

# SIDE LETTER OF AGREEMENT

BETWEEN

CITY OF SANTA ANA

AND

SANTA ANA POLICE OFFICERS ASSOCIATION

This Side Letter of Agreement (“Agreement”) between the City of Santa Ana (“City”) and the Santa Ana Police Officers Association (“POA”) (collectively “Parties”) is entered into with respect to the following:

**WHEREAS**, the Parties are parties to a Memorandum of Understanding (“MOU”) with a term of July 1, 2018 through December 31, 2021; and

**WHEREAS**, the Parties wish to make modifications to Section 13.11 and Exhibit B of their MOU effective July 1, 2020 and

**WHEREAS**, the following sets forth the Parties’ Agreement:

1. The Parties agree to modify Section 13.11 of their MOU as can be seen by the track changes below:

13.11 Uniform Allowance. With respect to Safety and Miscellaneous employees who do not qualify as “New Members” under the California Public Employees’ Pension Reform Act (PEPRA), the City shall report to CalPERS the monetary value of uniforms and uniform maintenance for those employees required to wear uniforms. The monetary value (as of the first date of the MOU) by classification is listed in Exhibit B, entitled “Uniform Allowance by Classification.” The amounts listed in Exhibit B may be adjusted (either upward or downward) as the cost of the uniforms and/or their maintenance changes. The value of the Uniform Allowance shall be determined by the City (based on the current cost of the uniforms and/or their maintenance at the time of the report to CalPERS) and will be reported to the California Public Employees’ Retirement System (CalPERS) for retirement purposes only.

Under CCR 571(a), Uniform allowance is defined as “Compensation paid or the monetary value for the purchase, rental and/or maintenance of required clothing, including clothing made from specially designed protective fabrics, which is a ready substitute for personal attire the employee would otherwise have to acquire and maintain. This excludes items that are solely for personal health and safety such as protective vests, pistols, bullets and safety shoes.

2. The Parties agree to modify Exhibit B of their MOU as can be seen by the track changes below:

EXHIBIT B

UNIFORM ALLOWANCE BY CLASSIFICATION AS OF ~~JANUARY 1, 2019~~JULY 1, 2020

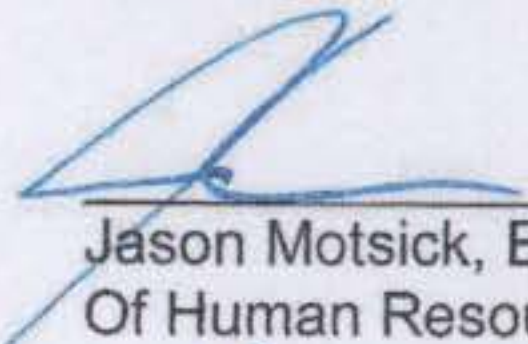
<u>Job Title</u>	<u>Monthly Uniform Allowance</u>
<del>Animal Service Officer I</del>	<del>\$15.42</del>
<del>Animal Service Officer II</del>	<del>\$15.42</del>
<del>Communications Services Officer</del>	<del>\$14.58</del>
<del>Correctional Officer</del>	<del>\$14.34</del>
<del>Correctional Supervisor</del>	<del>\$14.34</del>
<del>Forensic Specialist I</del>	<del>\$14.34</del>
<del>Forensic Specialist II</del>	<del>\$14.34</del>
<del>Parking Control Officer</del>	<del>\$14.58</del>
<del>Police Communications Supervisor</del>	<del>\$14.58</del>
<del>Police Community Services Specialist</del>	<del>\$14.58</del>
<del>Police Investigative Specialist</del>	<del>\$14.58</del>
<del>Police Property &amp; Evidence Supervisor</del>	<del>\$14.58</del>
<del>Police Recruit</del>	<del>\$14.58</del>
<del>Police Officer</del>	<del>\$20.84</del>
<del>Police Sergeant</del>	<del>\$20.84</del>
<del>Police Officer (with Motor Officer Premium)</del>	<del>\$24.16</del>
<del>Police Sergeant (with Motor Officer Premium)</del>	<del>\$24.16</del>
<del>Police Service Officer</del>	<del>\$14.58</del>
<del>Police Services Dispatcher</del>	<del>\$14.58</del>
<del>Senior Parking Control Officer</del>	<del>\$14.58</del>
<del>Traffic Services Specialist</del>	<del>\$14.58</del>

-	<u>Job Title</u>	<u>Rounded to .10</u>
POA-NS	<u>Animal Services Officer I</u>	<u>\$ 27.50</u>
POA-NS	<u>Animal Services Officer II</u>	<u>\$ 27.50</u>
POA-NS	<u>Communications Services Officer</u>	<u>\$ 28.40</u>
POA-NS	<u>Correctional Officer</u>	<u>\$ 27.50</u>
POA-NS	<u>Correctional Supervisor</u>	<u>\$ 27.50</u>

