITY OF MERCED
A Municipal Corporation

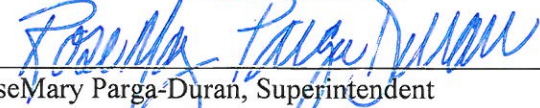
By: _____
Steve Carrigan, City Manager

Date

By: 
Norman Andrade, Chief of Police

5-13-16
Date

MERCED CITY SCHOOL DISTRICT

By: 
Rosemary Parga-Duran, Superintendent

5/27/16
Date

By: 
Douglas J. Collins, Asst. Superintendent

5/26/16
Date

Approved as to Form:

By: 
Kelly Fincher, City Attorney

5/12/16
Date

Account Data:

By: _____
Verified by Finance Officer

Date

Temp Senior Police Officer, Top Step - FY 16-17

Full Benefits	Yearly
Salary 16/17 (current grade 38.0637*960)	36,541.15
Uniform Allowance	0.00
Holiday Pay (88 hours * 38.0637)	0.00
Projection - Education Pay BA/BS	0.00
Projection Additional Pay: Post Pay Advanced	0.00
<u>Total Salary</u>	<u>36,541.15</u>
Medicare @ 1.45%	529.85
Fica Alternative PTS Plan @ 1.30%	475.03
PERS employer @ 28.025%	0.00
PERS Normal @ 9%	0.00
Cafeteria Plan - budgeted @ 778.71 per pay period	0.00
S U I	0.00
Post Employment Benefit	<u>0.00</u>
<u>Total Benefits</u>	1,004.88
<u>Total Expense</u>	37,546.03
Less Employee Share PERS	\$0.00
Net Cost	<u>37,546.03</u>
Admin/Overhead Expenses - Police	5,631.91
TOTAL	43,177.94
70% of the cost is	30,224.56

Prepared by: Joni Vierra, 5/4/2016