



C-24-340A

**SIDE LETTER AGREEMENT
BETWEEN THE CITY OF ELK GROVE (CITY) AND
THE ELK GROVE POLICE MANAGERS' ASSOCIATION (ASSOCIATION)**

The City and the Association hereby agree that:

The language in the Memorandum of Understanding between the City and Association for the period July 1, 2024, through June 30, 2027 (Contract ref. C-24-340) ("MOU") under Article V.6 (Education Incentive Pay and POST Certificate Pay) is hereby replaced, in its entirety, with the following provision:

6. Educational Incentive Pay and Peace Officer Standard Training (POST) Certificate Pay

When an employee qualifies for the education incentive or the POST certificate pay referenced below, such additional compensation shall be based on the amount of the pay differential multiplied by the employee's salary step. Education Incentive Pay and POST Certificate Pay shall not compound.

A. Education Incentive Pay

Paid to Lieutenants and Captains for completing educational degrees which enhance their ability to do their job. Employees seeking eligibility for Educational Incentive Pay must submit official documentation/proof verifying attainment of the required degree to the Human Resources Department. The Elk Grove Police Department Professional Standards Bureau may also submit the official documentation/proof to Human Resources on the employee's behalf. Upon receipt and verification of sufficient proof, the incentive pay shall become effective beginning the first full pay period thereafter. Payments will be paid periodically as earned, as follows:

- a. Five percent (5%) for a Master of Arts or Master of Science degree (earned from an accredited college or university).

B. Peace Officer Standard Training (POST) Certificate Pay

Paid to Lieutenants and Captains who obtain Peace Officer Standard Training (POST) Certification. Employees seeking eligibility for POST Certificate Pay must submit official documentation/proof verifying attainment of the required Certificate to the Human Resources Department. The Elk Grove Police Department Professional Standards Bureau may also submit the official documentation/proof to Human Resources on the employee's behalf. Upon receipt and verification of sufficient proof, the incentive pay shall become

effective beginning the first full pay period thereafter. Payments will be paid periodically as earned, as follows:

a. Five percent (5%) for a Management POST Certificate.

C. The cumulative percentage of the education incentive pay and the POST certificate pay shall not exceed ten percent (10%). These incentive pays shall be considered PERS reportable compensation.

FOR CITY

Melissa Rojas
Melissa Rojas, Human Resources Director

Date: 6/10/2025 | 9:43 AM PDT

Jason Behrmann
Jason Behrmann, City Manager

Date: 7/8/2025 | 10:29 AM PDT

Approved as to form:

Jonathan P. Hobbs
Jonathan Hobbs, City Attorney

Date: 6/10/2025 | 8:24 AM PDT

FOR ASSOCIATION

Timothy Talbot
Timothy Talbot, Legal Counsel

Date: 6/9/2025 | 1:47 PM PDT

James Fuller
James Fuller, EGPMA President

Date: 6/9/2025 | 3:56 PM PDT

Michael Press
Michael Press, EGPMA Vice President

Date: 6/9/2025 | 9:01 PM PDT

Carlos Vina
Carlos Vina, EGPMA Treasurer

Date: 6/9/2025 | 9:48 PM PDT