

**Side Letter Agreement**  
**City of Santa Cruz and the**  
**Santa Cruz Police Management Association**

**(Effective April 1, 2020)**

Pursuant to the provisions of the Meyers-Miliias-Brown Act ("MMBA"), this Side Letter of Agreement (the "Side Letter Agreement") is entered into on March 27, 2020, between the City of Santa Cruz (the "City") and the Santa Cruz Police Management Association ("Union") as an amendment to the Memorandum of Understanding effective September 2, 2019 through March 3, 2023 ("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 April 1, 2020:

- Public Safety Employees are exempt from the provisions of the Families First Coronavirus Response Act ("FFCRA"), signed into law by President Trump on March 18, 2020 and effective April 1, 2020 through December 31, 2020. Among other things, the FFCRA requires public employers to provide its Miscellaneous Employees with eighty (80) hours of Emergency Paid Sick Leave for full-time employees (pro-rated for part-time employees) if the employee is unable to work for a defined set of reasons.
- The City will provide an additional Emergency Paid Sick Leave Bank of eighty (80) hours for full-time Safety employees (pro-rated for part-time Safety employees) which must be used before any other paid leave accruals if they are personally sick or quarantined due to an exposure to COVID-19.
- If the employee is sick due to a reason unrelated to an exposure to COVID-19, they may not use the Emergency Paid Sick Leave Bank, but instead must use their other personal paid leave accruals under existing policy.
- The hours are available to use beginning April 1, 2020 through and including December 31, 2020.
- Compensation will be at the employee's regular rate of pay.

**Santa Cruz Police Management Association**

**City of Santa Cruz**

Date: 3-27-2020

Date: 3/27/20

By: Bernie Escalante  
Bernie Escalante, Deputy Police Chief

By: Lisa Murphy  
Lisa Murphy, Human Resources Director