



OFFICE OF
LABOR RELATIONS

DEE CONTRERAS
DIRECTOR

CITY OF SACRAMENTO
CALIFORNIA

September 22, 2005

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ADMIN BLDG, ROOM 4133
SACRAMENTO, CA
95814-2604

PH 916-808-5424
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Mr. David Topaz, President
Sacramento Police Officers Association
2620 - 21st Avenue
Sacramento, CA 95818

Re: Tuition Reimbursement

Dear David:

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

23.10 TUITION REIMBURSEMENT

The City agrees to reimburse career employees for the cost of tuition, books, and fees, excluding parking, up to a maximum of \$1500.00 per calendar year pursuant to the City's existing policy for such education reimbursement. This provision shall not apply to employees eligible for an educational incentive program, except that it may be applied to approved AA and BA course work for civilian employees.

In addition, the department may authorize tuition reimbursement for training through other approved sources.

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

10/4/05

cc: Marti Flores

RECEIVED

OCT 12 2005

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