

Proposed Letter of Agreement

City of Palo Alto and Palo Alto Peace Officers' Association

March 14, 2022 – December 31, 2022



CITY OF  
**PALO  
ALTO**

City of Palo Alto and Palo Alto Peace Officers' Association  
Proposed Letter of Agreement: March 14, 2022 – December 31, 2022

## I. Introduction and MOA Term Extension

Both the City and the Palo Alto Peace Officers' Association (Association) have a mutual interest in extending the current Memorandum of Agreement (MOA) as set forth below. All other terms of the existing MOA, as modified by the July 1, 2020 Letter of Agreement between the parties, shall continue in effect through December 31, 2022.

## II. Duration

The Parties agree to amend Section 48 ("Duration") of the current MOA to extend the duration of the contract, for an expiration of December 31, 2022.

## III. Salary

The Parties agree to amend Section 7 ("Salary Provisions") of the current MOA to include the following:

Effective the first full pay period including adoption of this side Letter of Agreement by City Council, salary ranges of all represented classifications will be increased by four percent (4%).

### For the Association:

DocuSigned by:  
Ken Kratt 3/28/2022  
1FE03B8B29F94E2...  
Sgt. Ken Kratt Date

DocuSigned by:  
Christopher Cornea 3/25/2022  
128159C78398445...  
Agent Chris Correia Date

DocuSigned by:  
Joel Hornung 3/25/2022  
DEBF8FF53BCE423...  
Sgt. Joel Hornung Date

DocuSigned by:  
Joshua Salkeld 3/28/2022  
1700008947C8E1...  
Agt. Josh Salkeld Date

DocuSigned by:  
Alex Afanasiev 3/28/2022  
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Sgt. Alex Afanasiev Date

DocuSigned by:  
Peter Hoffmann 3/31/2022  
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Peter A Hoffmann, Rains Lucia Stern Date

### For the City:

DocuSigned by:  
Ed Shikada 4/25/2022  
F2DCA19CC8B4F9...  
City Manager Ed Shikada Date

DocuSigned by:  
Terence Howzell 4/18/2022  
0E009C9E054546D...  
City Attorney Molly Stump Date

DocuSigned by:  
Rumi Portillo 4/21/2022  
847A7AB9F8B4489...  
HR Director Rumi Portillo Date

DocuSigned by:  
Robert Jensen 4/14/2022  
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Chief Robert Jensen Date

DocuSigned by:  
Nick Raisch 4/25/2022  
81075D92284F44F...  
ER Manager Nick Raisch Date

DocuSigned by:  
Tori Anthony 4/14/2022  
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Sr. HR Administrator Tori Anthony Date