

April 12, 2018

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

RE: Agreement Regarding Uniform Allowance

Dear Mr. Davis:

This is to confirm the agreement reached between the City of Sacramento ("City") and the Sacramento Police Officers Association (SPOA) regarding the process for paying a uniform allowance to all new hired employees.

Specifically, and effective immediately, the agreement is amended to read as follows:

1. Article 11 - SPECIAL ALLOWANCES

11.1 UNIFORMS

- a. The City shall provide all new hired or rehired employees in the classifications of Police Officer, Community Service Officer and Dispatcher a lump-sum payment of one thousand dollars (\$1,000) for the purchase of uniforms, subject to normal and customary withholdings. Employees hired to attend an academy shall receive the lump-sum payment upon successful completion of the academy.
- b. The City shall provide all new hired or rehired employees in the classifications of Park Safety Ranger and Park Safety Ranger Assistant a one-thousand-dollar (\$1,000) voucher for the purchase of uniforms. Employees hired to attend an academy shall receive the uniform voucher upon successful completion of the academy.
- c. All rehired employees in the classifications of Police Officer, Community Service Officer, Dispatcher, Park Safety Ranger, and Park Safety Ranger Assistant who previously received the lump-sum payment for the purchase of uniforms and did not turn in their uniforms after leaving City service shall not be eligible to receive the lump-sum payment upon rehire.

- d. Lump-sum payments will be reported to the Public Employee’s Retirement System (PERS) in compliance with Public Employees’ Retirement Law (PERL).
 - e. Lump-sum payments shall be initiated in the form of a Personnel Action Request (PAR) and shall be based upon the employee’s hire/rehire date.
 - f. In the event the City mandates a uniform change the employees shall have twenty-four (24) months to transition to new uniforms. If the City requires the transition to be completed in less than twenty-four (24) months, the City will incur all costs.
 - g. The City agrees to repair or replace uniforms, and other personal property damaged, lost or stolen in the course of employment and performance of their assigned duties without fault or negligence on the part of employees.
 - h. To repair or replace prescription glasses the prescription shall not be more than twenty-four (24) months old to qualify for reimbursement under this Section. All costs to update the prescription shall be borne by the employees.
2. This agreement does not establish a precedent, nor does it interpret any employee rights under the language of the Labor Agreement, 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.
3. This agreement 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.

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,



Shelley Banks-Robinson
Director, Human Resources Department

Approved:



Howard Chan
City Manager

AGREED TO:



Timothy Davis, President
Sacramento Police Officers Association

Approved as to form:



Brett Witter
Supervising Deputy City Attorney