

DATE:

JUL 20 2020

**SECOND AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE
CITY OF SANTA ANA AND THE SANTA ANA POLICE OFFICERS ASSOCIATION
FOR FISCAL YEARS 2018-2021**

THIS SECOND AMENDMENT to the above-referenced Memorandum of Understanding is entered into on July 7, 2020 by and between the Santa Ana Police Officers Association, a recognized employee bargaining group ("POA") and the City of Santa Ana, a charter city and municipal corporation organized and existing under the Constitution and laws of the State of California ("City")(collectively referred to as "the Parties").

RECITALS

- A. The Santa Ana City Council approved the Memorandum of Understanding ("MOU") for the period July 1, 2018 – June 30, 2021 between the City and POA on February 5, 2019.
- B. On April 9, 2019, the Parties agreed to modify Article 5.6 of the MOU regarding correctional officer shift assignments.
- C. The parties have met and agreed to extend the MOU for an additional six months to December 31, 2021 and amend the MOU provisions as set forth below.

The Parties therefore agree:

1. Article IV, 4.3 SALARY ADJUSTMENTS

- A. Section 4.3 is amended to delete the following language:

Effective in the pay period, which includes July 1, 2020, the base salary of employees covered by this MOU shall be increased by eight (8) salary rate ranges (approximately 4.0%).

- B. Section 4.3 is amended to add the following language:

Effective in the pay period, which includes January 1, 2021, the base salary of employees covered by this MOU shall be increased by four (4) salary rate ranges (approximately 2.0%).

Effective in the pay period, which includes July 1, 2021, the base salary of employees covered by this MOU shall be increased by four (4) salary rate ranges (approximately 2.0%).

2. Article XII, 12.2 RETIREE HEALTH CONTRIBUTION, is amended to add the following language:

Effective October 1, 2021, the City shall contribute a one-time additional two (2) percent lump sum contribution to the Retiree Health Contribution fund for each active employee who is covered by this MOU as of October 1, 2021.

3. Article XXV, 25.1 TERM, will be amended to read as follows (deleted language is stricken and new language is underlined):

The term of this MOU shall be from July 1, 2018 through December 31 ~~June 30~~, 2021.

4. Except as modified by this Second Amendment, all terms and conditions of the Memorandum of Understanding as amended, shall remain in full force and effect.

IN WITNESS WHEREOF, the Parties have execute this Second Amendment to the Memorandum of Understanding on the date and year first written above.

ATTEST



DAISY GOMEZ
Clerk of the Council



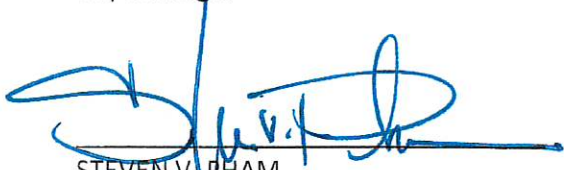
CITY OF SANTA ANA



MIGUEL PULIDO
Mayor



KRISTINE RIDGE
City Manager



STEVEN V. PHAM
Executive Director of Human Resources

[Signatures continue on the next page]

APPROVED AS TO FORM

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SANTA ANA POLICE OFFICERS ASSOCIATION

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