

**LETTER OF AGREEMENT**

**CITY OF TUSTIN  
and  
TUSTIN POLICE OFFICERS ASSOCIATION – POLICE OFFICER REPRESENTATION UNIT**

The guidelines and procedures regarding probationary periods for City of Tustin (“City”) employees are set forth in Section 7 of the City’s Personnel Rules. The Personnel Rules specify that the probationary period for City employees in general is not less than twelve (12) months of actual service, and the probationary period for employees in the classifications of Police Communications Officer I and Police Officer is not less than eighteen (18) months of actual service.

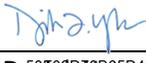
The City and the Tustin Police Officers Association – Police Officer Representation Unit (TPOA) acknowledge that it is beneficial to the City to encourage former Tustin Police Officers to return to the City and that a probationary period of not less than eighteen (18) months is not necessary for these Police Officers who previously worked for the City. Therefore, the parties agree to modify the probationary period for former Tustin Police Officers who return to the City as Police Officers as follows:

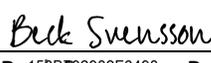
Effective May 14, 2025, if the City reinstates or re-hires a Police Officer who previously worked for the City as a Police Officer and passed the City’s probationary period as a Police Officer, the reinstated or re-hired Police Officer is required to serve a probationary period of not less than twelve (12) months. All other policies and procedures for probationary periods remain as described in Section 7 of the Personnel Rules.

The above provision only applies to individuals who previously worked for the City as a Police Officer and passed the City’s probationary period as a Police Officer. Any Police Officer hired by the City who did not previously work for the City as a Police Officer (or who did not previously pass the probationary period as a Police Officer with the City) is required to complete a probationary period of not less than eighteen (18) months of actual service, as required by the Personnel Rules.

**FOR THE CITY OF TUSTIN**

**FOR THE TUSTIN POLICE OFFICERS  
ASSOCIATION – POLICE OFFICER  
REPRESENTATION UNIT**

DocuSigned by:  
  
\_\_\_\_\_  
Derrick Yasuda, Director of Human Resources

Signed by:  
  
\_\_\_\_\_  
Beck Svensson, President

05/14/25  
\_\_\_\_\_  
Date

05/14/25  
\_\_\_\_\_  
Date