

SIDE LETTER OF AGREEMENT
Between
City of Santa Cruz Police Management Association and
the City of Santa Cruz

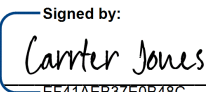
December 21, 2024

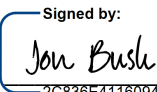
Pursuant to the provisions of the Meyers-Milias-Brown Act (MMBA), this Side Letter Agreement (Agreement) is entered into between the City of Santa Cruz Police Management Association (PMA) and the City of Santa Cruz (City) to amend the Memorandum of Understanding (MOU) between the PMA and City that expires on March 12, 2027. The POA and City are collectively referred to as the “Parties.”

Since the implementation of the Agreement, the PMA has experienced staffing issues that has made it more difficult for PMA represented members to utilize their Vacation Hours. The Agreement under Section 10.00, Vacation, Subsection 10.02, Accrual Limit, allows vacation accruals to a maximum that shall not exceed 480 hours. A subsequent side letter between PMA and the City dated December 20, 2023 provided an extension to allow “accruals past the 480 cap through December 31, 2024”.

The Parties having met and conferred in good faith in accordance with the MMBA agree that the terms of the December 20, 2023 side letter will be superseded by the terms of this agreement to allow accruals past the 480 cap through December 19, 2025, which is the last day of the last pay period of the 2025 calendar year. The parties agree to extend the terms of Section 10.02 until December 19, 2025. Effective December 20, 2025, the cap will revert back to 480 hours, in accordance with the original language set forth in Section 10.02 of the MOU.

Police Management Association


Signed by:

EF41AEB37E0B48C...
Carter Jones, Police Lieutenant 2/18/2025
Date

Signed by:

2C836E41160944D...
Jon Bush, Deputy Chief 2/19/2025
Date

City of Santa Cruz

DocuSigned by:

6DC5292DB2554DF...
Sara De Leon, HR Director 2/18/2025
Date

Signed by:

EA422B8C5C664CD...
Tim Davis, Counsel for the City 2/18/2025
Date