



OFFICE OF LABOR RELATIONS

DEE CONTRERAS
DIRECTOR

CITY OF SACRAMENTO
CALIFORNIA

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January 8, 2008

Mr. Brent J. Meyer, President
Sacramento Police Officers Association
2014 Capitol Avenue, Suite 109
Sacramento, CA 95814

Re: 4/10 Trial

Dear Mr. Meyer:

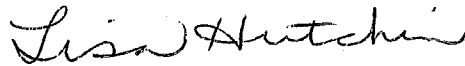
This is to confirm the agreement between the City of Sacramento ("City") and the Sacramento Police Officers Association ("SPOA") regarding a trial of a 4/10 work week in the Police Department. Specifically it is agreed as follows:

1. The Office of Investigations ("OOI"), Office of Operations ("OOO") and the Office of the Chief ("OOC") will implement a 4/10 work schedule for employees specified under 8.1b and 8.1c, commencing on January 1, 2008 and ending on March 31, 2009.
2. Employees assigned to the OOI, OOO, and OOC in investigative classifications of Police Officer, Police Sergeant and Community Service Officer and will be eligible to participate in this trial, with management approval. This trial will not affect the provisions set forth in Section 8.2 of the Memorandum of Understanding between the parties.
3. The SPOA and management will meet in November, 2008 to review the provisions of this agreement and determine the feasibility of continuing the trial or implementing a 4/10 schedule.
4. Either party may terminate this trial with thirty (30) calendar days written notice to the other party.

Brent J. Meyer
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4/10 Trial
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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.

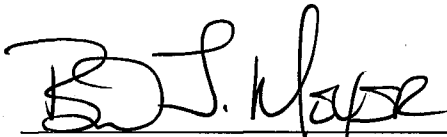
Sincerely,



Lisa Hutchin
Labor Relations Officer

AGREED TO:

DATE:



Brent J. Meyer, President
Sacramento Police Officers Association

8 JANUARY 2008

Cc: Rick Braziel
Brian Louie
John Parker