



OFFICE OF  
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May 5, 2005

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

Re: Sick Leave Conversion to Service Time

Dear Dave:

This is to confirm the agreement reached during the 2005 negotiations between the City of Sacramento ("City") and the Sacramento Police Officers Association ("SPOA") covering employees in the Police Department Unit in regard to Sick Leave Conversion to Service Time.

It was agreed that the City will amend the police safety Public Employees Retirement System (PERS) contract to add the Sick Leave Conversion to Service Time benefit as soon as practicable. The miscellaneous PERS contract will be amended to add the Sick Leave Conversion to Service Time after City-wide agreement by the recognized employee organizations covering such employees, to such amendment.

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:

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David Topaz, President  
Sacramento Police Officers Association

5/5/05

cc: Marti Flores  
Lori Swinheart