

Side Letter Agreement
Between
Santa Cruz County
AND
Law Enforcement Representation Unit
July 1, 2020 – June 30, 2026

Background

The County of Santa Cruz and the Law Enforcement Representation Unit have engaged in discussions regarding the Sr. Deputy Differential section in the Law Enforcement Representation Unit Memorandum of Understanding covering July 1, 2020 through June 30, 2026. Based on a review conducted in consultation with CalPERS, it was determined that the current language requires modification to meet the requirements for CalPERS compensation eligibility. The parties therefore mutually agree to revise the applicable MOU language as set forth in this side letter in order to ensure compliance with CalPERS regulations.

ARTICLE 21.7 SR. DEPUTY DIFFERENTIAL

A. A Sr. Deputy Differential of 3% at the beginning of 8 years (14,561 County service hours) of Santa Cruz County ~~Sheriff's Office law enforcement~~ experience will be provided to eligible employees.

B. An additional three percent (3%) will be provided to employees that have 15 years (29,121 County service hours) of ~~law enforcement~~ experience with Santa Cruz County's ~~Sheriff's Office.~~

~~C. Experience as a Santa Cruz County Correctional Officer may be counted as experience under this section upon the approval of the Sheriff.~~

~~CD. Employees who reinstate within two years following a break in service from Santa Cruz County service may be credited for previous service years with the County of Santa Cruz pursuant to Civil Service Rules Section XIII B (Requirements for Reinstatement). at the sole discretion of the County Administrative Officer (CAO). Upon recommendation of the Sheriff, the CAO may also consider crediting previous County service to employees who return after more than a two year break in County service if it is determined to be in the best interest of the County. Such credits may only include the service years with the County of Santa Cruz and the decision of the CAO shall be final.~~

For the Association:

 1/13/26

Ethan Rumrill
Law Enforcement Representation Unit
Representative

For the County:

 2/3/26

Ajita Patel
Human Resources Director