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April 27, 2006

Mr. Gerard Camous, President
Sacramento Police Officers Association
2014 Capitol Avenue, Suite 109
Sacramento, CA 95814

Re: Agreement Regarding 2005 Bargaining Changes/Clean-up

Dear Mr. Camous:

This is to confirm the agreement of the City of Sacramento and the Sacramento Police Officers Association regarding contract changes and clean-up items. Specifically, it is agreed, as follows:

1. Modify paragraph 7.3c.(5) and (6), and 9.3d.(5) and (6) to read as follows:
 - 7.3c.
 - (5) Effective January 1, 2009, the City contribution shall be **\$800** per month.
 - (6) Effective January 1, 2010, the City contribution shall be **\$850** per month.
 - 7.3d.
 - (5) Effective January 1, 2009, the City contribution shall be **\$1050** per month.
 - (6) Effective January 1, 2010, the City contribution shall be **\$1200** per month.
2. Modify section 7.5, Cash-Back Limits as follows:
 - a. Modify paragraph "c." to read, "Effective January 1, 2007, the cash-back for employees who waive City-sponsored health insurance shall be \$275 per month."
 - b. Modify paragraph e. to read, "Effective January 1, 2008, the cash-back for employees who waive City-sponsored health insurance shall be \$200 per month."
 - c. Renumber existing paragraph "g." to "f."
3. Change the insurance limit in section 7.6 as follows:

Basic Life from \$5000 to **\$10,000**;
Additional Life from \$45,000 to **\$40,000**.
4. Modify section 13.7, Personal Leave as follows:
 - b. Personal leave shall be posted in **January of each applicable year** until the employee has reached fifteen (15) years of service and vacation accrual of one hundred sixty (160) hours after which time it shall no longer be posted.

- d. Personal leave shall not accumulate from *calendar* year to *calendar* year and shall have no cash value. If an employee is unable to use all of the time by the end of the *calendar* year based on operational need, the department may approve carry-over to the next year. In all other cases, the time shall be forfeited.
5. Change the \$100 monthly reimbursement limit to **\$120** in section 20.3b., REGIONAL TRANSIT MONTHLY PASS.
6. Delete the two references to “Lot ‘I’” and replace them with “**City Hall Parking Garage.**”
7. Add a bullet to section 22.1, CIVILIAN PERS RETIREMENT PLAN AND CONTRIBUTION, section 22.2, SWORN PERS RETIREMENT PLAN, Tier I and Tier II that reads, “Sick Leave Service Credit”.
8. Add the following language to section 21.3, APPEALS OF FORMAL DISCIPLINE ABOVE A LETTER OF REPRIMAND:

Appeals of all formal discipline above a letter of reprimand will be heard by a third party neutral arbitrator using one of the two following processes, at the employee’s discretion.
On any discipline above an eighty (80) hour suspension, if there is disagreement between the parties regarding which process to use, the default will be formal arbitration.

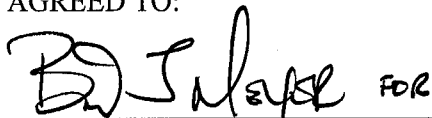
If this is your understanding of the agreement reached, please sign and date as indicated below and return one copy to my office. I have enclosed an additional original for your files.

Sincerely,



Lisa Hutchin
Labor Relations Officer

AGREED TO:



Gerard Camous, President
Sacramento Police Officers Association