

SIDE LETTER OF AGREEMENT

Between

**City of Santa Cruz Firefighters' Local 1716 and
the City of Santa Cruz**

April 13, 2024

Pursuant to the provisions of the Meyers-Milias-Brown Act (MMBA), this Side Letter Agreement (Agreement) is entered into between the City of Santa Cruz Firefighters, I.A.F.F Local 1716 (Firefighters' Local 1716) and the City of Santa Cruz (City) to amend the Memorandum of Understanding (MOU) between Firefighters' Local 1716 and City that expires on September 26, 2025. The Firefighters' Local 1716 and City are collectively referred to as the "Parties."

As part of the implementation of the Agreement, the parties agreed, as a mutual benefit to Firefighters Local 1716 and the City, to modify the current agreement providing consistent treatment of the Marine Safety Officer classification.

The Parties having met and conferred in good faith in accordance with the MMBA agree to modify their MOU as set forth below.

10.07 Holidays –Deleting Section 10.07.03

~~Marine Safety Officer Holidays Part-time employees shall receive the following holiday benefits on a prorated basis, given the ratio of their budgeted work schedule to full-time. Marine Safety Officers will accrue paid holiday time the pay period before the pay period with the holiday. The accrual will be in the amount listed for the holidays listed in Section 10.07.03.01 (Fixed Holidays) of this MOU. Employees must be in paid status for at least fifty percent (50%) of the pay period to accrue paid holiday time. Marine Safety Officers are required to use holiday leave on holidays they do not work, even if they are on leave or are sick. The use of vacation, compensatory time, excess holiday, or other leave time on holidays is only allowed to make up the difference between the hours of holiday granted and the amount of hours the employee is scheduled to work. Marine Safety Officers are not allowed to use unpaid closure time on holidays during the City's holiday closure.~~

Section 10.11 Bilingual Pay

The City shall provide payment of five percent (5%) of base salary when the City certifies an employee as qualified and the position requires the use of bilingual language skills ~~with the exception of the Marine Safety Officer who will receive .30/hour.~~ This provision does not apply to the City translator.

Section 10.14 Paramedic Program – revised to include the Marine Safety Officer.

A. Each employee who is licensed by the State of California, accredited by the County of Santa Cruz as a paramedic, and assigned to front-line or support duty shall be eligible for paramedic pay ~~with the exception of the Marine Safety Officer.~~

B. Paramedic pay shall be an amount equal to 10% of top step Firefighter salary.

C. The department will make every effort to ensure continuing education will be provided on duty. However, subject to approval of the Fire Chief, continuing education may be provided off duty, compensated by approved overtime or compensatory time off.

D. Support medic pay shall be an amount equal to seven percent (7%) of base salary.

Section 10.15 Emergency Medical Technician - revised to include the Marine Safety Officer.

Each employee who is certified in the County of Santa Cruz as an Emergency Medical Technician-D, ~~with the exception of the Marine Safety Officer~~, shall be compensated an additional 3% of employee's base salary. (EMT-D pay will not be payable to those employees receiving paramedic pay.)

10.16 Paramedic Premium Pay for Marine Safety Administrative Captain

Paramedic premium pay for the Marine Safety Administrative Fire Captain will be ten percent (10%) of the top-step pay of the firefighter position.

10.18 Haz-Mat Technician Assignment and Compensation - revised to include the Marine Safety Officer.

Employees designated as haz-mat technicians in accordance with departmental policies and procedures, ~~with the exception of the Marine Safety officer~~, will receive an incentive equal to five percent (5%) of their base salary.

Section 17.04.02 Retiree Medical Incentive – revised to include Marine Safety Officer for five years at fifty (50) years of age and a retiree medical benefit in the amount of \$112.04 per month.

In addition to the PEMHCA minimum monthly contribution that the City contributes for all employees in a CalPERS medical plan, employees currently on the City's retiree medical plan and future covered employees who receive a retirement from CalPERS and have at least five (5) years of continued service with the City and are at least fifty (50) years of age will receive a retiree medical benefit in the amount of \$112.04, per month. This benefit will continue as long as the employee continues CalPERS medical coverage through the City of Santa Cruz and until such time as the retiree is eligible for Medicare or other Federal or State health programs, solely on account of age.

~~Marine Safety Officers currently on the City's retiree medical plan and future covered employees who receive a retirement from CalPERS and have at least five (5) years of continued service with the City and are at least fifty-five (55) years of age will receive a retiree medical benefit in the amount of one hundred dollars (\$100), per month. This benefit will continue as long as the employee continues CalPERS medical coverage through the City of Santa Cruz and until such time as the retiree is eligible for Medicare or other Federal or State health programs, solely on account of age. Employees who retire with more than twenty (20) years of City service will have their medical incentive increased to 75% of the cost of the employee-only coverage of the highest CalPERS HMO plan from only among those plans available in Santa Cruz County at the time of ratification of this agreement~~

(less the contribution listed in 17.04.01 (Retiree Medical/CalPERS Medical Plan)).

One Time Payment: The City agrees to provide the Marine Safety Officer a lump sum non-pensionable payment in the amount of \$3,000 subject to all customary payroll withholdings.

Firefighters Local 1716

DocuSigned by:
Edward Carlson
Edward Carlson, President

5/21/2024
Date

DocuSigned by:
Cody Muhly
Cody Muhly, Member

5/22/2024
Date

City of Santa Cruz

DocuSigned by:
Sara De Leon
Sara De Leon, Director of Human Resources

5/21/2024
Date

DocuSigned by:
Tim Davis
Tim Davis, Counsel for the City

DocuSigned by:
Tim Davis
Date