

**City of Dixon Counter Proposal  
Local One  
CSO – CSI Incentive**

**Date:** 4/13/20  
**To:** Local One  
**From:** Jim Lindley, City Manager  
**Re:** Community Service Officer - Crime Scene Investigation Incentive

**Background:**

The City of Dixon Police Department is interested in training Community Service Officers for basic forensic crime scene investigation (CSI) services. A certified CSO may assist in processing crime scenes and collection of evidence. Certification for CSI eligibility will be determined and published by the Police Department, and re-certification of core courses of instruction will be defined and delineated by the Department before full implementation. The Chief of Police will assign certified CSO based upon department needs.

**On March 12, the City proposed:**

Add Section 3.1.3

The Chief Police may assign a certified CSO to forensic crime scene investigation duties based upon department needs. Continued receipt of the incentive shall be contingent on maintaining certification, successful performance and approval of the Chief of Police.

- A CSO II who holds a CSI rating may be eligible for a 2.5% incentive for a CSI collateral duty.
- A CSO I who holds a CSI rating may be eligible for a 2.5% incentive for hours worked *performing CSI/forensic duties outside the scope of a custodial property function.*

**On April 1, 2020, Local One proposed:**

Add section 3.1.3

The Chief of Police may assign a certified CSO to forensic crime scene investigation duties based upon department needs. Continued receipt of the incentive shall be contingent on maintaining certification, successful performance and approval of the Chief of Police.

The CSI certification shall be administered and evaluated by the Chief of Police. Certification will require one forensics based class approved by the Chief of Police, to be taken every 24 months. Evaluation and qualification of CSI certification will be done on an annual basis with the employee's annual review.

- Any CSO who holds a CSI rating may be eligible for a 5% incentive for a CSI collateral duty.

**City's counterproposal:**

The Chief of Police may assign a certified CSO to forensic crime scene investigation duties based upon department needs. Continued receipt of the incentive shall be contingent on maintaining certification, successful performance and approval of the Chief of Police.

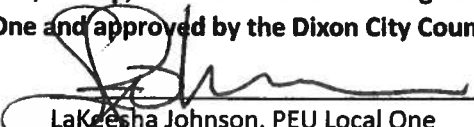
The CSI certification shall be administered and evaluated by the Chief of Police. Completion of the Department Directive 20-03 (Exhibit A) CSI classes shall serve as certification as a Crime Scene Investigator (CSI). Once every 24-months, a continuing education class must be completed to retain CSI certification. Substitute or like classes may be taken at the discretion of the Chief of Police.


- A CSO II who holds a CSI rating may be eligible for a 2.5% incentive for a CSI collateral duty.
- A CSO I who holds a CSI rating may be eligible for a 2.5% incentive for hours worked *performing CSI/forensic duties outside the scope of a custodial property function.*

The Department reserves the right to modify or change the core class requirement should there be changes in course availability, technological advancement or innovation or other conditions require.

**By signing below, I understand that the City and Local One met and conferred in good faith over this matter as required by Government Code section 3500, et seq., and that this tentative agreement shall not become final or binding until ratified by Local One and approved by the Dixon City Council.**

  
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Jim Lindley, City Manager  
Lead Negotiator for the City of Dixon  
Dated: 6-3-2020

  
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LaKeasha Johnson, PEU Local One  
Lead Negotiator for Local One  
Dated: 6/1/2020

  
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Matt Davidson, President  
Lead Negotiator - Local One  
Dated: 6/2/20