

**CITY OF SANTA CLARA/ IAFF LOCAL 1171 (UNIT 1)  
SIDE LETTER AGREEMENT REGARDING  
LEVI'S STADIUM WORK**

The City of Santa Clara (City) and IAFF Local 1171 have met and conferred in good faith regarding the City paying double time to employees in Unit 1 represented by IAFF Local 1171 assigned to work Levi's Stadium detail on certain dates in 2018 and 2019, as designated below, and agree as follows:

1. The City shall pay employees in Unit 1 assigned to work on December 31, 2018 in support of the event scheduled for that date at a double time rate for hours actually worked;
2. For the January 7, 2019, College Football Playoff National Championship game (Game), if sixty (60) days prior to Game day there are not sufficient Santa Clara Unit 1 employees supporting public safety activities that have volunteered to provide adequate public safety during the Game, as determined by the Stadium Authority Executive Director, the City shall pay employees in Unit 1 assigned to work on January 7, 2019 in support of the Game at a double time rate for hours actually worked;
3. This Side Letter shall supersede any inconsistent MOU provision or policy; and
4. This Side Letter shall be effective once signed by the persons indicated below.

\_\_\_\_\_  
Deanna J. Santana  
City of Santa Clara  
City Manager

Date: \_\_\_\_\_

  
\_\_\_\_\_  
Anthony Pascoal  
IAFF Local 1171 (Unit 1)  
President

Date: 10/4/18

\_\_\_\_\_  
Teresia Zadroga-Haase  
City of Santa Clara  
Human Resources Director

Date: \_\_\_\_\_

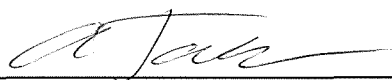
**CITY OF SANTA CLARA/ POLICE OFFICERS ASSOCIATION (UNIT 2)  
SIDE LETTER AGREEMENT REGARDING  
LEVI'S STADIUM WORK**

The City of Santa Clara (City) and Police Officers Association (POA) have met and conferred in good faith regarding the City paying double time to employees in Unit 2 represented by POA assigned to work Levi's Stadium detail on certain dates in 2018 and 2019, as designated below, and agree as follows:

1. The City shall pay employees in Unit 2 assigned to work on December 31, 2018 in support of the event scheduled for that date at a double time rate for hours actually worked;
2. For the January 7, 2019, College Football Playoff National Championship game (Game), if sixty (60) days prior to Game day there are not sufficient Santa Clara Unit 2 employees supporting public safety activities that have volunteered to provide adequate public safety during the Game, as determined by the Stadium Authority Executive Director, the City shall pay employees in Unit 2 assigned to work on January 7, 2019 in support of the Game at a double time rate for hours actually worked;
3. This Side Letter shall supersede any inconsistent MOU provision or policy; and
4. This Side Letter shall be effective once signed by the persons indicated below.

\_\_\_\_\_  
Deanna J. Santana  
City of Santa Clara  
City Manager

Date: \_\_\_\_\_

\_\_\_\_\_  
  
Alex Torke  
POA (Unit 2)  
President

Date: 10/15/18

\_\_\_\_\_  
Teresia Zadroga-Haase  
City of Santa Clara  
Human Resources Director

Date: \_\_\_\_\_

**CITY OF SANTA CLARA/ IBEW LOCAL 1245 (UNIT 3)  
SIDE LETTER AGREEMENT REGARDING  
LEVI'S STADIUM WORK**

The City of Santa Clara (City) and IBEW Local 1245 have met and conferred in good faith regarding the City paying double time to employees in Unit 3 represented by IBEW assigned to work Levi's Stadium detail on certain dates in 2018 and 2019, as designated below, and agree as follows:

1. The City shall pay employees in Unit 3 assigned to work on December 31, 2018 in support of the event scheduled for that date at a double time rate for hours actually worked;
2. For the January 7, 2019, College Football Playoff National Championship game (Game), if sixty (60) days prior to Game day there are not sufficient Santa Clara Unit 3 employees supporting public safety activities that have volunteered to provide adequate public safety during the Game, as determined by the Stadium Authority Executive Director, the City shall pay employees in Unit 3 assigned to work on January 7, 2019 in support of the Game at a double time rate for hours actually worked;
3. This Side Letter shall supersede any inconsistent MOU provision or policy; and
4. This Side Letter shall be effective once signed by the persons indicated below.

\_\_\_\_\_  
Deanna J. Santana  
City of Santa Clara  
City Manager

Date: \_\_\_\_\_

\_\_\_\_\_  
Teresia Zadroga-Haase  
City of Santa Clara  
Human Resources Director

Date: \_\_\_\_\_

\_\_\_\_\_  
Steve Popiel  
IBEW Local 1245 (Unit 3)  
President

Date: 10-17-18

\_\_\_\_\_  
Charley Souders  
IBEW Local 1245 (Unit 3)  
Business Representative

Date: 10-17-18

**CITY OF SANTA CLARA/ ENGINEERS OF THE  
CITY OF SANTA CLARA (UNIT 4)  
SIDE LETTER AGREEMENT REGARDING  
LEVI'S STADIUM WORK**

The City of Santa Clara (City) and Engineers of the City of Santa Clara have met and conferred in good faith regarding the City paying double time to employees in Unit 4 represented by the Engineers of the City of Santa Clara assigned to work Levi's Stadium detail on certain dates in 2018 and 2019, as designated below, and agree as follows:

1. The City shall pay employees in Unit 4 assigned to work on December 31, 2018 in support of the event scheduled for that date at a double time rate for hours actually worked;
2. For the January 7, 2019, College Football Playoff National Championship game (Game), if sixty (60) days prior to Game day there are not sufficient Santa Clara Unit 4 employees supporting public safety activities that have volunteered to provide adequate public safety during the Game, as determined by the Stadium Authority Executive Director, the City shall pay employees in Unit 4 assigned to work on January 7, 2019 in support of the Game at a double time rate for hours actually worked;
3. This Side Letter shall supersede any inconsistent MOU provision or policy; and
4. This Side Letter shall be effective once signed by the persons indicated below.

