



OFFICE OF LABOR RELATIONS

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February 9, 2007
Rev. March 7, 2007
Rev. May 4, 2007

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

Re: Agreement Regarding Benefits for Lateral Hires and Rehires

Dear Mr. Meyer:

This is to confirm the agreement of the City of Sacramento ("City") and the Sacramento Police Officers Association regarding the benefits for lateral candidates *and rehires* hired in the Police Officer and Police Dispatcher II and III classifications. Specifically, it is agreed, as follows:

1. Effective November 1, 2005, candidates hired into the classification of Dispatcher II and III may be given the following additional benefits:

Lateral Hires

- a. Signing bonus of three thousand dollars (\$3000.00). The candidate must remain employed with the City as a Police Dispatcher for a minimum of three (3) years. The candidate will receive \$1000 at hiring, \$1000 at completion of one (1) year of City service, and \$1000 at completion of two (2) years of City service;
- b. Credit of two hundred fifty dollars (\$250.00) to be used to purchase initial set of uniforms.
- c. Vacation credit (ATO time) commensurate with years of experience in the Dispatcher classification. Vacation credit will expire as the candidate accumulates vacation hours per the City's policy.
- d. Sick leave credit to be used during the first two (2) years of City service, 40 hours for candidates with one to five years' experience; 80 hours for candidates with five to ten years' experience; 120 hours for candidates

with more than ten years' experience. Sick leave will have no cash value and will expire at the end of two years.

- e. Educational incentives (i.e., bachelors or associates degree) will be credited upon hire.
- f. The probationary period will be twelve (12) months.

Rehires

- a. Classification seniority will include the previous time spent in the Dispatcher II/III classification while employed by the City.
- b. Rehires who left City service on or before June 24, 2005 will be credited with two-thirds (2/3) the amount of hours of sick leave that they had upon termination. Rehires who left City service on June 25, 2005 or later will be credited with the full amount of sick leave that they had upon termination.
- c. Educational incentives (i.e., bachelors or associates degree) will be credited upon hire.
- d. Rehires will return to the same step of the salary schedule that they were at when they left City service.
- e. *Vacation credit (ATO time) commensurate with years of experience in the Dispatcher classification. Vacation credit will expire as the candidate accumulates vacation hours per the City's policy.*

2. Effective November 1, 2005, lateral candidates hired into the classification of Police Officer may be given the following additional benefits:

Lateral Hires

- a. Signing bonus of three thousand dollars (\$3000.00). The candidate must remain employed with the City as a Police Officer for a minimum of three (3) years. The candidate will receive \$1000 at hiring, \$1000 at completion of one (1) year of City service, and \$1000 at completion of two (2) years of City service.
- b. Credit of one thousand dollars (\$1000.00) to be used to purchase initial set of uniforms.
- c. Vacation credit (ATO time) commensurate with years of experience as a Police Officer. Vacation credit will expire as the candidate accumulates

vacation hours per the City's policy.

- d. Sick leave credit to be used during the first two (2) years of City service, 40 hours for candidates with one to five years' experience; 80 hours for candidates with five to ten years' experience; 120 hours for candidates with more than ten years' experience. Sick leave will have no cash value and will expire at the end of two years.
- e. Educational incentives (i.e., Intermediate and Advance POST, bachelors degree) will be credited upon hire.

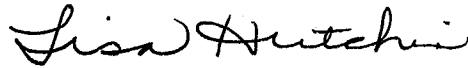
Rehires

- a. Classification seniority will include the previous time spent in the Police Officer classification while employed by the City.
 - b. Rehires who left City service on or before June 24, 2005 will be credited with two-thirds (2/3) the amount of hours of sick leave that they had upon termination. Rehires who left City service on June 25, 2005 or later will be credited with the full amount of sick leave that they had upon termination.
 - c. Educational incentives (i.e., Intermediate and Advance POST, bachelors degree) will be credited upon hire.
 - d. Rehires will return to the same step of the salary schedule that they were at when they left City service.
 - e. *Vacation credit (ATO time) commensurate with years of experience in the Police Officer classification. Vacation credit will expire as the candidate accumulates vacation hours per the City's policy.*
 - f. The probationary period will be twelve (12) months.
3. The Department may hire lateral candidates into the step of the classification wage schedule that is consistent with the candidates' previous experience and skills.
4. Except as provided herein, nothing in this agreement is intended to affect or change the terms and conditions of the current Memorandum of Understanding between the parties.

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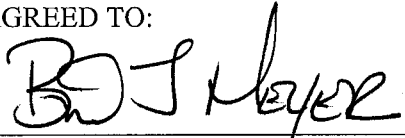
If this is your understanding of the agreement reached, please sign and date as indicated below and return one copy to my office. I have enclosed an additional original for your files.

Sincerely,



Lisa Hutchin
Labor Relations Officer

AGREED TO:



Brent J. Meyer, President
Sacramento Police Officers Association

4 May 2007

FREQUENTLY ASKED QUESTIONS

How will vacation credit work?

The candidate will be credited with hours of supplemental ATO, based on his/her years of experience in the applicable classification. When the candidate begins to accrue additional vacation, the same number of ATO hours will decrease.

For example, Candidate A is hired on October 1, 2007 and has five years of experience in another agency. Upon hire, he/she will be credited with three weeks (120 hours) of supplemental ATO. On January 1, 2008, Candidate A will be credited with twenty (20) hours of pro-rated vacation, based on three (3) months of City service, and 100 hours of supplemental ATO. On January 1, 2009, Candidate A will be credited with eighty (80) hours of vacation and forty (40) hours of supplemental ATO, and so on.

How will sick leave credit work?

Candidates will be credited with restricted sick leave upon hiring. At the end of two years of City service, the remaining restricted sick leave hours will be deducted from the candidates' bank.

For example, Candidate B is hired on December 15, 2006, with three years of experience in another agency. Upon hiring, he/she is credited with forty (40) hours of restricted sick leave. On December 10, 2007, Candidate A has accrued ninety-six (96) hours of regular sick leave, and calls in sick. He/she misses two days of work due to illness, and twenty (20) hours are deducted from the bank of restricted sick leave, leaving the remaining ninety-six (96) hours untouched. On December 15, 2008, Candidate A has accrued 192 hours of regular sick leave, and the remaining twenty (20) hours of restricted sick leave are deducted from his/her bank.

How will rehires receive service credit?

Rehires are inserted into the classification seniority list commensurate with their classification seniority, which is credited after completion of probation.

For example, Officer A's original classification seniority date was April 1, 1996. He left City service for one year and then was rehired as a Police Officer. His new classification seniority date is April 1, 1997, which will be effective upon completion of his one year probation.