

SIDE LETTER OF AGREEMENT

Between

**City of Santa Cruz Police Officers' Association and
the City of Santa Cruz**

April 13, 2024

Pursuant to the provisions of the Meyers-Milias-Brown Act (MMBA), this Side Letter Agreement (Agreement) is entered into between the City of Santa Cruz Police Officers' Association (POA) and the City of Santa Cruz (City) to amend the Memorandum of Understanding (MOU) between the POA and City that expires on March 13, 2026. The POA and City are collectively referred to as the "Parties."

Since the implementation of the Agreement, the POA has experienced reduced staffing levels that has made it more difficult for POA represented employees to utilize their Vacation and Holiday Hours.

The Parties having met and conferred in good faith in accordance with the MMBA agree to modify their MOU as set forth below.

15.03 Holiday Carry-Over

On the last pay day in June 30, 2024, up to eighty (80) hours of unused holiday time will transfer to employees' vacation balances, not to exceed the vacation accrual maximum set out in Section 16.02-Rate of Maximum Vacation Accrual. On the last pay day in June 30, 2025 and thereafter, up to 40 hours of unused holiday time will transfer to employees' vacation balances, not to exceed the vacation accrual maximum set out in Section 16.02-Rate of Maximum Vacation Accrual.

16.02 Rate of Maximum Vacation Accrual

Effective December 23, 2023, vacation accumulation may exceed no more than three times the annual maximum through December 20, 2024. Effective December 20, 2025, vacation accumulation may exceed no more than two times the annual maximum.

16.03 Sell Back of Vacation

From April 2024 through December 20, 2025, the five-year service designation is temporarily removed, and employees may designate the maximum amount of hours of they accrue in a calendar year, up to eighty (80) hours.

As of December 20, 2025, Sections 15.03, 16.02 and 16.03 will revert back to the original language.

Police Officers’ Association

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Mark Eveleth 4/11/2024
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Mark Eveleth, President Date

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Joshua Trog 4/15/2024
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Joshua Trog, Vice-President Date

City of Santa Cruz

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Sara De Leon, HR Director Date

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Tim Davis, Counsel Date