

Memorandum of Agreement
between the
City of Albany
and the
Albany Police Association

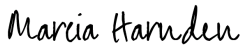
This Memorandum of Agreement is entered into by and between the City of Albany and the Albany Police Association effective July 1, 2021.

The Parties recognize that it is important to attract qualified lateral police officers and communications specialists. The Parties have discussed special assignments and the ability for lateral employees to be able to apply, compete, and be considered for those assignments and that lateral employees offer extensive experience that should reduce their required probationary period.


The Parties agree to the following:

1. The new hire training period for newly hired lateral police officers and communications specialists will be twelve (12) months. All other provisions of Article 12 - New Hire Training and Probationary Periods will apply.
2. This change will be reflected in the criteria for special assignments. Individuals applying for special assignments will be required to have at least 12 months of consecutive, full-time experience with the Albany Police Department. This will allow lateral newly hired employees the ability to apply, compete, and be considered for specialty assignments.

For the City of Albany:

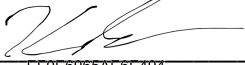
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Marcia Harnden Date
Police Chief

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Holly Roten Date
Human Resources Director

For the Albany Police Association:

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Kyle Libra Date
President