

C-26-168
refer to
C-23-364



THIRD AMENDMENT TO MEMORANDUM OF UNDERSTANDING
ELK GROVE POLICE OFFICERS ASSOCIATION

THIS THIRD AMENDMENT TO MEMORANDUM OF UNDERSTANDING (“Third 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, and the Second Amendment to the MOU entered into by and between the parties on or about December 5, 2023, all of which are expressly incorporated into this Third Amendment by this reference, except as expressly changed by this Third Amendment.

2. City and EGPOA agree to add **Section 4.F** to **Article VIII, Section 4 (Overtime)** of the MOU, effective April 1, 2026, as follows:

F. Employees may be permitted to cash out accrued but unused CTO annually in May, at the discretion of the City Manager or designee and subject to the availability of funds, up to a maximum of 120 hours. This cash-out is in addition to the cash-out option provided under Article X, Section 1.D (Cash Out of Annual Leave/CTO) of the MOU.

3. The person or persons executing this Third Amendment on behalf of the EGPOA warrant and represent that they have the authority to execute this Third 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 Third 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.



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

5. EGPOA and City agree and acknowledge that the provisions of this Third 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 Third Amendment and to have such provisions reviewed by legal counsel. Therefore, any ambiguities in construing or interpreting this Third Amendment shall not be resolved against the drafting party.

AGREED to this 24th day of February, 2026, by the parties as follows.

FOR CITY

Maryam Hussain

Maryam Hussain, Interim Human Resources Director

Date: 2/25/2026 | 3:20 PM PST

Jason Behrmann

Jason Behrmann, City Manager

Date: 3/30/2026 | 3:08 PM PDT

APPROVED AS TO FORM:

Jonathan P. Hobbs

Jonathan P. Hobbs, City Attorney

Date: 2/25/2026 | 2:51 PM PST

ATTEST:

Jason Lindgren

Jason Lindgren, City Clerk

Date: March 31, 2026

FOR ASSOCIATION

Leticia Ruano

Leticia Ruano, Labor Relations Consultant for EGPOA

Date: 2/25/2026 | 2:00 PM PST

Musa Abedrabbo

Musa Abedrabbo, EGPOA President

Date: 2/25/2026 | 2:49 PM PST

APPROVED AS TO FORM:

Sean Howell

Sean Howell, Attorney for EGPOA

Date: 2/25/2026 | 2:01 PM PST

