



SANTA CRUZ REGIONAL 9-1-1
495 Upper Park Road, Santa Cruz, California 95065
831.471-1000 Fax 831.471.1010

Amethyst Uchida, General Manager

SIDE LETTER AGREEMENT NO. 2

(Amending Language in Section 7.0 – Wages)

TO AGREEMENT

BETWEEN

OPERATING ENGINEERS – LOCAL NO. 3

AND

SANTA CRUZ REGIONAL 9-1-1

1. Santa Cruz Regional 9-1-1 (Authority) and the Operating Engineers – Local No. 3 (“Union”) are parties to a Memorandum of Understanding with a term of July 1, 2021 – June 30, 2024. This Side Letter Agreement No. 2 (“Side Letter”) hereby incorporates by reference all terms and conditions set forth in the MOU, unless specifically modified by this Side Letter. All terms and conditions set forth in the MOU which are not specifically modified by this Side Letter shall remain in full force and effect. The parties are committed to maintaining cooperative labor relations, including discussions over matters outside of the MOU, now and in the future.
2. The Memorandum of Understanding referenced in Item 1 is hereby modified by mutual consent. Upon the effective date of this Side Letter No. 2 (May 25, 2023), Section 7.0 is modified as follows:

7.0 WAGES AND PAY PRACTICES

7.1 Wages

- 7.1.1 Effective July 9, 2022 increase Step 1 of all classifications covered by this agreement by 3% and set new 5% differences between each step.

- 7.1.2 Effective May 27, 2023 increase Step 1 of all classifications covered by this agreement by 10% and set new 5% differences between each step.
- 7.1.3 Effective July 8, 2023 increase Step 1 of all classifications covered by this agreement by 2% and set new 5% differences between each step.
- 7.1.4 Effective January 6 2024, increase Step 1 of all classifications covered by this agreement by 2% and set new 5% differences between each step.

Dated: May 25, 2023

DocuSigned by:

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Michael Moore, Operating Engineers



Carlos Palacios, Board Chairperson



Andrew Davidson, Senior PSD III



Amethyst Uchida, General Manager



Dillon Corley, PSD II



Melissa Shaw, Attorney for the Authority