

Attachment A:

Side letters with the Service Employees International Union (SEIU), Local 620, SEIU, Local 721, Deputy Sheriffs' Association, Engineers and Technicians Association, Union of American Physicians and Dentists, Probation Peace Officers Association, and Civil Attorneys Association.

**Side Letter Agreement between
County of Santa Barbara and
Service Employees International Union (SEIU) Local 620
January 25, 2018**

The parties agree that the Memorandum of Understanding between the Service Employees International Union (SEIU) Local 620 and the County of Santa Barbara shall be temporarily modified as follows, with all other provisions remaining in full force and effect:

SECTION 14. Vacation

E.

- (1) An employee is not entitled to vacation credits or accrual unless or until they have been a regular employee for six (6) continuous months. Consequently, a person failing to complete such service receives no payment for vacation credits upon termination.

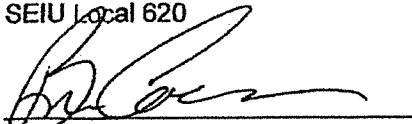
- (2) Notwithstanding subparagraph (1) above, employees who have not accrued any vacation time because they have not been regular employees for six consecutive months may use payroll code "VAC" for authorized absences that are a direct result of the storm-related emergency proclaimed by the CEO on January 8, 2018, on the following conditions:
 - (a) The absence occurred between January 8, 2018 and January 21, 2018 and the employee's request to code the absence VAC was received no later than February 23, 2018.

 - (b) The employee is not eligible for any other form of paid leave for the absence (including, but not limited to, holiday or compensatory time off); and

 - (c) Hours coded "VAC" for the absence will be deducted from, and cannot exceed, the vacation balance the employee is granted after six continuous months of employment.

The intent of the parties is that this Side Letter Agreement appear on the Board of Supervisors agenda for potential approval on Feb 6, 2018.

SEIU Local 620



Bruce Corsaw
Executive Director

County of Santa Barbara



Joseph Pisano
Interim Chief of Employee Relations

January 26, 2018
Date

25 January 2018
Date

**Side Letter Agreement between
County of Santa Barbara and
Service Employees International Union (SEIU) Local 721
January 25, 2018**

The parties agree that the Memorandum of Understanding between the Service Employees International Union (SEIU) Local 721 and the County of Santa Barbara shall be temporarily modified as follows, with all other provisions remaining in full force and effect:

SECTION 22. Vacation

E.

- (1) An employee is not entitled to vacation credits or accrual unless or until they have been a regular employee for six (6) continuous months. Consequently, a person failing to complete such service receives no payment for vacation credits upon termination. Employees who are separated from County service after six (6) months of continuous service with the County and who are subsequently rehired as regular employees within two (2) years of separation are not required to wait an additional six (6) months before being entitled to vacation credits or accrual, and may request to use vacation per Section 23 Paragraph G.
- (2) Notwithstanding subparagraph (1) above, employees who have not accrued any vacation time because they have not been regular employees for six consecutive months may use payroll code "VAC" for authorized absences that are a direct result of the storm-related emergency proclaimed by the CEO on January 8, 2018, on the following conditions:
- (a) The absence occurred between January 8, 2018 and January 21, 2018 and the employee's request to code the absence VAC was received no later than February 23, 2018.
- (b) The employee is not eligible for any other form of paid leave for the absence (including, but not limited to, holiday or compensatory time off); and
- (c) Hours coded "VAC" for the absence will be deducted from, and cannot exceed, the vacation balance the employee is granted after six continuous months of employment.

The intent of the parties is that this Side Letter Agreement appear on the Board of Supervisors agenda for potential approval on Feb 6, 2018.

SEIU Local 721

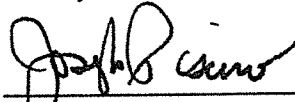


Aram Agdaian
Campaign Coordinator/Negotiator

1/29/18

Date

County of Santa Barbara



Joseph Pisano
Interim Chief of Employee Relations

25 January 2018

Date

**Side Letter Agreement between
County of Santa Barbara and the
Deputy Sheriffs' Association (DSA)
January 25, 2018**

The parties agree that the Memorandum of Understanding between the Deputy Sheriffs' Association (DSA) and the County of Santa Barbara shall be temporarily modified as follows, with all other provisions remaining in full force and effect:

SECTION 11. VACATION

E.

