



OFFICE OF LABOR RELATIONS

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December 5, 2008

Mr. Brent J. Meyer, President
Sacramento Police Officers Association
550 Bercut Drive
Sacramento, CA 95811

Re: Agreement regarding Re-organization/Reduction of Communications Training Officers (CTOs)

Dear Mr. Meyer:

This is to confirm the agreement of the City of Sacramento ("City") and the Sacramento Police Officers Association ("SPOA") regarding the re-organization/reduction of Communications Training Officers (CTOs) within the Police Department. Specifically, it is agreed, as follows:

1. Effective at shift change in 2009, all full-time CTOs will revert to reserve status, except as provided for in #2, below. CTOs will only be compensated with CTO pay while actively engaged in training. All CTOs will continue to be recognized and regarded as qualified CTOs and will continue to be permitted to wear the CTO pin on their uniforms.
2. Effective at shift change in 2009, the Department agrees to retain a minimum of three (3) full-time CTOs assigned to the Communications Center. These employees will be determined by Departmental Seniority and will have been assigned to the Field Training Program as full-time CTOs for no less than the last two (2) consecutive years.
3. Some positions within the Department may be held vacant when no work is available in these areas, but the Department agrees to offer the first right of return to those employees who previously held those positions prior to reduction or vacancy, without requiring a testing process, during the term of the MOU.

Management reserves the right not to offer this right of return to an employee who has been issued formal discipline, after leaving the position which was held vacant.

4. The Department remains committed to return an appropriate number of reserve CTOs to full-time CTOs, as probationary Dispatchers are assigned to the Communications Center. CTOs will be re-activated to full-time based on departmental seniority of those employees listed in Attachment #1.
5. The Department and the SPOA agree to meet every six (6) months to assess the effectiveness of this agreement and consider whether or not changes need to be made.
6. This agreement will go into effect upon signing, and will terminate with thirty (30) calendar days written notice by either party.

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.

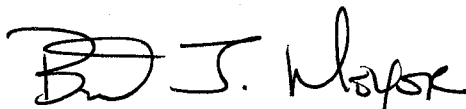
Sincerely,



Lisa Hutchin
Labor Relations Officer

AGREED TO:

DATE:



Brent J. Meyer, President
Sacramento Police Officers Association



cc: Rick Braziel, Chief of Police

Attachment

Attachment 1

Agreement regarding Re-organization/Reduction of Communications Training Officers (CTOs)

2008 CTOs (as of 12/9/08)		
Baron, Beth	6048	CTO
Dabrowski, Janee	6005	CTO
Dorton, Kristy	6015	CTO
Doud, Kamie	6059	CTO
Gaynor, Shawn	6095	CTO
Harris, Lewis	6079	CTO
Kern, Sarah	6070	CTO
Lawler, Debbie	6013	CTO
Liner, Tracie	6016	CTO
Quinton, Kindra	6093	CTO
Raner, Candice	6055	CTO
Smith, Jennifer	6023	CTO
Stark, Jennifer	6089	CTO
Prince, Tammy	6031	CTO
Reserve CTOs (as of 12/9/08)		
Green, Mindy	6028	Reserve CTO
Mudron, Darlene	6058	Reserve CTO
Rich, Clarissa	6083	Reserve CTO