

SIDE LETTER OF AGREEMENT

BETWEEN THE CITY OF ROCKLIN AND THE ROCKLIN POLICE OFFICERS' ASSOCIATION

WHEREAS, the City of Rocklin (City) and the Rocklin Police Officers' Association (Union) (collectively, "the Parties") are parties to a Memorandum of Understanding (MOU) establishing the terms and conditions of employment between the City and employees in the Union for the period of July 1, 2025 to June 30, 2028; and

WHEREAS, Article 12.2 of the MOU describes the manner and method in which sworn employees of the Union will be scheduled for Short Notice overtime; and

WHEREAS, as currently written, Article 12.2 of the MOU creates operational difficulties for staffing the patrol division; and

WHEREAS, the City and the Union have met and conferred and agree to amend the MOU to include an alternative Short Notice overtime procedure for the patrol division only.

AGREEMENT

Now, therefore, the Parties agree to amend the MOU and incorporate the changes and additions set forth herein. Except as amended by this Agreement, the provisions of the MOU remain in full force and effect.

Section II, Article 12, 12.2 Call-out Procedure

Patrol

Separate overtime callout lists shall be created for Weekday shift assignments and Weekend shift assignments. The lists will consist of Patrol Officers, COPPS Officers, Corporals, Detectives, School Resource Officers, and Traffic Officers.

The lists shall be organized by the officers' seniority, starting with the least senior officer, working through the lists to the most senior officer. The lists repeat once the most senior officer (respective to each list) has been selected for a vacant overtime assignment or skipped.

Should a Patrol overtime assignment remain vacant following the use of the Short-Notice Overtime procedure (12.2.1), the Supervisor shall begin a (mandatory) call-out.

The (mandatory) call-out process (12.2.2) is as follows:

Starting with the least senior officer, and working through to the most senior officer, vacant overtime assignments will be assigned. There will be one officer assigned per vacancy, making sure the officer has had at least one (1) day (twenty-four (24) consecutive hours) off in the

previous seven (7) days. Once the vacancies are filled, proper notifications will be sent to the officers.

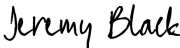
NOTE: While attempting to fill the vacant overtime assignments, the supervisor shall take into consideration the officers' availability to fill the vacant overtime assignment. Employees with preapproved vacations, modified duty assignments, leave of absence, or light duty assignments, shall not be scheduled to fill vacant overtime assignments. Using these guidelines, the supervisor will determine if an employee is eligible to work an overtime assignment.

ALSO NOTE: If any officer proactively signs up for a full (10-hour/12.5-hour), vacant, patrol overtime assignment (that is a potential mandatory overtime assignment), and successfully completes that assignment, they will receive a "skip." A "skip" allows an officer to be skipped*, should they be selected for a vacant overtime assignment, in the future, utilized by this procedure. "Skips" cannot be banked/stored. "Skips" shall be used the first opportunity that arises. For purposes of this section only, skipped shall be defined as bypassing the ineligible officer and moving to the next available officer on the list.

If an officer is assigned an overtime assignment and is unavailable to work it, as a result of a conflict not covered in this procedure (e.g., incidental leave), it will be the officer's responsibility to find coverage for the overtime assignment. If more than one officer wishes to trade overtime assignments, it will be all the involved parties' responsibility to communicate that to their respective Supervisors.

The list shall remain in effect for one shift rotation (six (6) months).


For the Union

Signed by:

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Jeremy Black, President
Rocklin Police Officer's Association

Date: 4/5/2026 | 9:06 PM PDT

For the City

Signed by:

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Aly Zimmermann, City Manager
City of Rocklin

Date: 5/4/2026 | 9:05 AM PDT