

## **SIDE LETTER OF AGREEMENT**

**Between**

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

**December 21, 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 agreed to modify their MOU with a Side Letter dated April 13, 2024. The parties agree that the terms of the April 13, 2024 side letter will be superseded by the terms of this agreement as set forth below:

### **15.03 Holiday Carry-Over**

On the last pay day in June 30, 2025, 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.

### **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 19, 2025. 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 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 language set forth in the original unamended MOU.


Police Officers’ Association

Signed by:  
  
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Joshua Trog, President

2/18/2025

Date

Signed by:  
  
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Tori Zimmerman, Vice-President

2/21/2025

Date


City of Santa Cruz

DocuSigned by:  
  
6DC5292DB2554DF...

Sara De Leon, HR Director

2/18/2025

Date

Signed by:  
  
EA422B8C5C664CD

Tim Davis, Counsel

2/18/2025

Date