

**Side Letter Agreement**  
**City of Santa Cruz and the**  
**Supervisory Employees of the City of Santa Cruz Operating Engineers, Local #3**  
  
**(Effective August 29, 2023)**

Pursuant to the provisions of the Meyers-Milias-Brown Act (“MMBA”), this Side Letter of Agreement (the “Side Letter Agreement”) is entered into on August 29, 2023, between the City of Santa Cruz (the “City”) and the Supervisory Employees of the City of Santa Cruz Operating Engineers, Local #3 (“OE3”) as an amendment to the Memorandum of Understanding that is effective November 12, 2022 through December 5, 2025 (“MOU”).

It is understood and agreed that the specific provisions contained in this Side Letter Agreement shall supersede any previous agreements, whether oral or written, regarding the matters contained herein. Except as provided herein, all wages, hours and other terms and conditions of employment presently enjoyed by the Union in the MOU shall remain in full force and effect.

The City and the Union have met and conferred in good faith in accordance with the MMBA, concerning the terms and conditions of this Side Letter Agreement and agree to the following effective August 29, 2023:

**13.19 Hazardous Material Pay**

Effective November 12, 2022, the City will provide a twenty-five (\$25.00) per month premium pay for all employees who may be exposed to dangerous chemicals and/or biohazardous materials as indicated in the job classification description as set forth in Exhibit F attached hereto.


**Santa Cruz Supervisory OE3**

DocuSigned by:  
By:   
88261E962B95430  
Jennie Munster, OE3 President

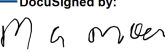
Date: 8/29/2023

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By:   
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Jessica Bond, OE3 Secretary

Date: 8/29/2023

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By:   
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Daniel Lawson-Thomas, OE3 Member at Large

Date: 8/29/2023

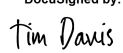
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By:   
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Michael Moore, OE3 Representative

Date: 9/1/2023

**City of Santa Cruz**

DocuSigned by:  
By:   
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Sara De Leon, Chief People Officer

Date: 8/29/2023

DocuSigned by:  
By:   
EA42B8C6C664CD  
Tim Davis, Attorney

Date: 8/29/2023