

**SIDE LETTER AGREEMENT  
BETWEEN  
THE COUNTY OF SANTA CRUZ  
AND THE  
SHERIFF'S CORRECTIONAL OFFICERS ASSOCIATION**

**Cost Saving Measures**

**A. PURPOSE**

The County of Santa Cruz and the Sheriff's Correctional Officers Association have agreed to the cost saving measures described below for the period of July 1, 2020 through June 30, 2021 to help offset the reduction in County revenue caused by the COVID-19 Shelter in Place.

**B. COST SAVING MEASURES**

The Sheriff's Correctional Officers Association agrees as follows:

**1. Furlough**

Each member of the Sheriff's Correction Officers Representation Unit will have their pay reduced by 5% through an equivalent reduction in their scheduled hours of work (known as "furlough") for Fiscal Year 20/21 pursuant to Article 28 of the Memorandum of Understanding (MOU).

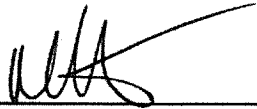
- a. Employees on the 5/8 or 4/10 schedule will serve 104 furlough hours and employees on the 7/12 schedule will serve 109.20 furlough hours. Each employee's furlough obligation will be reflected in their furlough bank and the hours will decrement as they serve their furlough days. All furlough hours must be served by June 30, 2021.
- b. Employees will serve their furlough on a schedule to be established by the Sheriff's Office in 12 hour time blocks. If an employee is ever unable to serve their furlough on the scheduled day, either due to operational or personal reasons, they will work with their supervisor to identify an alternate time to serve the furlough.
- c. Furlough hours are unpaid and shall be treated as "E" time except as follows:
  - i. Furlough will not affect employees' eligibility for holiday pay; and,
  - ii. Furlough will not affect employees' insurances (medical, dental, etc.).

**2. Deferral of COLA and Parity Increases**

The 2% Cost of Living Adjustment (COLA) and 2.5% Parity Adjustment which are currently scheduled for January 23, 2021 for the members of this Unit will be deferred for a period of six months, to the pay period beginning July 10, 2021.

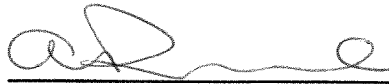
In consideration of the above, the County of Santa Cruz agrees not to require Unit members to furlough for the full 160 hours (7.5%) permitted under Article 28.4 of the Memorandum of Understanding. The County also agrees not to freeze the step increases of any Unit members during Fiscal Year 20/21.

Except as specified above, this Side Letter Agreement does not modify, abridge, or otherwise affect the current Memorandum of Understanding or other agreements currently in effect between the County and the Association.



Mike Lambert  
SCOA President

Date: 6-29-2020



Ajita Patel  
Personnel Director

Date: 6/30/2020