



C-23-364A

SIDE LETTER AGREEMENT BETWEEN
THE CITY OF ELK GROVE (CITY) AND
THE ELK GROVE POLICE OFFICERS ASSOCIATION (EGPOA)
MOU Reference: C-23-364

City and EGPOA hereby agree:

To amend Article XII, Section 4.E of the above referenced Memorandum of Understanding ("MOU") as follows (additional terms are stated **BOLD** text):

E. Section 6 (Preliminary Notice of Proposed Discipline), Section 7 (Skelly Meetings) and Section 8 (Appeal of Disciplinary Action) shall not apply to written reprimands. A written reprimand shall be appealable, within ten (10) calendar days of receiving the written reprimand. The Police Chief or his/her designee shall serve as hearing officer for the administrative appeal. The administrative appeal shall serve as the employee's opportunity to refute the allegations giving rise to the written reprimand. The hearing officer shall have the ability to sustain, modify, or withdraw the written reprimand. The hearing officer's decision shall be final and not subject to further appeal. **Separate from, and in addition to, the administrative appeal rights set forth herein, employees have the right to respond to any adverse comments within 30 days of the date of issuance of a written reprimand pursuant to Elk Grove Police Department Policy 1026.5 and Government Code section 3306.**

It is the intent of City and EGPOA to continue to be bound by all terms and conditions of the MOU, except as expressly changed herein.

[SIGNATURES TO FOLLOW ON NEXT PAGE]

FOR CITY:

Melissa Rojas

Melissa Rojas, Human Resources Director

Date: 5/14/2024 | 10:01 AM PDT

Jason Behrmann

Jason Behrmann, City Manager

Date: 5/14/2024 | 1:48 PM PDT

APPROVED AS TO FORM:

Jonathan P. Hobbs

Jonathan Hobbs, City Attorney

Date: 5/13/2024 | 7:51 AM PDT

FOR EGPOA

Musa Abedrabbo

Musa Abedrabbo, President

Date: 5/13/2024 | 7:22 AM PDT

APPROVED AS TO FORM:

Sean Howell

Sean Howell, Counsel for EGPOA

Date: 5/13/2024 | 7:07 AM PDT