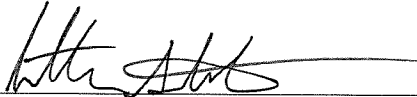


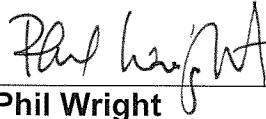
Side Letter between the City of West Sacramento and the West Sacramento PMA

If a member of the Police Management Association (PMA) is selected for a higher level position within the Police Department other than Police Chief and either does not pass probation in that higher level position or is released based on the position's at-will status, he/she will have return rights to their former Lieutenant position. This side letter supersedes Section 3.13 of the City's Personnel Rules. A member of the PMA who does not pass probation at a higher level position or is demoted based on the at-will nature of the higher level position will be returned to the rank of Lieutenant even if there are no vacancies at that rank.

Agreed to on: 12-19-16



Lt. Nathan Steele
Police Management Association



Phil Wright
City of West Sacramento Chief
Negotiator