

C-26-321
refer to
C-23-364



City of Elk Grove
Elk Grove Police Officers Association
Re: Memorandum of Understanding C-23-364



FIFTH AMENDMENT TO MEMORANDUM OF UNDERSTANDING
ELK GROVE POLICE OFFICERS ASSOCIATION

THIS FIFTH AMENDMENT TO MEMORANDUM OF UNDERSTANDING (“Fifth Amendment”) is made and entered into between City of Elk Grove, a California municipal corporation (“City”) and Elk Grove Police Officers Association (“EGPOA”), and hereby amends the Memorandum of Understanding entered into between the parties with an effective date of July 1, 2023, as contract number C-23-364 (“MOU”).

NOW, THEREFORE, in consideration of the mutual promises set forth herein, City and EGPOA agree to as follows:

1. It is the intent of the City and EGPOA to continue to be bound by all terms and conditions of the MOU, the First Amendment to the MOU entered into by and between the parties on or about October 11, 2023, the Second Amendment to the MOU entered into by and between the parties on or about December 5, 2023, the Third Amendment to the MOU entered into by and between the parties on or about March 25, 2026, and the Fourth Amendment to the MOU entered into by and between the parties on or about May 13, 2026, all of which are expressly incorporated into this Fifth Amendment by this reference, except as expressly changed by this Fifth Amendment.

2. City and EGPOA agree that Section 1.D of Article V (2026–27 Salaries and Supplemental Pay) of the MOU is hereby amended to **add** the following provision:

4) Additional General Salary Increase

In addition to any increases provided in Paragraphs (1) through (3) of this Section, all employees covered by this Agreement, including those receiving supplemental pay



City of Elk Grove
Elk Grove Police Officers Association
Re: Memorandum of Understanding C-23-364

pursuant to Paragraph (3), shall receive an additional one percent (1.0%) General Salary Increase applied to base salary.

3. The person or persons executing this Fifth Amendment on behalf of the EGPOA warrant and represent that they have the authority to execute this Fifth Amendment on behalf of their agency and further warrant and represent that they have the authority to bind EGPOA to the performance of its obligations hereunder.

4. The MOU and this Fifth Amendment constitute the entire agreement between City and EGPOA concerning the subject matter hereof and supersedes any and all prior oral and written communications between the Parties regarding the subject matter hereof.

5. EGPOA and City agree and acknowledge that the provisions of this Fifth Amendment were initiated and extended by the City to the EGPOA and that each party has had a full and fair opportunity to revise the provisions of this Fifth Amendment and to have such provisions reviewed by legal counsel. Therefore, any ambiguities in construing or interpreting this Fifth Amendment shall not be resolved against the drafting party.



City of Elk Grove
Elk Grove Police Officers Association
Re: Memorandum of Understanding C-23-364

AGREED to this 6th day of May, 2026, by the parties as follows.

FOR CITY

Maryam Hussain
Maryam Hussain, Interim Human Resources Director

Date: 5/12/2026 | 1:19 PM PDT

Jason Behrmann
Jason Behrmann, City Manager

Date: 6/12/2026 | 8:29 AM PDT

APPROVED AS TO FORM:

Jonathan P. Hobbs
Jonathan P. Hobbs, City Attorney

Date: 5/7/2026 | 9:16 AM PDT

ATTESTATION:

Jason Lindgren
Jason Lindgren, City Clerk

Date: 6/12/2026 | 8:31 AM PDT

FOR ASSOCIATION

Leticia Ruano
Leticia Ruano, Labor Relations Consultant for EGPOA

Date: 5/7/2026 | 9:07 AM PDT

Musa Abedrabbo
Musa Abedrabbo, EGPOA President

Date: 5/12/2026 | 1:18 PM PDT

APPROVED AS TO FORM:

Sean Howell
Sean Howell, Attorney for EGPOA

Date: 5/7/2026 | 9:13 AM PDT