

**SIDE LETTER
BETWEEN SANTA CLARA POLICE OFFICERS ASSOCIATION
AND CITY OF SANTA CLARA**

This Side Letter shall be effective following both execution by the signatories indicated below and approval by the Santa Clara City Council.

CRIME SCENE INVESTIGATOR PAY

On June 12, 2019, the Santa Clara POA objected to the City of Santa Clara (City) not including the recently MOU negotiated 2.5% Crime Scene Investigator (CSI) premium pay in the MOU overtime rate. There was agreement in negotiations that the CSI pay would be included in the FLSA overtime rate. The City agreed to waive any applicable timelines regarding the POA filing a formal grievance to see if the parties could resolve this dispute.

Section 22.A. of the December 2018 – December 2021 MOU, entitled "Crime Scene Investigator (CSI) Premium Pay," currently states,

Effective the first full pay period following City Council approval of this MOU, any Unit 2 employee who is assigned as a Crime Scene Investigator or Field Evidence Technician shall receive an additional two and one-half percent (2.5%) of base special assignment premium while assigned.

Having had the opportunity to discuss and review this issue, the City agrees that CSI premium pay shall be included in the MOU overtime rate, retroactive back to the first full pay period following City Council approval of the December 2018 – December 2021 MOU. Accordingly, the parties agree that Section 22.A. of the December 2018 – December 2021 MOU shall be amended and clarified to state,

Effective the first full pay period following City Council approval of this 12/18 – 12/21 MOU, any Unit 2 employee who is assigned as a Crime Scene Investigator or Field Evidence Technician shall receive an additional two and one-half percent (2.5%) of base pay as CSI premium pay while assigned. This pay shall apply to all paid hours while assigned, whether worked or taken as paid leave, and shall be included in both the MOU overtime rate and FLSA overtime rate.


NARCOTICS TASK FORCE PAY

During the 2018-19 MOU negotiations between the City and the Santa Clara POA and subsequent finalizing of the language for the December 2018 – December 2021 MOU, the parties inadvertently deleted in its entirety Section 22.D. from the prior MOU rather than only delete references to the former Specialized Crimes Action Team (SCAT). To correct this oversight, and consistent with the parties’ intent, the parties agree that the following Section 22.E., entitled “Narcotics Task Force,” be added to the MOU:

All employees in the classification of Police Officer who are assigned to the Narcotics Task Force will be compensated an additional 5% salary differential for all time spent in such assignments. The 5% salary differential for time spent assigned to the Narcotics Task Force shall be compensated in the same manner as Motorcycle Officers. It shall be the responsibility of the Department timekeeper to mark the bi-weekly payroll sheets for the time spent in the Narcotics Task Force to indicate the amount of time spent performing this particular type of duty.

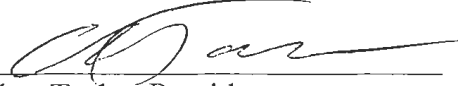
“Narcotics Task Force” is synonymous with successor narcotics assignments in which the officer is assigned to work singly or with a group composed of single agency personnel or with multi-agency personnel, so long as the assignment is full-time narcotics investigation.

The parties also agree that Police Officers assigned to the Narcotics Task Force that were not paid this salary differential during the period between City Council approval of the December 2018 – December 2021 MOU and the effective date of this Side Letter shall be paid the applicable back pay.



Deanna Santana, City Manager
City of Santa Clara

Dated: 8/5/19



Alex Torke, President
City of Santa Clara

Dated: 7/31/19