

Side Letter Agreement
City of Santa Cruz and
City of Santa Cruz Service Employees, S.E.I.U., Local 521

Pursuant to the provisions of the Meyers-Milias-Brown Act (“MMBA”), this Side Letter of Agreement (the “Side Letter Agreement”) is entered into on May 25, 2021, between the City of Santa Cruz (the “City”) and the City of Santa Cruz Service Employees, Service Employees International Union, S.E.I.U., Local 521 (the “Union”) as an amendment to the Memorandum of Understanding effective March 23, 2019 through April 15, 2022 (“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 May 25, 2021:

10.01.02 Advancement within the Range

B. All new and promoted employees shall be granted their first merit increase upon successful completion of the probationary period (see Section 8.02-Probation) with the exception of employees in the Wastewater Collection Maintenance Trainee classification who will receive their first merit increase upon successful completion of six (6) months of active employment at the mid-point of their twelve (12) month probation and no merit increase at the completion of their twelve (12) month probation.

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.

City of Santa Cruz Service Employees,
S.E.I.U. Local 521

City of Santa Cruz

Date: _____

Date: _____

By: Kimberly Johnson
Kimberly Johnson,
Internal Organizer

By: Lisa Murphy
Lisa Murphy,
Human Resources Director

By: Ken Bare
Ken Bare,
President, SEIU Local #521

Signature: 
Kimberly Johnson (May 25, 2021 14:21 PDT)

Email: kimberly.johnson@seiu521.org

Signature: 
Lisa Murphy (May 25, 2021 14:24 PDT)

Email: lmurphy@cityofsantacruz.com

Signature: 
Ken Bare (May 25, 2021 14:44 PDT)

Email: payparking@comcast.net












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Final Audit Report

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