

## **SIDE LETTER BETWEEN CITY OF CAPITOLA AND CAPITOLA POLICE OFFICERS' ASSOCIATION**

Pursuant the provisions of the Meyers-Milias-Brown Act ("MMBA"), this Side Letter of Agreement ("Side Letter Agreement") is entered between the City of Capitola (City) and the Capitola Police Officers' Association (CPOA) (collectively, "the Parties").

WHEREAS, the Parties recognize the impacts of the COVID-19 pandemic on the City's ability to provide essential services; and

WHEREAS, the Parties recognize the additional dangers faced by police officers during the public emergency; and

WHEREAS, the Parties reaffirm their commitment to collaborative labor relations; and

WHEREAS, the Parties have met and conferred in good faith, in accordance with the MMBA, concerning the terms and conditions of this Side Letter Agreement;

IT IS HEREBY AGREED AS FOLLOWS:

1. The Memorandum of Understanding (MOU) between the Parties shall remain effective until June 30, 2021;
2. All members of CPOA shall receive a 2% base pay rate reduction from June 28, 2020 to December 26, 2020;
3. The effective date of the 2.25% increase of salary ranges for all classifications in the CPOA for the first full pay period of July 2020 under Section 24.08 of the Parties' MOU shall be changed to the first full pay period of January 2021;
4. The mandatory cash out of vacation hours in excess of 504 hours provided under Section 22.02 of the Parties' MOU is suspended for Fiscal Year 2020-2021;
5. The Parties will begin the meet and confer process concerning the terms and conditions of employment for the December 27, 2020 to June 30, 2020 time period in late-November 2020 after the City receives the 1st quarter (July - September) sales tax data.
6. This Side Letter Agreement shall supersede any inconsistent provisions in the Parties' MOU and shall be incorporated into the MOU by this reference.

Capitola Police Officers' Association

City of Capitola

By: \_\_\_\_\_  
Pedro Zamora  
President, CPOA

By: \_\_\_\_\_  
Jamie Goldstein  
City Manager

Date: \_\_\_\_\_

Date: \_\_\_\_\_

**APPROVED AS TO FORM:**

By: \_\_\_\_\_  
Gregg McLean Adam  
Counsel for CPOA

By: \_\_\_\_\_  
Samantha Zutler  
City Attorney

Date: \_\_\_\_\_

Date: \_\_\_\_\_