

Santa Maria Police Officer's Association Side Letter 2022-01

**SIDE LETTER OF AGREEMENT BETWEEN THE CITY OF SANTA MARIA AND
SANTA MARIA POLICE OFFICER'S ASSOCIATION TO ADJUST SECTION 3.22 TO
INCLUDE AN ALTERNATIVE WORK SCHEDULE**

This Side Letter of Agreement is entered into between the City of Santa Maria and the Santa Maria Police Officer's Association ("SMPOA"), to modify Section 3.22 to include an alternative work schedule for full time employees of the Santa Maria Police Department in the Santa Maria Police Officer's Association Memorandum of Understanding (MOU).

The following provision of this Side Letter of Agreement represent the mutual understanding of both parties as of April 5, 2022.

The following provision shall be added to Section 3.22.1

3.22.1.1

Effective upon City Council approval, full time employees represented by the SMPOA may be assigned to work either five - 8 hour shifts or four - 10 hour shifts as agreed upon between the Police Chief and the SMPOA. If at any time the 4-10 is deemed not workable by the City, an alternative program may be instituted after having met and conferred with the SMPOA. In the event that the original work schedule of five days/eight hours per day is again implemented, all benefit modifications associated with the implementation of the 4-10 plan shall be reinstated without retroactivity.

A modified seniority bid system for shifts and days off shall be in compliance with General Orders as defined in Section 7-12 is applicable to Police Officers, Corporals and Dispatchers.

This Side Letter of Agreement is enacted on April 5, 2022.

CITY OF SANTA MARIA


SMPOA



Jason Stilwell, City Manager



Mathew Silver, SMPOA President



Marc Schneider, Chief of Police



Matthew Jensen, SMPOA Vice-President



Linda Le, Chief Human Resources/
Organizational Development Officer