

SIDE LETTER BETWEEN CITY OF CAPITOLA AND CAPITOLA POLICE CAPTAIN EMPLOYEES

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 Captain Employees (Police Captain) (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 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. This side-letter extends the existing Memorandum of Understanding from June 28, 2020 through December 26, 2020;
2. All Positions in the group take an 8.1% pay reduction and will receive 84 hours (10.5 days) of paid leave that must be used during designated office and service closure periods only.
3. The mandatory and optional cash out of vacation hours provided under Section 4.B.(1) and 4.D of the Parties’ MOU is suspended for Fiscal Year 2020-2021;
4. 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.
5. All terms of the MOU will revert to terms of previous MOU on 7/1/2021, unless successor MOU is agreed upon.
6. If executive management pay is increased from the 8.1% reduction during the term of this agreement, Police Captain shall receive the same increase.
7. This Side Letter Agreement shall supersede any inconsistent provisions in the Parties’ MOU and shall be incorporated into the MOU by this reference.
8. All terms of the MOU will revert to terms of previous MOU on 7/1/2021, unless successor MOU is agreed upon.

Capitola Police Captain Employees

City of Capitola

By: _____

By: _____
Jamie Goldstein
City Manager

Date: _____

Date: _____

APPROVED AS TO FORM:

By: _____
Samantha Zutler
City Attorney

Date: _____