\_\_\_\_\_  
Deanna J. Santana  
City of Santa Clara  
City Manager

Date: \_\_\_\_\_

\_\_\_\_\_  
Albert Saenz  
Engineers of the City of Santa Clara  
President

Date: 10-30-18

\_\_\_\_\_  
Teresia Zadroga-Haase  
City of Santa Clara  
Human Resources Director

Date: \_\_\_\_\_

**CITY OF SANTA CLARA/ CITY OF SANTA CLARA EMPLOYEES  
ASSOCIATION (UNITS 5, 7, 8)  
SIDE LETTER AGREEMENT REGARDING  
LEVI'S STADIUM WORK**

The City of Santa Clara (City) and City of Santa Clara Employees Association have met and conferred in good faith regarding the City paying double time to employees in Units 5, 7, 8 represented by the Employees Association assigned to work Levi's Stadium detail on certain dates in 2018 and 2019, as designated below, and agree as follows:

1. The City shall pay employees in Units 5, 7, 8 assigned to work on December 31, 2018 in support of the event scheduled for that date at a double time rate for hours actually worked;
2. For the January 7, 2019, College Football Playoff National Championship game (Game), if sixty (60) days prior to Game day there are not sufficient Santa Clara Units 5, 7, 8 employees supporting public safety activities that have volunteered to provide adequate public safety during the Game, as determined by the Stadium Authority Executive Director, the City shall pay employees in Units 5, 7, 8 assigned to work on January 7, 2019 in support of the Game at a double time rate for hours actually worked;
3. This Side Letter shall supersede any inconsistent MOU provision or policy; and
4. This Side Letter shall be effective once signed by the persons indicated below.

\_\_\_\_\_  
Deanna J. Santana  
City of Santa Clara  
City Manager

Date: \_\_\_\_\_

\_\_\_\_\_  
*Kate Carter*  
Voula Margelos Brown  
City of Santa Clara Employees  
Association President

Date: 10/17/18

\_\_\_\_\_  
Teresia Zadroga-Haase  
City of Santa Clara  
Human Resources Director

Date: \_\_\_\_\_

**CITY OF SANTA CLARA/ AFSCME LOCAL 101 (UNIT 6)**  
**SIDE LETTER AGREEMENT REGARDING**  
**LEVI'S STADIUM WORK**

The City of Santa Clara (City) and AFSCME Local 101 have met and conferred in good faith regarding the City paying double time to employees in Unit 6 represented by AFSCME assigned to work Levi's Stadium detail on certain dates in 2018 and 2019, as designated below, and agree as follows:

1. The City shall pay employees in Unit 6 assigned to work on December 31, 2018 in support of the event scheduled for that date at a double time rate for hours actually worked;
2. For the January 7, 2019, College Football Playoff National Championship game (Game), if sixty (60) days prior to Game day there are not sufficient Santa Clara Unit 6 employees supporting public safety activities that have volunteered to provide adequate public safety during the Game, as determined by the Stadium Authority Executive Director, the City shall pay employees in Unit 6 assigned to work on January 7, 2019 in support of the Game at a double time rate for hours actually worked;
3. This Side Letter shall supersede any inconsistent MOU provision or policy; and
4. This Side Letter shall be effective once signed by the persons indicated below.

\_\_\_\_\_  
Deanna J. Santana  
City of Santa Clara  
City Manager

Date: \_\_\_\_\_

\_\_\_\_\_  
Teresia Zadroga-Haase  
City of Santa Clara  
Human Resources Director

Date: \_\_\_\_\_

\_\_\_\_\_  
Carlos Gaona  
AFSCME Local 101 (Unit 6)  
President

Date: 10-15-18

\_\_\_\_\_  
Carol McEwan  
AFSCME Local 101 (Unit 6)  
Business Agent

Date: 10/15/18

**CITY OF SANTA CLARA/ PUBLIC SAFETY NON-SWORN EMPLOYEES  
ASSOCIATION (UNIT 10)  
SIDE LETTER AGREEMENT REGARDING  
LEVI'S STADIUM WORK**

The City of Santa Clara (City) and Public Safety Non-Sworn Employees Association (PSNSEA) have met and conferred in good faith regarding the City paying double time to employees in Unit 10 represented by PSNSEA assigned to work Levi's Stadium detail on certain dates in 2018 and 2019, as designated below, and agree as follows:

1. The City shall pay employees in Unit 10 assigned to work on December 31, 2018 in support of the event scheduled for that date at a double time rate for hours actually worked;
2. For the January 7, 2019, College Football Playoff National Championship game (Game), if sixty (60) days prior to Game day there are not sufficient Santa Clara Unit 10 employees supporting public safety activities that have volunteered to provide adequate public safety during the Game, as determined by the Stadium Authority Executive Director, the City shall pay employees in Unit 10 assigned to work on January 7, 2019 in support of the Game at a double time rate for hours actually worked;
3. This Side Letter shall supersede any inconsistent MOU provision or policy; and
4. This Side Letter shall be effective once signed by the persons indicated below.

\_\_\_\_\_  
Deanna J. Santana  
City of Santa Clara  
City Manager

Date: \_\_\_\_\_

\_\_\_\_\_  
Teresia Zadroga-Haase  
City of Santa Clara  
Human Resources Director

Date: 10-10-18

\_\_\_\_\_  
Betty Oliveira  
PSNSEA (Unit 10)  
President

Date: 10/9/2018