



## FIRST AMENDMENT TO MEMORANDUM OF UNDERSTANDING

### ELK GROVE POLICE MANAGERS' ASSOCIATION

THIS FIRST AMENDMENT TO MEMORANDUM OF UNDERSTANDING ("First Amendment") is made and entered into between City of Elk Grove, a California municipal corporation ("City") and Elk Grove Police Managers' Association ("PMA"), and hereby amends the Memorandum of Understanding entered into between the parties with an effective date of July 1, 2024, as contract number C-24-340 ("MOU").

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

1. It is the intent of the City and PMA to continue to be bound by all terms and conditions of the MOU, all of which are expressly incorporated into this First Amendment by this reference, except as expressly changed by this First Amendment.
2. City and EGPMA agree that Section 1.C of Article V (2026–27 Salaries) 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 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 First Amendment on behalf of the PMA warrant and represent that they have the authority to execute this First Amendment on behalf of their agency and further warrant and represent that they have the authority to bind PMA to the performance of its obligations hereunder.



City of Elk Grove

***Elk Grove Police Managers' Association***

Re: Memorandum of Understanding C-24-340

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

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



City of Elk Grove  
**Elk Grove Police Managers' Association**  
Re: Memorandum of Understanding C-24-340

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

**FOR CITY**

**FOR PMA**

By: *Jason Behrmann* 6/12/2026 | 8:29 AM PDT  
Jason Behrmann, City Manager

By: *James Fuller* 5/7/2026 | 11:41 AM PDT  
James Fuller, President

By: *Maryam Hussain* 5/12/2026 | 12:41 PM PDT  
Maryam Hussain, Interim Human Resources  
Director

By: *Michael Press* 5/7/2026 | 12:11 PM PDT  
Michael Press, Vice President

By: *Carlos Vina* 5/7/2026 | 12:20 PM PDT  
Carlos Vina, Treasurer

APPROVED AS TO FORM:

APPROVED AS TO FORM:

By: *Jonathan P. Hobbs* 5/6/2026 | 3:49 PM PDT  
Jonathan P. Hobbs, City Attorney

By: *Timothy Talbot* 5/6/2026 | 3:25 PM PDT  
Counsel for PMA

ATTEST:

By: *Jason Lindgren*  
Jason Lindgren, City Clerk

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