- (1) An employee is not entitled to vacation credits or accrual unless or until they have been a regular employee for six (6) continuous months. Consequently, a person failing to complete such service receives no payment for vacation credits upon termination.

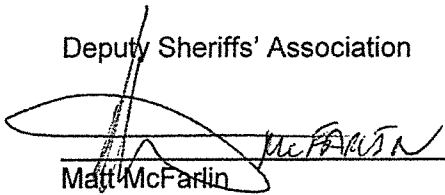
- (2) Notwithstanding subparagraph (1) above, employees who have not accrued any vacation time because they have not been regular employees for six consecutive months may use payroll code "VAC" for authorized absences that are a direct result of the storm-related emergency proclaimed by the CEO on January 8, 2018, on the following conditions:
 - (a) The absence occurred between January 8, 2018 and January 21, 2018 and the employee's request to code the absence VAC was received no later than February 23, 2018.

 - (b) The employee is not eligible for any other form of paid leave for the absence (including, but not limited to, holiday or compensatory time off); and

 - (c) Hours coded "VAC" for the absence will be deducted from, and cannot exceed, the vacation balance the employee is granted after six continuous months of employment.

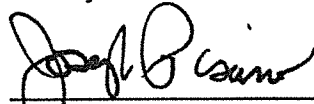
The intent of the parties is that this Side Letter Agreement appear on the Board of Supervisors agenda for potential approval on Feb 6, 2018.

Deputy Sheriffs' Association



Matt McFarlin
President

County of Santa Barbara



Joseph Pisano
Interim Chief of Employee Relations

1-27-18

Date

25 January 2018

Date

**Side Letter Agreement between
County of Santa Barbara and
Engineers and Technicians Association
January 25, 2018**

The parties agree that the Memorandum of Understanding between the Engineers and Technicians Association (ETA) and the County of Santa Barbara shall be temporarily modified as follows, with all other provisions remaining in full force and effect:

ARTICLE 12. VACATION

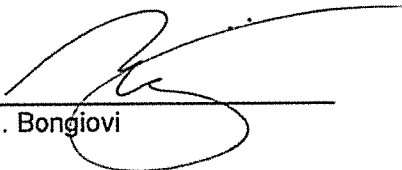
12.5

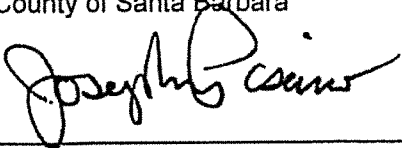
- (1) An employee is not entitled to vacation credits or accrual unless or until they have been a regular employee for six (6) continuous months. Consequently, a person failing to complete such service receives no payment for vacation credits upon termination. Employees who are separated from County service after six (6) months of continuous service with the County and who are subsequently rehired as regular employees within two (2) years of separation are not required to wait an additional six (6) months before being entitled to vacation credits or accrual, and may request to use vacation per Section 12.7.
- (2) Notwithstanding subparagraph (1) above, employees who have not accrued any vacation time because they have not been regular employees for six consecutive months may use payroll code "VAC" for authorized absences that are a direct result of the storm-related emergency proclaimed by the CEO on January 8, 2018, on the following conditions:
- (a) The absence occurred between January 8, 2018 and January 21, 2018 and the employee's request to code the absence VAC was received no later than February 23, 2018.
- (b) The employee is not eligible for any other form of paid leave for the absence (including, but not limited to, holiday or compensatory time off); and
- (c) Hours coded "VAC" for the absence will be deducted from, and cannot exceed, the vacation balance the employee is granted after six continuous months of employment.

The intent of the parties is that this Side Letter Agreement appear on the Board of Supervisors agenda for potential approval on Feb 6, 2018.

Engineers and Technicians Association

County of Santa Barbara


Henry J. Bongiovi


Joseph M. Pisano

Date

1/31/18

Date

31 January 2018

**Side Letter Agreement between
County of Santa Barbara and
the Union of American Physicians and Dentists
January 24, 2018**

The parties agree that the Memorandum of Understanding between the Union of American Physicians and Dentists (UAPD) and the County of Santa Barbara shall be temporarily modified as follows, with all other provisions remaining in full force and effect:

SECTION 15. Vacation

E.

- (1) An employee is not entitled to vacation credits or accrual unless or until they have been a regular employee for six (6) continuous months. Consequently, a person failing to complete such service receives no payment for vacation credits upon termination.

