

**SIDE LETTER AGREEMENT
BETWEEN
COUNTY OF SANTA BARBARA
AND
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 620**

The County of Santa Barbara and Service Employees International Union, Local 620, have met and conferred in good faith regarding the wages, hours and terms and conditions of employment of the Ambulance Operator classifications and have reached agreement to the following terms.

Article 1: Initial Salary Rates

The hourly rates for the new positions of Ambulance Operators effective on and after Pay Period 15-2023 shall be as follows:

Step	Para-24	Para-40		Step	EMT-24	EMT-40
1	25.00	30.00		1	16.45	19.74
5	30.00	36.00		5	20.00	24.00

Article 2: Amendments to the Memorandum of Understanding

The Memorandum of Understanding Between County of Santa Barbara and Service Employees International Union, Local 620, shall be amended as follows:

SECTION 14. Vacation.

- K. For Ambulance Operators in designated 24-hour shift assignments and working 56 hours per week, the vacation Accrual Rates and Maximum Allowable Accrual shall be multiplied by a factor of 1.4.

SECTION 20. Uniform Allowance

- G. Ambulance Operators shall be provided with uniforms and access to laundry facilities. The Department shall provide replacement components on an as needed basis. Uniforms shall include:

Full-time Employees

- Pants – 4 pairs navy blue, with cargo pockets, except that 1 pair must be class B pants
- Shirts – 2 blue button down (long, or short sleeve)
- Polo - 4 navy blue with logo and title with the option for 3 polos and 1 additional long or short sleeve button down.
- Belt – 1 leather belt
- Jacket – 1 safety jacket, with removable liner
- Rain Gear (Field Employees Only) – 1 set
- 1 - Quarter zip job shirt
- Name tag
- Approved boots

Part-time Employees

- Pants – 3 pair navy blue, with cargo pockets

- Shirts – 2 blue button down (long or short sleeve)
- Polo - 3 navy blue with logo and title
- Belt – 1 leather belt
- Rain Gear (Field Employees Only) – 1 set
- Quarter zip job shirt - 1
- Jacket – 1 safety jacket, with removable liner
- Name tag
- Approved boots

SECTION 22. Shift Differential.

- D. Ambulance Operators in designated 24-hour shift assignments and working 56 hours per week shall not be eligible for shift differential.

SECTION 23. Special Duty Pay.

- L. Up to two employees per shift authorized and regularly assigned by the Fire Chief to be Ambulance Operator field supervisors shall receive a 5.0% special duty pay.
- M. Ambulance Operators who meet the qualifications to be field training officers shall receive a \$125 per pay period special duty pay.

SECTION 28. Holidays.

- N. Holiday Compensation for Ambulance Operators in designated 24-hour shift assignments and working 56 hours per week -- Each pay period in which a holiday occurs, shift employees shall receive additional compensation at the rate of one-tenth of the employee's basic biweekly salary for each holiday included in that pay period irrespective of whether or not the employee actually works on any such holiday, unless the employee is excused from working a regularly scheduled shift on such holiday, which time off shall be deemed full compensation for such holiday.

SECTION 54. Meet and Confer During Term


- C. The parties agree that during the term of the agreement, upon request of the Union, the County and the Union will reopen to meet and confer regarding policies and procedures for constant staffing, minimum staffing and force hire.

Article 3: This side letter will take effect upon approval by the Board of Supervisors

DATED: _____

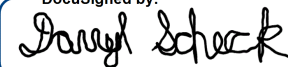
DATED: 6/22/2023

COUNTY OF SANTA BARBARA

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Stephanie Langsdorf


SERVICE EMPLOYEES INTERNATIONAL
UNION, LOCAL 620

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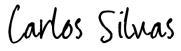
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