



C-23-364D

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”) for the period July 1, 2023 through June 30, 2027, under Section 11.A (On Call and Call Back Pay) of Article V (Salary and Other Compensation) is hereby amended as follows:

Article V, section 11.A currently reads as follows:

Two (2) employees in the class of Police Sergeant (one in the Investigations Bureau and one in the Traffic Unit), one (1) employee in the class of Forensic Investigator, one (1) Officer/Detective from the Traffic Unit (limited to employees who possess a certificate of completion of a P.O.S.T. certified Advanced Collision Investigation Course), and three (3) Detectives shall be entitled to fourteen (14) hours straight time per week as On Call Pay. Employees may record on-call pay on their electronic time sheet in increments of two (2) hours of straight time per day of on-call **or two (2) hours of straight CTO (Compensated Time Off) per day.** If an on-call employee is called into duty the employee shall be paid at the rate of time and one-half for actual hours worked, with a minimum payment of two (2) hours, regardless of how many hours they have actually worked in the previous work period.

The emphasized phrase “or two (2) hours of straight CTO (Compensated Time Off) per day” will be stricken and replaced with the phrase “or two (2) hours of Annual Leave time per day.” The revised section 11(a) of Article V will therefore state in its entirety:

Two (2) employees in the class of Police Sergeant (one in the Investigations Bureau and one in the Traffic Unit), one (1) employee in the class of Forensic Investigator, one (1) Officer/Detective from the Traffic Unit (limited to employees who possess a certificate of completion of a P.O.S.T. certified Advanced Collision Investigation Course), and three (3) Detectives shall be entitled to fourteen (14) hours straight time per week as On Call Pay. Employees may record on-call pay on their electronic time sheet in increments of two (2) hours of straight time per day of on-call **or two (2) hours of Annual Leave time per day.** If an on-call employee is called into duty the employee shall be paid at the rate of time and one-half for actual hours worked, with a minimum payment of two (2) hours, regardless of how many hours they have actually worked in the previous work period.

FOR CITY

Melissa Rojas
Melissa Rojas, Human Resources Director

Date: 5/5/2025 | 8:47 AM PDT

Jason Behrmann
Jason Behrmann, City Manager

Date: 5/7/2025 | 2:04 PM PDT

APPROVED AS TO FORM:

Jonathan P. Hobbs
Jonathan P. Hobbs, City Attorney

Date: 4/23/2025 | 7:00 PM PDT

FOR ASSOCIATION

David E. Mastagni
David Mastagni, Labor Relations Consultant
for EGPOA

Date: 5/2/2025 | 6:01 PM PDT

Musa Abedrabbo
Musa Abedrabbo, EGPOA President

Date: 5/2/2025 | 6:02 PM PDT