



OFFICE OF  
LABOR RELATIONS

DEE CONTRERAS  
DIRECTOR

CITY OF SACRAMENTO  
CALIFORNIA

915 I STREET  
ADMIN BLDG, ROOM 4133  
SACRAMENTO, CA  
95814-2604

PH 916-808-5424  
FAX 916-808-8110

September 22, 2005

Mr. David Topaz, President  
Sacramento Police Officers Association  
2620 - 21<sup>st</sup> Avenue  
Sacramento, CA 95818

Re: Bereavement Leave

Dear David:

This is to confirm the agreement of the City of Sacramento and the Sacramento Police Officers Association regarding Bereavement Leave. Specifically, it is agreed as follows:

An employee may receive up to three (3) days of City-paid leave for bereavement based on the death of the employee's spouse, parent, sibling, child, grandchild or grandparent as defined herein. The employee may use sick leave as authorized by Civil Service Rule 16, Sick Leave, for additional time off or to attend to other death, bereavement or funeral needs.

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:

  
David Topaz, President  
Sacramento Police Officers Association

10/14/05

cc: Marti Flores

RECEIVED

OCT 12 2005

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