

October 29, 2018

Timothy Davis
Sacramento Police Officers Association
550 Bercut Drive
Sacramento, California 95811

Re: Letter of Understanding - Agreement Regarding Supplemental Employment

Dear Mr. Davis:

This is to confirm the agreement reached between the City of Sacramento ("City") and the Sacramento Police Officers Association ("SPOA") regarding Supplemental Employment.

Specifically, and effective October 6, 2018, the agreement is as follows:

1. The rates of pay under Article 18.1, Supplemental Employment, shall be suspended through June 21, 2019. The below rates shall govern supplemental employment. This letter of understanding shall terminate at midnight on June 21, 2019.
2. Police Officers, Police Sergeants, Reserve Police Officers and Reserve Police Sergeants, working supplemental employment designated for Police Officers shall receive premium pay in the amount of seventy dollars (\$70.00) per hour.
3. Police Sergeants working supplemental employment designated for Police Sergeants shall receive premium pay in the amount of eighty-four dollars (\$84.00) per hour.
4. Payroll codes SOO, SOS, SSO, and SSS will be used in the eCaps system to identify off duty supplemental employment codes for outside employment.
5. This Agreement does not establish a precedent, nor does it interpret any employee rights under the language of the Labor Agreement(s), 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.
6. This Agreement replaces the previous Agreement, dated December 19, 2017, and memorializes and constitutes the entire understanding between the parties as to all matters referred to or included herein, and supersedes and replaces all prior negotiations, proposed discussions, whether written or oral.
7. 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,



Aaron Donato
Labor Relations Manager

APPROVED:




Howard Chan
City Manager

AGREED TO:



Timothy Davis
President
Sacramento Police Officers Association

Approved as to form:



Brett M. Witter
Supervising Deputy City Attorney