

ATTACHMENT A

**SIDE LETTER AGREEMENT BETWEEN THE
COUNTY OF SANTA BARBARA AND SEIU LOCAL 620**

OVERNIGHT SPECIAL PAY

**Side Letter Agreement between the
County of Santa Barbara and the
Service Employees International Union Local 620
11-24-2025**

This Side Letter of Agreement ("Agreement") between the County of Santa Barbara ("County") and the Service Employees International Union Local 620 ("Union") (collectively, "Parties") is entered into with respect to the following:

WHEREAS, the Union is a recognized employee organization within the meaning of the Meyers-Milius-Brown Act; and

WHEREAS, the County and the Union have entered into a Memorandum of Understanding covering the period of September 2, 2024 through July 4, 2027 ("MOU"); and

WHEREAS, the Parties have met and conferred in good faith and reached agreement to amend the MOU as set forth below.

1. Amendment to Section 23 – Special Duty Allowance

Section 23 of the MOU shall be amended to add Part L, as follows:

L. Employees in the Information Technology Department in the classifications listed below, who are assigned to remain overnight on Santa Cruz Island or the Heritage Oil Platform for the purpose of performing installation or maintenance of Public Safety Radio Network communications equipment, shall receive special assignment pay of \$500 per night for each overnight stay at those locations:

- Communications Equipment Technician I/II/Senior
- Communications Systems Supervisor
- Electronics Systems Technician
- Radio Communications Systems Engineer
- EDP Network Technician I/II/III

The Human Resources Department is currently conducting a department-wide classification study. Should this study result in changes to the above classifications, the overnight special assignment pay may be applied to new classifications performing the same or substantially similar duties, as determined by the Human Resources Director.

2. Additional Understandings

The Parties further agree as follows:

- a. The Department shall be responsible for employee transportation costs between the mainland and Santa Cruz Island or the Heritage Oil Platform. Currently, boat transportation is provided by Island Packers out of Ventura Harbor for Santa Cruz Island and by Sable Offshore for the Heritage Oil Platform. The Department

shall cover boat fares through these providers or, if deemed necessary by the Department, through an alternative transportation provider.

- b. The Department shall provide a County vehicle, or authorize the use of a personal vehicle, for travel between the employee's regular worksite and the mainland transportation departure point. Employees authorized to use their personal vehicle shall be reimbursed for mileage in accordance with County policy.
- c. Employees shall be paid for all scheduled hours worked, including overtime, in accordance with the MOU.
- d. Employees shall have no obligation to remain available for work or to perform duties outside of scheduled work hours. Accordingly, employees shall not be compensated for non-work hours spent on Santa Cruz Island or the Heritage Oil Platform.
- e. Employees shall receive the County per diem rate in accordance with County policy. Employees shall be responsible for bringing their own food and water and preparing their own meals while assigned to Santa Cruz Island or the Heritage Oil Platform.

3. Non-Precedent Clause

This Agreement is entered into solely for the purposes described herein. It shall not establish or create a binding practice, past practice, or precedent, nor shall it limit or restrict the County's discretion with respect to future decisions regarding special assignment pay, overtime, or other forms of compensation.

4. Sunset Clause

This Agreement shall remain in effect through the expiration of the Parties' current MOU on **July 4, 2027**, unless extended or modified by mutual written agreement of the Parties. Upon expiration, the provisions of this Agreement shall sunset and have no further force or effect.

Service Employees International Union,
Local 620

County of Santa Barbara

Laura Robinson
Executive Director

Carlos Silvas
Employee Relations Division Chief

Date

Date