

January 30, 2026

SUCCESSOR MOU NEGOTIATIONS

Between

CITY OF SANTA CRUZ

And

SANTA CRUZ POLICE OFFICERS' ASSOCIATION

TENTATIVE AGREEMENT – SECTION 17.04 SICK LEAVE INCENTIVE

TENTATIVE AGREEMENT PURSUANT TO GROUND RULE 15

17.04 SICK LEAVE INCENTIVE

Separated Employees

~~1. On the last payday in June each year, employees who have accumulated more than four hundred (400) hours of sick leave must choose one of the following options:-~~

~~A. To receive a cash pay-off, or equivalent vacation hours, of all hours in excess of four hundred (400) at the rate of thirty three percent (33%) of their current rate of pay.-~~

~~B. To “bank” all hours in excess of four hundred (400). Banked hours may not later be converted to cash and will be used as sick leave only when all other sick leave is exhausted.-~~

~~2. Separated Employees who have an excess of four hundred (400) hours of unbanked sick leave at the time of separation and do not retire from the City will receive a payoff of all hours over four hundred (400) hours at the rate of thirty-three percent (33%) of the employee rate of pay.~~

Retired Employees

~~3. Employees who retire and are eligible for retiree health coverage, pursuant to Section 19.04- Retiree Medical Incentive of this agreement, shall also be eligible to receive the equivalent dollar credit for retiree health coverage at the rate of thirty-three percent (33%) of their current rate of pay for all unused sick leave hours. This amount will be maintained by the City for the reimbursement of retiree health coverage. Alternatively, the employee may choose at the time of retirement to convert the unused sick leave hours for PERS service credit.~~

~~(This section will not be available to employees who chose to utilize the PERS sick leave Service Credit option.)~~

For the City of Santa Cruz



Sara De Leon, Lead Negotiator

Date: 1/30/26



Timothy L. Davis, Co-Lead Negotiator

Date: 1.30.26

For the Santa Cruz Police Officers' Association



Joshua Trog, Negotiator for POA

Date: 1/30/26



Tori Zimmermann, Negotiator for POA

Date: 1/30/26



Alec Ganzel, Negotiator for POA

Date: 1-30-26

Robert Caposio, Negotiator for POA

Date:



Pete Hoffmann, Negotiator for POA

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TENTATIVE AGREEMENT – SECTION 18.03 LIGHT DUTY

TENTATIVE AGREEMENT PURSUANT TO GROUND RULE 15


18.03 LIGHT DUTY

The City recognizes the importance of providing support and encouragement to police department employees who are recovering from an injury or illness in an effort to assist in making a complete and healthy recovery. Therefore, the City agrees to temporarily provide at least two (2) light duty assignments which are less strenuous and less hazardous for police department employees who are recovering from an injury or illness, including pregnancy. The availability of additional assignments is at the sole discretion of the Chief of Police and HR Director. Priority will be given to accommodating temporary light duty requests from employees recovering from work-related injuries or illnesses. The intent of a temporary light duty assignment is to provide modified work duties which are beneficial to the employee by keeping them productively active, involved, and informed in department activities, and beneficial to the City by the employee's work contributions and involvement during the recovery period. This is not intended to deprive the employee of using accumulated sick time if they so desire. The temporary assignment will be consistent with the employee's physical abilities and department needs. The modified duties will reflect recommendations and limitations prescribed by the attending physician. Following are conditions for providing an employee with a light duty assignment:


1. That the temporary assignment may result in a change of shift but not a change in the employee's schedule as defined in Section 13.02 (4 Day/10 Hour Plan). An employee may lose shift differential pay as a result of this shift change.
2. That the duties to be performed in said temporary assignment shall be those designated by the Chief of Police provided that the duties shall be consistent with the written recommendations of the employee's physician.
3. Said employee shall not be increased or reduced in pay or benefit solely by virtue of said temporary assignment but may forfeit incentive pays if they are no longer eligible.

4. Provided that the City may verify said disability by having said employee examined by a physician of City's choosing at City's expense.
5. If an employee on temporary light duty assignment is required to remain available by radio, cell phone, or other means, during their meal break then the meal break will be paid. If an employee on temporary light duty assignment is not required to remain available as above during their meal break, then the meal break will be unpaid. Unpaid meal breaks will not exceed thirty (30) minutes.

For the City of Santa Cruz



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TENTATIVE AGREEMENT – SECTION 14.05 WORKING OUT OF CLASSIFICATION

TENTATIVE AGREEMENT PURSUANT TO GROUND RULE 15

14.05 WORKING OUT OF CLASSIFICATION

Upon specific assignment by the Chief of Police or their designated representative, an employee may be required to perform the duties of a higher-level classification on a temporary basis due to a termination, vacation, leave of absence, workers' compensation, or extended sick leave.

Assignments will be made with the following considerations:

1. All out-of-class assignments scheduled to last for an extended period of time (e.g., more than one pay period), must be implemented and approved using the procedure(s) and form set forth by the Human Resources Department on a Personnel Action Form (PAF). Assignments shall be given to employees who currently meet the stated minimum qualification of the higher-level classification. Employees appointed on this basis will receive out-of-class pay beginning on the first day of the assignment.
2. Qualified Police Officers may be directed by the management personnel on duty to assume the duties of an absent Police Sergeant on an "acting" basis for a given shift. Such assignments can only be made after the officer has been qualified and authorized on a premium pay form to serve as acting Sergeant.
3. An employee must spend a majority of the scheduled shift performing the duties of the higher-level classification. Out-of-class or acting pay will be the next highest pay step in the classification to which the employee is assigned. In all cases, such pay will not be less than a five (5) percent increase.

In accordance with the Public Employees' Pension Reform Act (PEPRA), working out of 24 classification pay is not pensionable compensation for employees who are "New Members" of CalPERS, as defined by California Government Code Section 7522.04(f).

For the City of Santa Cruz

For the Santa Cruz Police Officers' Association


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TENTATIVE AGREEMENT – SECTION 18.04 MEDICAL OR PERSONAL LEAVE

TENTATIVE AGREEMENT PURSUANT TO GROUND RULE 15


18.04 ~~MEDICAL OR PERSONAL LEAVE~~ LEAVE WITHOUT PAY

Leave of absence without pay may be granted to an employee in a case of extended illness or disability, personal emergency or other situation where such absence would not be contrary to the best interests of the City. Such unpaid leave will only be granted after an employee has depleted all appropriate paid leaves.

The department head in coordination with the HR Director or their designee may grant a leave of absence of up to thirty (30) consecutive calendar days; additional leave may only be granted by the City Manager or their designee. No vacation, holidays, sick leave, or any other paid benefit shall be accrued or earned during such leave. All requests for unpaid leaves of absence must be made in writing and include specific begin and end dates for the leave. Employees on Military Leave pursuant to Section 18.01 are not subject to the leave depletion requirement. Denials of unpaid leaves of absence shall be given in writing and contain the reason therefore.

For the City of Santa Cruz

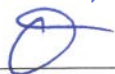
For the Santa Cruz Police Officers' Association



Sara De Leon, Lead Negotiator
Date: 1/30/26



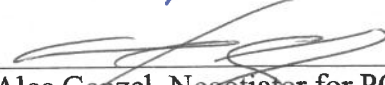
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