

January 1, 2017

Timothy Davis, President  
Sacramento Police Officers Association  
550 Bercut Drive  
Sacramento, CA 95811

**Re: Agreement Regarding Patrol Division Sign-Up**

Dear Mr. Davis:

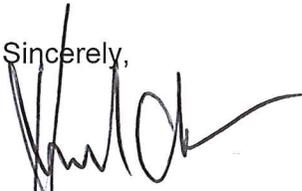
This is to confirm the agreement reached between the City of Sacramento and the Sacramento Police Officers Association (SPOA) regarding amendments to the existing Memorandum of Understanding (MOU) and Letters of Understanding (LOUs) between the parties, as they pertain to the patrol division sign-up.

Specifically, it is agreed as follows:

1. In November, 2017, Sergeants and Officers in the Patrol Division shall engage in shift and job sign-ups. These sign-ups shall be for those vacancies that exist on November 1, 2017, and shall be effective Saturday, January 6, 2018. Sergeants and Officers shall sign up for the shift and job change based on seniority in accordance with Section 15.2(e) of the MOU. In filling positions, management may deviate from seniority for just cause.
2. The November, 2017 sign-up shall be administered in a manner consistent with Section 15.2 of the MOU except where inconsistent with this Agreement.
3. This agreement does not establish a precedent, nor does it interpret any employee rights under the language of the Labor Agreements, the Rules and Regulations of the Civil Service Board or any applicable policies and procedures of the Police Department or the City of Sacramento except as expressly stated herein.

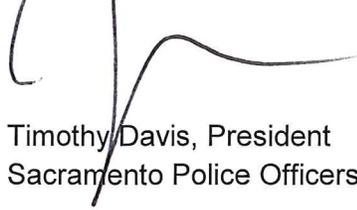
If this is your understanding of the agreement reached, please sign and date as indicated below and return one original to Labor Relations. I have enclosed an additional original for your files.

Sincerely,



Howard Chan  
Interim City Manager

AGREED TO:



Timothy Davis, President  
Sacramento Police Officers Association

Approved as to form:



Brett M. Witter  
Supervising Deputy City Attorney

cc: Brian Louie, Interim Chief of Police  
Mark Greenlee, Captain, Personnel Services Division  
Shelley Banks-Robinson, Labor Relations Manager