



OFFICE OF
LABOR RELATIONS

DEE CONTRERAS
DIRECTOR

CITY OF SACRAMENTO
CALIFORNIA

921 10TH STREET
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SACRAMENTO, CA
95814-2711

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

October 7, 2004

Mr. David Topaz, President
Sacramento Police Officers Association
2620 - 21st Street
Sacramento, CA 95818

Re: Rate of Pay - SPOA President

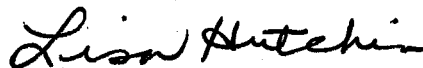
Dear Dave:

This is to confirm the agreement of the City of Sacramento and the Sacramento Police Officers Association ("SPOA") regarding the rate of pay for the SPOA President. Specifically, it is agreed as follows:

1. The President shall be paid at the highest salary of any classification in the SPOA Bargaining Unit (Rep Unit 2), plus any future general salary increases negotiated for that classification. The classification with the highest salary will be determined by comparing Step E/10 of the salary range for each classification plus any applicable incentives for that classification. If the President's rate of pay is determined pursuant to this provision, this salary will be Y-rated, as described in Section 6.6 of the Memorandum of Agreement.
2. This agreement expires at midnight on June 24, 2005.

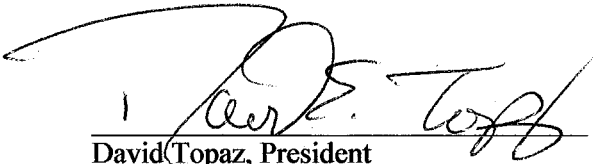
If this is your understanding of the agreement reached, please sign and date as indicated below and return one copy to my office. I have enclosed an additional original for your files.

Sincerely,


Lisa Hutchin
Labor Relations Officer

AGREED TO:

DATE:


David Topaz, President
Sacramento Police Officers Association

10/28/04

cc: Albert Nájera, Chief of Police



OFFICE OF
LABOR RELATIONS

DEE CONTRERAS
DIRECTOR

CITY OF SACRAMENTO
CALIFORNIA

November 24, 2004

921 10TH STREET
ROOM 601
SACRAMENTO, CA
95814-2711

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MEMORANDUM

To: Lieutenant Dan Schiele

Re: Letter of Understanding - Rate of Pay - SPOA President

The attached Letter of Understanding provides for a pay increase for Mr. Topaz, which will be retroactive to the pay period beginning on 10/30/04. Essentially, David should be Y-Rated at step E/10 of the Police Sergeant classification until June 24, 2005, coinciding with the MOU expiration.

You will need to submit a PAR to effect this change, and I will also notify HR and Payroll that this will be coming their way.

Please do not hesitate to contact me should you require any assistance.

Sincerely,

Lisa Hutchin
Labor Relations Officer

Attachment

cc: Gary Clark