SIDE LETTER OF AGREEMENT

BETWEEN

CITY OF GARDEN GROVE

AND

GARDEN GROVE POLICE ASSOCIATION

This Side Letter of Agreement ("Agreement") between the City of Garden Grove ("City") and the Garden Grove Police Association ("Association") (collectively "Parties") is entered into with respect to the following:

WHEREAS, the Parties are currently parties to a Memorandum of Understanding (MOU) with a term of April 16, 2022 – June 30, 2027; and

WHEREAS, the Parties wish to amend their MOU to update the Shift Assignments under Working Conditions subsection 3, and

WHEREAS, the following sets forth the Parties' Agreement:

ARTICLE VII: WORKING CONDITIONS

3. SHIFT ASSIGNMENTS

a. The Chief of Police has the absolute right and full authority to determine the working schedule for the Garden Grove Police Department. In applying this clause to shift assignments, the department shall have full authority to adjust the schedule to accommodate departmental needs to ensure all staffing needs are met. The City of Garden Grove is divided into two divisions, West and East. Within the divisions, the areas are further divided into beats as determined by the Chief of Police.

b. Every six months, in the months of January and July, Patrol schedule shift change will take place. This selection process will take place on a date and time selected by the scheduling Lieutenant. The new schedule shall be posted at least 30 days prior to the actual shift change date. Available shifts, which are determined by the Department and are subject to change, will be determined by the departments Community Policing Bureau and assigned by beat within a division. Officers will be assigned shifts in either the West or East Division. Officers are limited to eighteen (18) consecutive months on any of the 7 shift assignments. Based on departmental needs, an Officer may be allowed to extend beyond the eighteen (18) consecutive month rotation, on a case by case basis as determined by the Chief of Police or his designee.

c. Based on departmental needs, the department reserves the absolute right to assign shift assignments for probationary Officers during their probationary period. The remaining shifts will be selected by seniority within rank (Corporal, Master Officer, and Police Officer). There will be a minimum of 1 Corporal or Master Officer per squad per division and a maximum of 2 Corporals or Master Officers per squad per division.

d. Corporals will be given the opportunity to select shifts first, by their appointment date as a Corporal within the Garden Grove Police Department. In the event the voluntary "by rank seniority" shift selection does not provide the necessary coverage, the Chief of Police, or designee, may assign Corporals to shifts that provide the necessary coverage. When making

mandatory shift assignments for Corporals, management will make every effort to adhere to the shift preferences for Corporals.

e. After Corporals have selected their shifts, Master Officers will be given the opportunity to select their shifts by appointment date as a Master Officer within the Garden Grove Police Department. In the event the voluntary "by rank seniority" shift selection does not provide the necessary coverage, the Chief of Police, or designee, may assign Master Officers to shifts that provide the necessary coverage. When making mandatory shift assignments for Master Officers, management will make every effort to adhere to the shift preferences for Master Officers.

f. After Master Officers have selected their shifts, Patrol Officers will be given the opportunity to select their shifts by seniority of hire date with the Garden Grove Police Department.

g. If a Corporal, Master Officer, or Police Officer assigned to a Specialty Unit or Assignment returns to patrol at a time other than at shift selection, they will be assigned to a patrol area and shift based on the staffing needs of the department.

h. If a Corporal, Master Officer, or Police Officer assigned to a Specialty Unit or Assignment returns to patrol in conjunction with shift selection, they will participate in the shift selection process based on seniority within their rank (Corporal, Master Officer, and Police Officer).

i. If at the time of shift change sign ups, an officer is off work due to a personal leave of absence or on a medical leave of absence without a documented return to work date from their primary treating physician, they will not be permitted to select a shift for the upcoming deployment period. The employee must have a return to work slip clearing them back to full duty no later than at least the day prior to the shift selection process. If the employee returns to work at any time after the shift selections have been made, or the start of the new shift, they will be assigned to a patrol area and shift based on the staffing needs of the department.

FOR THE CITY OF GARDEN GROVE

JANY H. LEE
Human Resources Director

11·12·26
Date

CHIEF AMIR EL-FARRA
Police Chief

11-10-26
Date

FOR THE GARDEN GROVE POLICE ASSOCIATION

CORPORAL DANIEL CAMARA
Garden Grove Police Association
President

11|9|26
Date