

LETTER OF INTENT

The Santa Cruz Library Joint Powers Authority (JPA) and the City of Santa Cruz (City) continue to define and agree upon the terms of a successor Memorandum of Understanding to provide library services to participating service areas to be defined in the JPA. The City has met with Operating Engineers Local 3 (OE3) to discuss the JPA and Letter of Intent.

This Letter of Intent describes the JPA Board's commitment to the following:

- The JPA Board and the City will abide by the existing terms and conditions of the negotiated MOU with Mid-Management Association and Supervisors as represented by OE3 until the expiration of the existing Memoranda of Understanding between the City and Mid-Managers and the Supervisors or until all of the parties (Cities of Santa Cruz, Capitola, Scotts Valley, County of Santa Cruz and OE3) mutually agree to enter into negotiations based on a change in employer of record for Library employees only, pursuant to the Joint Powers Agreement between the City of Santa Cruz and the County of Santa Cruz and the Cities of Capitola and Scotts Valley relating to library services
- The existing MOU's will not be subject to a reopener on any issues unrelated to Library employees if the JPA & OE3 enter into negotiations based on a change of employer.
- The JPA Board and/or the Library Director, will explore options to continue contracting with the City of Santa Cruz for employee staffing or hiring current City employees as employees of the JPA through direct MOU's with the respective bargaining units;
- In evaluating the options, the JPA Board commits to considering all potential impacts to Library employees, including retirement and health insurance rates and benefits among all other factors;
- The JPA and the City will meet quarterly with OE3 representatives for regular updates and to provide input to the Library Director and JPA Board.

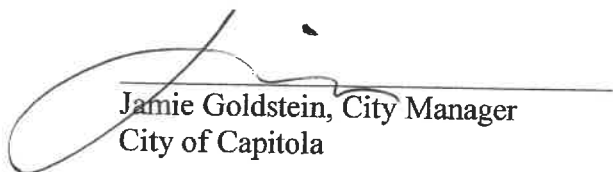
Dated: 3-7-16



Martin Bernal, City Manager
City of Santa Cruz



Susan Mauriello, County Administrative Officer
Santa Cruz County



Jamie Goldstein, City Manager
City of Capitola



Chuck Comstock, Interim City Manager
City of Scotts Valley