

**Side Letter Amending the 2008-2011 Memorandum of Understanding  
Between the City of Santa Cruz and the  
Santa Cruz Police Management Association**

**UNIFORM ALLOWANCE & REPLACEMENT**

The City of Santa Cruz and the Santa Cruz Police Management Association are parties to a Memorandum of Understanding (MOU) effective through April 29, 2011. The parties desire to enter into this Side Letter Agreement to clarify their understanding of MOU Section 9.06 *Uniform Allowance and Replacement*.

**Background**

During negotiations for a successor MOU that concluded in March 2008 the parties updated the language in the above-referenced MOU Section 9.06 *Uniform Allowance and Replacement* and inadvertently deleted language clarifying the amount of the benefit and whether or not employee contributions are subject to reporting to the Public Employee Retirement System as amounts included for the calculation of retirement benefits.

NOW, THEREFORE, the parties agree to modify Section 9.06 *Uniform Allowance and Replacement* by replacing and updating the deleted language, as follows (underlined text is added):

**9.06 Uniform Allowance and Replacement**

The Association agrees that the appearance and cleanliness of unit employees shall be maintained in keeping with departmental standards. To this end the department will maintain a uniform purchase for new hires, replacement and cleaning program. The department will maintain administrative procedures for the purchase and replacement of uniforms. In addition, the City and Association agree unit employees will comply with departmental standards with regard to appearance and cleanliness. The City will maintain an account at a dry cleaning establishment located within the City of Santa Cruz. For its part, the Association agrees its members will (a) deliver and retrieve uniforms from the dry cleaning establishment, and (b) not to do so while in uniform or driving a marked vehicle. The City agrees to consider the use of a pick up and delivery cleaning service if it is cost effective.

The City agrees to replace uniforms on an as-needed basis, as determined by the Chief of Police. It shall be the responsibility of each unit employee to arrange for purchasing, fitting, pick up, delivery, return, repair and control of uniform items.

The parties agree that, for PERS reporting purposes, the value of the uniform and cleaning service is five hundred and twenty dollars (\$520). Employees shall pay the employee PERS cost of the value of cleaning service. Such payment shall be made through a payroll deduction out of her-his paycheck each pay period. The amount of the deduction shall be determined by multiplying the employee's PERS contribution rate by twenty dollars (\$20).

**Santa Cruz Police  
Management Association**

**City of Santa Cruz**

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Kevin Vogel, President

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Date

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Lisa Martinez Sullivan,      Date  
Director of Human Resources