

August 29, 2025

**SUCCESSOR MOU NEGOTIATIONS**

Between

**CITY OF SANTA CRUZ**

And

**CITY OF SANTA CRUZ FIREFIGHTERS, I.A.F.F. LOCAL 1716**

**TENTATIVE AGREEMENT– SECTION 13.00 BEREAVEMENT LEAVE**

**TENTATIVE AGREEMENT PURSUANT TO GROUND RULE 14**

**SECTION 13.00 – BEREAVEMENT LEAVE**

The purpose of this section is to provide paid leave for employees when they are bereaved at the death of a family member and this loss has had a temporary effect on the employee's ability to continue daily work performance.

Employees who have been employed for at least thirty (30) days are entitled to bereavement leave in the event of the death of an employee's spouse, domestic partner, child (including stepchild & foster care child), parent, grandparent, grandchild, sibling, aunt, uncle, first cousin, and the spouse/domestic partner's child, parent, grandparent, grandchild, brother, sister, sibling or a close relation residing in the employee's household.

In rare cases when the employee and the deceased have no legal relationship other than a foster or step-parent the Human Resources Director or their designee has the discretion to approve that leave upon application.

**56-Hour Work Week Employees**

56-hour employees shall receive up to forty-eight (48) hours of paid bereavement leave per incident.

**40-Hour Work Week Employees**

40-hour employees shall receive up to forty (40) hours of paid bereavement leave per incident.

**56-Hour and 40-Hour Employees**

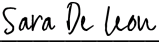
The use of paid bereavement leave shall not be charged against any of the employees leave banks. If the employee wishes to take additional days off in addition to the paid bereavement leave provided, as outlined above, to attend to the loss of a family member, the employee may take unpaid leave or use vacation, sick leave or compensatory time off that is otherwise available to the employee.

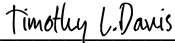
Days of bereavement leave used need not be consecutive but must be completed within ninety (90) days of the date of the death of the employee's family member.

As soon as practicable, an employee who needs to use bereavement leave shall notify the Human Resources Director or their designee in the format defined by the Human Resources Department, such as electronic transmittal.

The HR Director or their designee may, within thirty days of the first day of the leave, require that an employee provide documentation of the death of the family member. Documentation includes but is not limited to a death certificate, a published obituary, or written verification of death, burial, or memorial service from a mortuary, funeral home, burial society, crematorium, religious institution, or governmental agency.

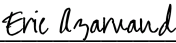
**For the City:**


DocuSigned by:  
  
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Sara De Leon, Lead Negotiator  
Date: 11/14/2025

Signed by:  
  
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Timothy L. Davis, Co-Lead Negotiator

Date: 11/14/2025

**For the Association:**

DocuSigned by:  
  
E322C241BA274C6...  
Eric Azarvand, Lead Negotiator  
Date: 11/14/2025

Signed by:  
  
33D46EE8702F44...  
Eddie Carlson, Co-Lead Negotiator, Local 1716  
President

Date: 11/17/2025