

SIDE LETTER OF AGREEMENT

Between

**City of Santa Cruz Fire Management Association and
the City of Santa Cruz**

June 2, 2020

City of Santa Cruz Fire Management Association (FMA) and the City of Santa Cruz (City) are parties to a Memorandum of Understanding (MOU) that expires on September 30, 2022.

Having met and conferred in good faith the parties wish to memorialize their Agreement and modify their MOU with respect to personnel cost savings effective June 27, 2020 through June 25, 2021, with a re-opener on December 18, 2020 to meet and confer over the continuation of this side letter for the term as described above ending June 25, 2021 as follows:

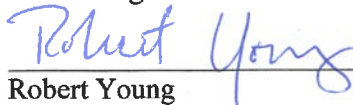
I. Ongoing Meetings and Information Sharing

- A. The City agrees to keep the FMA Unit informed about any significant changes in budget revenues &/or surpluses, including covid-19 related grants or reimbursements and savings from FMA retirements, and deficits, for the duration of the agreed-upon term of the side letter.

II. Specific Terms of Agreement

- A. The parties agree that for the duration of this agreement, represented employees will pay an additional 10% of the California Public Employees' Retirement System (PERS) contribution. This will be accomplished by an employee pick-up of the employers' contribution to the retirement benefit thus reducing the City's cost for retirement benefits. This 10% retirement contribution will be implemented as a pre-tax payroll deduction.
- B. The parties agree the vacant Battalion Chief position will be frozen for period no less than six (6) months at the discretion of the Fire Chief.
- C. The language of any section of the MOU not modified by this agreement shall remain in effect for the duration of the term of the original MOU.

Fire Management Association


Robert Young


Robert Davis

6/10/20
Date

City of Santa Cruz


Lisa Murphy, Director of Human Resources


Tim Davis, Burke, William & Sorensen LLP

June 12, 2020
Date