

**Side Letter Agreement Regarding  
Promotional Examinations  
Between the City of Oakland and  
The Oakland Police Officers Association, (OPOA)**

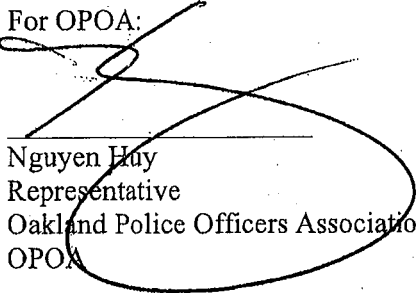
ATTACHMENT 3

Promotional Examinations

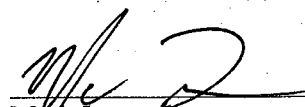
Sign-up. An eligible employees may sign up to take the next examination at any time before the announcement of that examination, by sending a completed notice of intent form stating their desire to the Personnel Office of the Police Department. The Police Department will issue, with the announcement of an examination, a list of employees who have submitted a notice of intent. Any eligible employee whose name does not appear on the list may sign up for that examination by submitting a notice of intent to compete (promotional exam) form to the Police Personnel Office, within fourteen (14) calendar days from the posting date of the announcement. All eligible employees who submit a notice of intent form for an upcoming examination, must also submit an application for that job announcement in NeoGov. Any notice of intent to apply forms that are submitted without a corresponding application in NeoGov may not be considered for that recruitment. The Department shall include in the announcement of an examination that both a notice of intent form and an application in NeoGov are required for examination eligibility.

SO AGREED.

For OPOA:

  
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Nguyen Huy  
Representative  
Oakland Police Officers Association  
OPOA

For the City:

  
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Mark Love  
Employee Relations Manager, HRM

  
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Mary Hao  
Personnel Director, HRM