

SIDE LETTER
BETWEEN CITY OF CAPITOLA AND
CAPITOLA POLICE OFFICERS ASSOCIATION

WHEREAS, the City of Capitola (City) and Capitola Police Officers Association (CPOA), have met and conferred in good faith regarding incentive pay; and

WHEREAS, the City and the Union have previously agreed on an MOU with a term beginning on June 9, 2024, and expiring on June 30, 2027; and

WHEREAS It was determined that the changes to the language will maintain three separate Specialty Pay Paths while also incentivizing education; and

WHEREAS All other provisions in the MOU remain unchanged and shall remain in effect.

IT IS HEREBY AGREED AS FOLLOWS: The following articles shall be amended to read:

14.01 EDUCATIONAL INCENTIVE PAY

After successful completion of the probationary period, sworn police personnel and the Records Manager shall be eligible to have base pay increased by an additional two and one-half (2.5%) for completion of thirty (30) college units, five (5%) percent for completion of sixty (60) college units, and ten (10%) percent for completion of a bachelor's degree from an accredited institution. College units may include graduate level work. Courses and degrees must be work related as approved by the Department Head and City Manager.

To receive Educational Incentive, Pay, the Employee shall write a memo to his/her supervisor and include a copy of transcripts as evidence of the number of units required for the appropriate incentive pay. The supervisor will review the memo and send it to the Police Chief, who, in turn, will review it and send it to the City Manager for approval.

14.04 P.O.S.T. CERTIFICATE PAY - POLICE SERGEANTS

Sergeants shall be eligible to receive 2.5% increase in base pay for completion of the intermediate P.O.S.T. Certificate; an additional 2.5% for completion of the Advanced P.O.S.T. Certificate; and an additional 2.5% for completion of the P.O.S.T. Supervisory Certificate provided the employee has an A.A., A.S. or equivalent Degree. This Certificate Pay may not be collected in addition to education incentive pay. This program became effective 7-1-85.

Officers receiving 2.5% P.O.S.T. certification pay for completion of the Advanced P.O.S.T. Certificate as of February 21, 2025, may continue to receive it; no other Officers are eligible.

To receive P.O.S.T. pay, the employee shall write a memo to his/her supervisor including a copy of the appropriate P.O.S.T. Certificate. The Supervisor shall review the memo and send it to the Police Chief, who, in turn, shall review it and send it to the City Manager for review, and, if approved, it will be effective the first of the month after approval.

19.05 RECORDS MANAGER SPECIALTY PAY

Those members serving in the position of Police Records Manager shall receive an additional half (.5) percent specialty pay per year added to base pay (totaling 1.5%) for routinely and consistently supervising the handling of police records/evidence. This provision expires July 1, 2027.

All other provisions in the MOU remain unchanged and shall remain in effect.

Signed:

Capitola Police Officers Association

Signed by:

Aron Quotas

Aron Quotas, CPOA President

Date: 2/26/2025

Signed by:

Noah Sherin

Noah Sherin, CPOA Vice President

Date: 2/26/2025

City of Capitola

Signed by:

Jamie Goldstein

Jamie Goldstein, City Manager

Date: 2/28/2025