

## **SIDE LETTER OF AGREEMENT**

**Between**

**City of Santa Cruz Firefighters, IAFF Local 1716 and  
The City of Santa Cruz**

**June 12, 2020**

The Santa Cruz City Firefighters IAFF Local 1716 (IAFF) and the City of Santa Cruz (City) are parties to a Memorandum of Understanding (MOU) which expired as of September 20, 2019. The parties are at impasse over successor MOU negotiations and are currently waiting for a decision on interest arbitration from Arbitrator Mathew Goldberg (Arbitration).

Having met and conferred in good faith under the Meyers-Milias-Brown Act, the parties wish to memorialize their Agreement and modify the current status quo on the terms below effective June 27, 2020 through June 25, 2021. The parties will re-open this Agreement on or before December 18, 2020 to meet and confer over the continuation of the terms set forth in this Agreement which are as follows:

### **I. Ongoing Meetings and Information Sharing**

The City agrees to notify in writing IAFF Local 1716 of any changes in the City budget revenue or surpluses which occurring from June 27, 2020 through June 25, 2021. The City will also notify IAFF Local 1716 within three (3) working days of receipt of any COVID-19 related grants or reimbursements of deficits, or stimulus funds which occur during the June 27, 2020 through June 25, 2021 period.

### **II. Specific Terms of the Agreement**

- A. **VACATION SPECIAL SELECTION:** For the duration of this agreement, the Department Manual Section 4-13 will be modified to permit Local 1716 employees to apply for vacation specials when it does not result in a back fill or overtime.
- B. The parties agree three (3) firefighter positions will be frozen for a period of no less than twelve (12) months and (1) firefighter position will be frozen for a period of no less than six (6) months at the discretion of the Fire Chief.
- C. Upon the conclusion of the Arbitration, the IAFF agrees that the first year 3% COLA will be modified to an amount equal to a 2% COLA reduction from June 27, 2020 through June 25, 2021.


### **III Termination of Agreement**

The terms in this Agreement will sunset/expire on June 25, 2021 unless an extension in writing is mutually agreed upon by all signed Parties. Under no circumstances will the IAFF have to re-negotiate for concessions given under the terms of this side letter.

Local 1716

  
Cody Muhly, President 1716

6/12/20  
Date

  
Brandon Yamasaki, Vice President 1716

6/18/2020  
Date:

  
Andy Emhoff, Local 1716 Member

Date  



Eddie Carlson, Local 1716 Member

06/24/2020  
Date

City of Santa Cruz

  
Lisa Murphy, Director of Human Resources

6/12/20  
Da

  
Tir \_\_\_\_\_, William & Sorensen LLP

June 12, 2020

Date \_\_\_\_\_