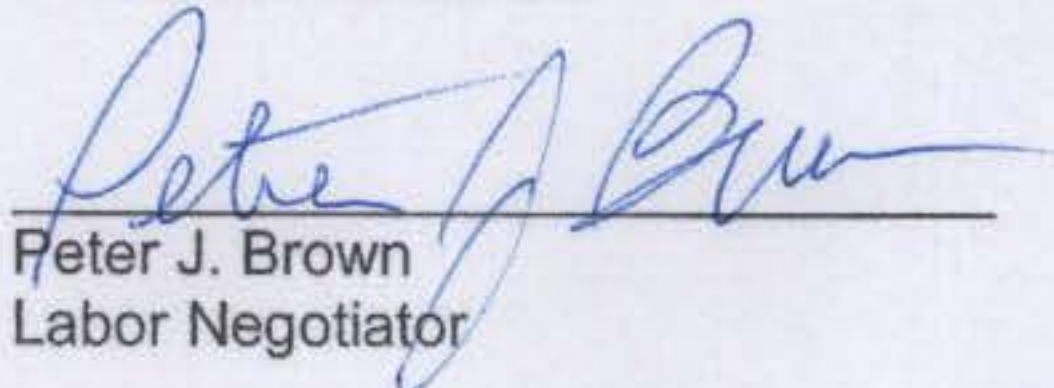


<u>POA-NS</u>	<u>Forensic Specialist I</u>	<u>\$</u>	<u>27.50</u>
<u>POA-NS</u>	<u>Forensic Specialist II</u>	<u>\$</u>	<u>27.50</u>
<u>POA-NS</u>	<u>Forensic Specialist Supervisor</u>	<u>\$</u>	<u>27.50</u>
<u>POA-NS</u>	<u>Parking Control Officer</u>	<u>\$</u>	<u>27.50</u>
<u>POA-NS</u>	<u>Police Communications Supervisor</u>	<u>\$</u>	<u>27.50</u>
<u>POA-NS</u>	<u>Police Community Services Specialist</u>	<u>\$</u>	<u>27.50</u>
<u>POA-NS</u>	<u>Police Evidence &amp; Supply Specialist</u>	<u>\$</u>	<u>27.50</u>
<u>POA-NS</u>	<u>Police Evidence &amp; Supply Supervisor</u>	<u>\$</u>	<u>27.50</u>
<u>POA-NS</u>	<u>Police Investigative Specialist</u>	<u>\$</u>	<u>27.50</u>
<u>POA-SWORN</u>	<u>Police Officer</u>	<u>\$</u>	<u>27.50</u>
<u>POA-SWORN</u>	<u>Police Officer (with Motor Officer Premium)</u>	<u>\$</u>	<u>38.60</u>
<u>POA-NS</u>	<u>Police Property &amp; Evidence Supervisor</u>	<u>\$</u>	<u>28.40</u>
<u>POA-NS</u>	<u>Police Recruit</u>	<u>\$</u>	<u>27.50</u>
<u>POA-SWORN</u>	<u>Police Sergeant</u>	<u>\$</u>	<u>27.50</u>
<u>POA-SWORN</u>	<u>Police Sergeant (with Motor Officer Premium)</u>	<u>\$</u>	<u>38.60</u>
<u>POA-NS</u>	<u>Police Service Officer</u>	<u>\$</u>	<u>27.50</u>
<u>POA-NS</u>	<u>Police Services Dispatcher</u>	<u>\$</u>	<u>28.40</u>
<u>POA-NS</u>	<u>Senior Parking Control Officer</u>	<u>\$</u>	<u>27.50</u>
<u>POA-NS</u>	<u>Traffic Services Specialist</u>	<u>\$</u>	<u>27.50</u>

**FOR THE CITY OF SANTA ANA**

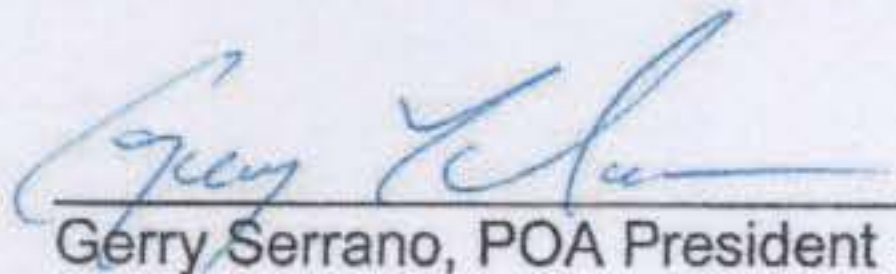
  
 Jason Motsick, Executive Director  
 Of Human Resources

04/12/21  
 Date

  
 Peter J. Brown  
 Labor Negotiator

05/10/21  
 Date

**FOR THE SANTA ANA POLICE OFFICERS ASSOCIATION**

  
 Gerry Serrano, POA President

12 a.l.  
4-21-21  
 Date

  
 Charles Goldwasser  
 Labor Negotiator

4/12/21  
 Date