

C-23-364C



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:

1. To amend Article XIV, Section 1.A of the above referenced Memorandum of Understanding (“MOU”) as follows (additional terms are stated in **BOLD** text):

A. Probationary Period

Sworn Personnel

Subject to the requirements of the Public Safety Officers’ Procedural Bill of Rights, all new hires and newly promoted employees into the position of Police Officer Entry level shall be subject to a probationary period for the first eighteen (18) months of employment. All newly hired lateral Police Officers shall have a probationary period of twelve (12) months. **Sworn Employees promoted to a higher rank shall have a probationary period of no less than twelve (12) months in the new higher-ranking position.**

Dispatchers and Dispatch Supervisors

All new hires and newly promoted employees into the position of Dispatcher Entry level, shall be subject to a probationary period for the first eighteen (18) months of employment. All lateral Dispatchers and Dispatcher Supervisors shall be subject to a probationary period for the first twelve (12) months of employment.

Non-Sworn Personnel

All non-sworn personnel, except Dispatchers (as described in the immediately preceding paragraph), shall be subject to a probationary period for the first twelve (12) months of employment.

2. To amend Article V, Section 2 of the above referenced Memorandum of Understanding (“MOU”) as follows (additional terms are stated in **BOLD** text):

2. Placement of Employees into Salary Ranges: Employees shall be placed on a step in the salary range for their job classification pursuant to the following:

- A. Salary placement for new hires and employees who are promoted, demoted, transferred, reinstated, or working out of class shall be determined in a manner consistent with current City practice as stated in the Personnel Rules and Regulations.

B. Police officers promoted to Police Sergeant shall have compensation set (i) at Step 1 within the new salary range or (ii) receive a minimum five percent (5%) increase in the base plus incentives (excluding FTO pay), whichever is greater. However, if this will result in an overall decrease in take home pay, the employee shall be placed at the next step.

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.

FOR CITY

FOR ASSOCIATION

Melissa Rojas

Leticia Ruano

Melissa Rojas, Human Resources Director

Leticia Ruano, Labor Relations Consultant for EGPOA

Date: 4/4/2025 | 2:57 PM PDT

Date: 4/4/2025 | 2:47 PM PDT

Jason Behrman

Musa Abedrabbo

Jason Behrman, City Manager

Musa Abedrabbo, EGPOA President

Date: 4/7/2025 | 3:08 PM PDT

Date: 4/4/2025 | 2:55 PM PDT

APPROVED AS TO FORM:

Jonathan P. Hobbs

Jonathan P. Hobbs, City Attorney

Date: 4/4/2025 | 1:04 PM PDT