

**Side Letter of Agreement  
Between the  
City of Petaluma and the Peace Officers' Association of Petaluma – Unit 6**

**Elimination of Section 30  
Return Section 13.8 to Prior Language in Effect Before Existence of Section 30**

Representatives of the City of Petaluma and the Peace Officers' Association of Petaluma (POAP) – Unit 6 have met and conferred and reached agreement on this Side Letter of Agreement. The sole purpose of this Side Letter of Agreement is to eliminate Section 30 Retiree Medical Expense and Health Trust of the Unit 6 MOU and to change Section 13.8 Sick Leave Payout Upon Retirement to 50% of accumulated unused sick leave, not to exceed 700 hours, from the existing amount of 25% of accumulated unused sick leave, not to exceed 350 hours.

The City of Petaluma and the POAP agreed to the provisions outlined in the Unit 6 MOU dated July 1, 2008 through June 30, 2010, under Section 30 – Retiree Medical and Health Trust. The parties agreed that effective March 7, 2010 the City would withhold from salary and remit to the Trust's Plan administrator a mandatory employee contribution of \$100 per month. Further, that upon retirement an employee who had completed ten or more years of service with the City, the City would remit the cash value of 25% of accumulated unused sick leave, not to exceed 350 hours to the Trust's Plan administrator.

When the parties agreed to the provisions in Section 30 Retiree Medical Expense and Health Trust of the Unit 6 MOU, they also agreed to change sick leave payout upon retirement in Section 13.8 to 25% of accumulated unused sick leave, not to exceed 350 hours, from 50% of accumulated unused sick leave, not to exceed 700 hours. When the payout was reduced to 25%, the parties also agreed to remit the cash value of the other 25% of accumulated unused sick leave, not to exceed 350 hours to the Trust's Plan administrator.

The City and the POAP were not able to implement the provisions of Section 30 of the Unit 6 MOU as planned and intended on March 7, 2010. The POAP had a delay in entering into an agreement with the PORAC Retiree Medical Trust. The City was not able to accomplish the payroll deduction for the employee contribution to the Trust due to software limitations. By Side Letter of Agreement the parties agreed to change the effective implementation date of March 7, 2010 as stated in Section 30.2 (A) of the MOU to July 1, 2011.

The City was notified by the POAP on June 21, 2011 that employees of Unit 6 did not approve membership in the Retiree Medical Expense and Health Trust. Therefore, the POAP requests that Section 30 Retiree Medical Expense and Health Trust be eliminated and sick leave payout upon retirement be returned to 50% of accumulated unused sick, not to exceed 700 hours.

The parties agree as follows effective June 21, 2011:

1. To eliminate Section 30 – Retiree Medical Expense and Health Trust from the Unit 6 MOU; and
2. Replace Section 13.8 Sick Leave Payout Upon Retirement to:  
In the event of retirement, an employee who as completed ten (10) years or more with the City of Petaluma shall receive fifty percent (50%) of his or her accumulated but unused sick leave, not to exceed seven hundred (700) hours.

