



C-23-364B

SIDE LETTER AGREEMENT BETWEEN THE  
CITY OF ELK GROVE (CITY) AND  
THE POLICE OFFICERS ASSOCIATION (ASSOCIATION)

The City and the Association hereby agree that:

The language in the Memorandum of Understanding between the City and Association (“MOU”) under Section C (Seniority) of Article XIII (Reduction in Force) is hereby replaced, in its entirety, with the following provision:

C. Seniority Defined:

- a. For employees hired on or after June 1, 2009, seniority shall be defined by the date of most recent appointment to the classification. Time served as a probationary employee in the class shall be included in determining seniority.
- b. If an employee promotes, demotes, or transfers into another classification, seniority shall be defined by the date of most recent appointment to that new classification, except a 911 Call Taker shall have no change in seniority date when promoted to a Dispatcher.
- c. If an employee subsequently promotes, or voluntarily demotes or transfers back to a classification previously held by the employee, then seniority shall be defined by the number of days served in that classification with a new date calculated based on the date the employee is reassigned to the classification, plus the number of days previously served in that same classification (counting backwards on the calendar), thereby giving the employee full credit for the time served in that classification prior to the promotion, voluntary demotion, or transfer.
- d. When two or more newly hired employees have the same seniority date, the order of seniority for those employees shall be determined by their ranking on the eligibility list during the recruitment process.
- e. When two or more newly hired Lateral Police Officers have the same seniority date, the order of seniority for those employees shall be determined by the date of the Basic POST certificates held by these employees. If two or more newly hired lateral police officers have the same date on their Basic POST certificates, then seniority shall be determined by the order in which the names are drawn by lot by the Human Resources Department.

- f. When two or more current employees in sworn classifications are promoted on the same day to the same classification, seniority in the new classification shall be determined based on their placement on the promotional eligibility list.
- g. If a Police Recruit promotes into an Entry Level Police Officer position and an Entry Level Police Officer is hired on the same day, the promoted Police Recruit shall have seniority over the newly hired Police Officer.
- h. If two Police Recruits promote into an Entry Level Police Officer position on the same day, seniority shall be determined by their rank in the Police Academy.
- i. If an Entry-Level Police Officer and a Lateral Police Officer are hired on the same day, the Lateral Police Officer shall have seniority over the Entry-Level Police Officer.
- j. When two or more current employees in non-sworn classifications are promoted on the same day to the same classification, seniority in the new classification shall be determined by their most recent hire date with the City.

FOR CITY

FOR ASSOCIATION

*Melissa Rojas*

*Bhavendeep Atwal*

Melissa Rojas, Human Resources Director

Bhavendeep Atwal, Labor Relations Consultant for EGPOA

Date: 10/3/2024 | 1:22 PM PDT

Date: 10/3/2024 | 1:06 PM PDT

*Jason Behrmann*

*Musa Abedrabbo*

Jason Behrmann, City Manager

Musa Abedrabbo, EGPOA President

Date: 10/3/2024 | 2:30 PM PDT

Date: 10/3/2024 | 1:31 PM PDT

APPROVED AS TO FORM:

*Jonathan P. Hobbs*

Jonathan P. Hobbs, City Attorney

Date: 10/3/2024 | 12:28 PM PDT