

SIDE LETTER OF AGREEMENT

Between

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

May 23, 2022

City of Santa Cruz Police Association (PMA) and the City of Santa Cruz (City) are parties to a Memorandum of Understanding (MOU) that expires on March 3, 2023.

In 2020, the City was experiencing a significant budget crisis due to the COVID 19 Pandemic. In response, the PMA and the City modified the MOU by way of a Side Letter Agreement dated June 16, 2020 (Attached) to reduce their workweek through a furlough in addition to other cost saving provisions. The majority of the provisions of the Agreement have since expired with the exception of Sections, II.G.1 Holiday Hours Banked, II.G.2 Management Vacation, II.G.3 Vacation Hours, II.H, and II.I.

Since the implementation of the Agreement, the PMA has experienced significant staffing issues due to a frozen Lieutenant position, and two employees accepting an early retirement, which has led to the inability of the remaining members to utilize their Holiday Hours and Vacation Hours. The Agreement Section I.G.3 Vacation allowed for the vacation accrual cap to be increased by 187.2 hours and expiring on December 31, 2022. The parties agree to extend the terms of Section 1.G.3 until December 1, 2023. At such time, the cap will be in accordance with Section 10.02 of the MOU.

In addition, all Holiday Hours banked as of June 30, 2022 will be placed in a separate bank apart from the new bank of hours to be conferred on July 1, 2022. Those hours shall either be used or be eligible to transfer into a sick leave bank on a one-for-one basis prior to December 31, 2022 or they will be forfeited with no monetary value, and are not able to be cashed out at anytime.

Having met and conferred in good faith in accordance with the Meyers Milias Brown Act, the parties wish to memorialize their Agreement and modify their MOU.

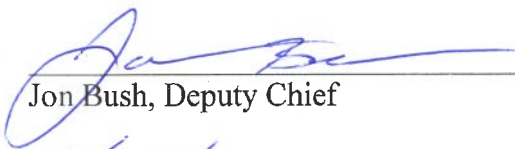
Police Management Association

City of Santa Cruz



Jose Garcia, Deputy Chief

Lisa Murphy, Director of Human Resources



Jon Bush, Deputy Chief

5/24/22

5/23/22

Date

Date