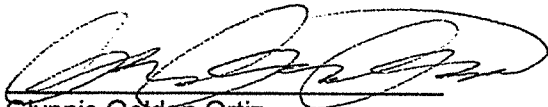
- (2) Notwithstanding subparagraph (1) above, employees who have not accrued any vacation time because they have not been regular employees for six consecutive months may use payroll code "VAC" for authorized absences that are a direct result of the storm-related emergency proclaimed by the CEO on January 8, 2018, on the following conditions:
 - (a) The absence occurred between January 8, 2018 and January 21, 2018, and the employee's request to code the absence VAC was received no later than February 23, 2018.

 - (b) The employee is not eligible for any other form of paid leave for the absence (including, but not limited to, holiday or compensatory time off); and

 - (c) Hours coded "VAC" for the absence will be deducted from, and cannot exceed, the vacation balance the employee is granted after six continuous months of employment.

The intent of the parties is that this Side Letter Agreement will appear on the Board of Supervisors agenda for potential approval on February 6, 2018.

Union of American Physicians and Dentists

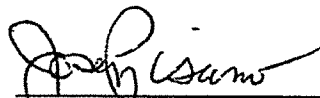


Glynnis Golden Ortiz
Representative/Organizer

January 24, 2018

Date

County of Santa Barbara



Joseph Pisano
Interim Chief of Employee Relations

24 January 2018

Date

**Side Letter Agreement between
County of Santa Barbara and the
Probation Peace Officers Association
January 25, 2018**

The parties agree that the Memorandum of Understanding between the Probation Peace Officers Association (PPOA) and the County of Santa Barbara shall be temporarily modified as follows, with all other provisions remaining in full force and effect:

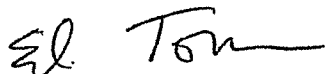
SECTION 16. VACATION

F.

- (1) An employee is not entitled to vacation credits or accrual unless or until they have been a regular employee for six (6) continuous months. Consequently, a person failing to complete such service receives no payment for vacation credits upon termination.
- (2) Notwithstanding subparagraph (1) above, employees who have not accrued any vacation time because they have not been regular employees for six consecutive months may use payroll code "VAC" for authorized absences that are a direct result of the storm-related emergency proclaimed by the CEO on January 8, 2018, on the following conditions:
- (a) The absence occurred between January 8, 2018 and January 21, 2018 and the employee's request to code the absence VAC was received no later than February 23, 2018.
- (b) The employee is not eligible for any other form of paid leave for the absence (including, but not limited to, holiday or compensatory time off); and
- (c) Hours coded "VAC" for the absence will be deducted from, and cannot exceed, the vacation balance the employee is granted after six continuous months of employment.

The intent of the parties is that this Side Letter Agreement appear on the Board of Supervisors agenda for potential approval on Feb 6, 2018.


Probation Peace Officers Association



Ed Torres
President

January 25, 2018
Date

County of Santa Barbara



Joseph Pisano
Interim Chief of Employee Relations

25 January 2018
Date

**Side Letter Agreement between
County of Santa Barbara and the
Civil Attorneys Association (CAA)
January 25, 2018**

The parties agree that the Memorandum of Understanding between the Civil Attorneys Association (CAA) and the County of Santa Barbara shall be temporarily modified as follows, with all other provisions remaining in full force and effect:

SECTION 10. VACATION

E.

- (1) An employee is not entitled to vacation credits or accrual unless or until they have been a regular employee for six (6) continuous months. Consequently, a person failing to complete such service receives no payment for vacation credits upon termination.

- (2) Notwithstanding subparagraph (1) above, employees who have not accrued any vacation time because they have not been regular employees for six consecutive months may use payroll code "VAC" for authorized absences that are a direct result of the storm-related emergency proclaimed by the CEO on January 8, 2018, on the following conditions:
 - (a) The absence occurred between January 8, 2018 and January 21, 2018 and the employee's request to code the absence VAC was received no later than February 23, 2018.


 - (b) The employee is not eligible for any other form of paid leave for the absence (including, but not limited to, holiday or compensatory time off); and


 - (c) Hours coded "VAC" for the absence will be deducted from, and cannot exceed, the vacation balance the employee is granted after six continuous months of employment.

The intent of the parties is that this Side Letter Agreement appear on the Board of Supervisors agenda for potential approval on Feb 6, 2018.

Civil Attorneys Association

County of Santa Barbara


Marie LaSala
President


Joseph Pisano
Interim Chief of Employee Relations

30 January 2018
Date

25 January 2018
Date