

RESOLUTION NO. 2025-125

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ELK GROVE RATIFYING AND APPROVING 1) SIDE LETTERS TO THE MEMORANDUMS OF UNDERSTANDING BETWEEN THE ELK GROVE POLICE MANAGERS' ASSOCIATION AND THE CITY OF ELK GROVE EFFECTIVE JULY 1, 2022, THROUGH JUNE 30, 2024, AND JULY 1, 2024, THROUGH JUNE 30, 2027; AND 2) ADDENDUMS TO THE PERSONNEL RULES AND REGULATIONS EFFECTIVE JANUARY 1, 2021, AND JANUARY 1, 2025

WHEREAS, the current Memorandum of Understanding (MOU) between the City of Elk Grove (City) and the Elk Grove Police Managers' Association (EGPMA) was effective July 1, 2024, and expires on June 30, 2027, and the MOU prior to that was effective July 1, 2022, through June 30, 2024; and

WHEREAS, both MOUs provide Education Incentive Pay under Article V.6 (Educational Incentive Pay); and

WHEREAS, the current Personnel Rules and Regulations effective January 1, 2025, provide Education Incentive Pay under Section 9.3.C (Education Incentive Pay) and the previous Personnel Rules and Regulations effective January 1, 2021, also provide Education Incentive Pay under Section 9.3.D (Education Incentive Pay) and Statutory Uniform Allowance under Section 27.1 (Uniforms); and

WHEREAS, the City is responsible for ensuring compliance with Government Code section 20636 when reporting any item of special compensation to the California Public Employees' Retirement System (CalPERS), the California Code of Regulations section 571(b) for Classic CalPERS members, and CCR section 571.1(a) for PEPR CalPERS members; and

WHEREAS, during recent routine compensation compliance reviews by CalPERS, the City was advised that certain MOU language pertaining to Educational Incentives, Peace Officer Standards and Training (POST) Incentives, and Uniform Allowance must be revised and approved by the City Council to ensure the items are considered reportable as special compensation for all active and retired employees; and

WHEREAS, while the above-mentioned compliance review specifically pertained to the Elk Grove Police Officers' Association (EGPOA) MOU, staff recognizes that similar provisions exist in the EGPMA MOU and the Personnel Rules and Regulations, which apply to unrepresented staff, that should be proactively corrected; and

WHEREAS, the City and EGPMA have met and conferred in good faith concerning these items and have agreed on the side letters attached as Exhibit A and Exhibit B.

WHEREAS, staff has also prepared addendums to the Personnel Rules and Regulations concerning these items, which are attached as Exhibit C and Exhibit D.


NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Elk Grove hereby ratifies and approves the Side Letters to the Memorandums of Understanding between the Elk Grove Police Managers' Association (EGPMA) and the City of Elk Grove (City), effective July 1, 2022, through June 30, 2024, and July 1, 2024, through June 30, 2027; and the Addendums to the Personnel Rules and Regulations effective January 1, 2021, and January 1, 2025, attached hereto as Exhibits A, B, C, and D, respectively, and incorporated herein by reference.

PASSED AND ADOPTED by the City Council of the City of Elk Grove this 25th day of June, 2025




BOBBIE SINGH-ALLEN, MAYOR of the
CITY OF ELK GROVE

ATTEST:


JASON LINDGREN, CITY CLERK

APPROVED AS TO FORM:


JONATHAN P. HOBBS,
CITY ATTORNEY



**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, 2022, through June 30, 2024 (Contract ref. C-22-343) ("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. 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



**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: _____

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, EGFMA President

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

 Michael Press
Michael Press, EGFMA Vice President

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

 Carlos Vina
Carlos Vina, EGFMA Treasurer

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



ADDENDUM TO THE CITY OF ELK GROVE PERSONNEL RULES AND REGULATIONS
(EFFECTIVE JANUARY 1, 2021)

The language in the Personnel Rules and Regulations effective January 1, 2021 under Section 27.1 (Uniforms) is hereby replaced, in its entirety, with the following provision:

27.1 Uniforms

The City shall report to PERS the estimated value of up to \$1,000 per fiscal year for each employee who is required to wear a uniform for the issuance, cleaning, maintenance and replacement of uniforms. The amount reported to PERS may vary depending on the uniform each employee is required to wear.

The language in the Personnel Rules and Regulations effective January 1, 2021 under Section 9.3.D (Educational Incentive Pay) is hereby replaced, in its entirety, with the following provision:

D. Education Incentive Pay

Effective July 1, 2011, unrepresented employees who possess a bachelor’s degree from an accredited college/university, which is not required by the minimum qualifications of the job classification and enhances their ability to perform the job, shall receive a five percent (5%) pay differential. When an employee qualifies for the educational incentive pay, such additional compensation shall be based on the amount of the pay differential multiplied by the employee’s salary step. Employees seeking eligibility for Educational Incentive Pay must submit official documentation/proof verifying attainment of the required degree to the Human Resources Department. 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.

City Manager Approval:

Approved as to form:

Jason Behrmann, City Manager

Jonathan P. Hobbs
Jonathan Hobbs, City Attorney

Date: _____

Date: 6/11/2025 | 1:08 PM PDT



ADDENDUM TO THE CITY OF ELK GROVE PERSONNEL RULES AND REGULATIONS
(EFFECTIVE JANUARY 1, 2025)

The language in the Personnel Rules and Regulations effective January 1, 2025, under Section 9.3.C (Educational Incentive Pay) is hereby replaced, in its entirety, with the following provision:

C. Education Incentive Pay

Effective July 1, 2011, unrepresented employees who possess a bachelor’s degree from an accredited college/university, which is not required by the minimum qualifications of the job classification and enhances their ability to perform the job, shall receive a five percent (5%) pay differential. When an employee qualifies for the educational incentive pay, such additional compensation shall be based on the amount of the pay differential multiplied by the employee’s salary step. Employees seeking eligibility for Educational Incentive Pay must submit official documentation/proof verifying attainment of the required degree to the Human Resources Department. 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.

City Manager Approval:

Approved as to form:

Jason Behrmann, City Manager

Jonathan P. Hobbs
Jonathan Hobbs, City Attorney

Date: _____

Date: 6/11/2025 | 1:08 PM PDT

CERTIFICATION
ELK GROVE CITY COUNCIL RESOLUTION NO. 2025-125

STATE OF CALIFORNIA)
COUNTY OF SACRAMENTO) ss
CITY OF ELK GROVE)

I, Jason Lindgren, City Clerk of the City of Elk Grove, California, do hereby certify that the foregoing resolution was duly introduced, approved, and adopted by the City Council of the City of Elk Grove at a regular meeting of said Council held on June 25, 2025 by the following vote:

AYES: COUNCILMEMBERS: Singh-Allen, Robles, Brewer, Suen

NOES: COUNCILMEMBERS: None

ABSTAIN: COUNCILMEMBERS: None

ABSENT: COUNCILMEMBERS: Spease



Jason Lindgren, City Clerk
City of Elk Grove, California