

October 8, 2025

SUCCESSOR MOU NEGOTIATIONS

Between

CITY OF SANTA CRUZ

And

FIRE MANAGEMENT ASSOCIATION OF THE CITY OF SANTA CRUZ

TENTATIVE AGREEMENT – SECTION 13.00 HOLIDAYS

TENTATIVE AGREEMENT PURSUANT TO GROUND RULE 14

13.01 56-Hour Per Week Employees

Employees shall accrue holiday pay up to a maximum of two hundred and eighty-eight (288) hours per fiscal year, at a rate of 11.08 hours per pay period. ~~of holiday pay and shall be credited with two hundred and eighty-eight (288) hours on the first day of the pay period that includes July 1 of each year. This amount will be prorated for new hires.~~

Pursuant to City directives, employees may use accrued holiday leave. Alternately, holidays may be paid at a straight time rate. If paid, a separate check shall be issued for 96 hours (less any hours used to date in the fiscal year) on the first pay date in December and again for the remaining balance of hours on the second pay date in June.

Upon separation, employees shall receive the value of their unused accrued holiday leave. Accumulation of holidays shall not exceed 288 hours.

13.02 40-Hour Per Week Employees

Employees shall accrue holiday pay up to a maximum of ninety-six (96) hours of per fiscal year, at a rate of 3.69 hours per pay period. ~~holiday pay and shall be credited with an hour bank on the first day of the pay period that includes July 1 of each year. During fiscal years when Christmas and New Year's days are on or between Tuesday through Saturday, employees shall be credited with ninety-six (96) hours. In fiscal years where Christmas and New Year's days are on a Sunday or Monday, employees shall be credited with eighty-eight (88) hours. This amount will be prorated for new hires.~~

Pursuant to City directives, employees may use accrued holiday leave. Alternately, all unused holidays may be paid at a straight time rate on the second pay date in June.

Upon separation, employees shall receive the value of their unused accrued holiday leave. Accumulation of holidays shall not exceed 96 hours.

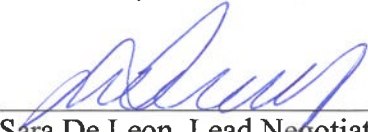
In addition to the above holidays, 40-hour per week employees shall accrue up to twenty-four (24) hours of floating holidays per fiscal year. Floating Holiday accrual shall be on a monthly basis. Full-time employees shall accrue floating holiday at the rate of two (2) hours per month. Part-time employees shall accrue floating holiday on a pro-rated basis, given the ratio of

their budgeted work schedule to full time (e.g., all employees working in a 20 hour/week position shall receive one (1) hour of floating holiday each month).

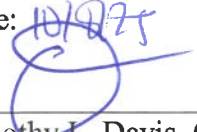
Floating Holidays may only be taken with prior approval.

Accumulation of Floating Holidays shall not exceed twenty-four (24) hours. Upon separation, the employees shall receive their unused accrued Floating Holiday.

For the City of Santa Cruz



Sara De Leon, Lead Negotiator

Date: 10/8/25


Timothy L. Davis, Co- Lead Negotiator

Date: 10/8/25

For the Fire Management Association of the
City of Santa Cruz



Joshua Coleman, Lead Negotiator

Date: 10/8/25