

Attachment A

Approved Side Letters

Side Letter Agreement between
BETWEEN THE COUNTY OF SANTA BARBARA AND
THE CIVIL ATTORNEYS ASSOCIATION

The parties agree that the Memorandum of Understanding between the County of Santa Barbara and the Civil Attorneys Association for the period March 23, 2020 through June 27, 2021 shall be modified upon approval by the Board of Supervisors as follows, with all other provisions remaining in full force and effect:

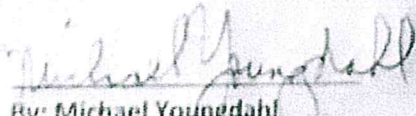
SECTION 10. VACATION

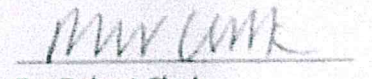
E.

- (1) An employee is not entitled to vacation credits of 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 COVID-19 related emergency proclaimed by the CEO on March 12, 2020, on the following conditions:
 - (a) The employee is not eligible for any other form of paid leave for the absence (including, but not limited to, PTL, holiday or compensatory time off); and
 - (b) Hours coded "VAC" for the absence will be deducted from, and cannot exceed, the vacation balance the employee is granted after six months of continuous employment.
- (3) The provisions of paragraph (2) above may be reauthorized during the term of this agreement, after review by County Counsel and Auditor-Controller, in the event the CEO declares any subsequent emergencies or disasters that affect the County of Santa Barbara. If reauthorized, the Human Resources Director will report such action to the Board of Supervisors.

Civil Attorneys Association

County of Santa Barbara


By: Michael Youngdahl
President


By: Robert Clark
Employee Relations Manager

3/25/20
Date

3/24/20
Date

Side Letter Agreement between
BETWEEN COUNTY OF SANTA BARBARA AND
THE DEPUTY DISTRICT ATTORNEYS ASSOCIATION

The parties agree that the Memorandum of Understanding between the County of Santa Barbara and the Deputy District Attorneys Association for the period March 23, 2020 through June 27, 2021 shall be modified upon approval by the Board of Supervisors as follows, with all other provisions remaining in full force and effect:

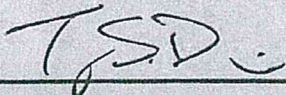
SECTION 10. VACATION

E.

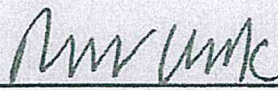
- (1) An employee is not entitled to vacation credits of accrual unless or until they have been a regular employee for six (6) continuous months. Consequently, a person failing to complete such service receives no payment for vacation credits upon termination.
- (2) Notwithstanding subparagraph (1) above, 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 COVID-19 related emergency proclaimed by the CEO on March 12, 2020, on the following conditions:
 - (a) The employee is not eligible for any other form of paid leave for the absence (including, but not limited to, PTL, holiday or compensatory time off); and
 - (b) Hours coded "VAC" for the absence will be deducted from, and cannot exceed, the vacation balance the employee is granted after six months of continuous employment.
- (3) The provisions of paragraph (2) above may be reauthorized during the term of this agreement, after review by County Counsel and Auditor-Controller, in the event the CEO declares any subsequent emergencies or disasters that affect the County of Santa Barbara. If reauthorized, the Human Resources Director will report such action to the Board of Supervisors.

Deputy District Attorneys Association

County of Santa Barbara



By: Anthony Davis
President



By: Robert Clark
Employee Relations Manager

3/25/20

Date

3/24/20

Date

Side Letter Agreement between
BETWEEN THE COUNTY OF SANTA BARBARA AND
SANTA BARBARA COUNTY DEPUTY SHERIFFS' ASSOCIATION

The parties agree that the Memorandum of Understanding between the County of Santa Barbara and the Deputy Sheriff's Association for the period July 2, 2018 through February 20, 2022 shall be modified upon approval by the Board of Supervisors as follows, with all other provisions remaining in full force and effect:

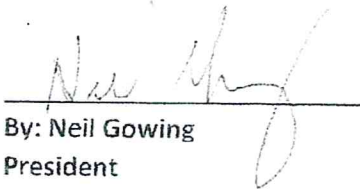
SECTION 11. Vacation

E.

- (1) An employee is not entitled to vacation credits of 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 pandemic related emergency proclaimed by the CEO on March 12, 2020, on the following conditions:
 - (a) The employee is not eligible for any other form of paid leave for the absence (including, but not limited to, PTL, holiday or compensatory time off); and
 - (b) Hours coded "VAC" for the absence will be deducted from, and cannot exceed, the vacation balance the employee is granted after six months of continuous employment.
- (3) The provisions of paragraph (2) above may be reauthorized during the term of this agreement, after review by County Counsel and Auditor-Controller, in the event the CEO declares any subsequent emergencies or disasters that affect the County of Santa Barbara. If reauthorized, the Human Resources Director will report such action to the Board of Supervisors.

Deputy Sheriffs' Association

County of Santa Barbara


By: Neil Gowing
President


By: Robert Clark
Employee Relations Manager

Date

3/24/2020

Date

3/24/20

Side Letter Agreement between
COUNTY OF SANTA BARBARA AND
THE ENGINEERS AND TECHNICIANS ASSOCIATION

The parties agree that the Memorandum of Understanding between the County of Santa Barbara and the Engineers and Technicians Association for the period June 11, 2018 through June 21, 2021 shall be modified upon approval by the Board of Supervisors as follows, with all other provisions remaining in full force and effect:

ARTICLE 12. VACATION

Section 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 COVID-19 related emergency proclaimed by the CEO on March 12, 2020, on the following conditions:
 - (a) The employee is not eligible for any other form of paid leave for the absence (including, but not limited to, PTL, holiday or compensatory time off); and
 - (b) Hours coded "VAC" for the absence will be deducted from, and cannot exceed, the vacation balance the employee is granted after six months of continuous employment.
- (3) The provisions of paragraph (2) above may be reauthorized during the term of this agreement, after review by County Counsel and Auditor-Controller, in the event the CEO declares any subsequent emergencies or disasters that affect the County of Santa Barbara. If reauthorized, the Human Resources Director will report such action to the Board of Supervisors.

Engineers and Technicians Association

County of Santa Barbara



By: Steven Nailor
President

3-24-2020

Date



By: Robert Clark
Employee Relations Manager

3/24/20

Date

Side Letter Agreement between
COUNTY OF SANTA BARBARA AND
SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU), LOCAL 620

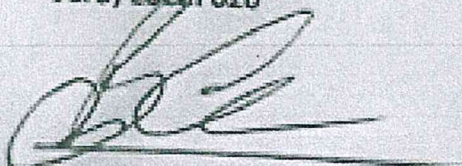
The parties agree that the Memorandum of Understanding between the County of Santa Barbara and SEIU Local 620 for the period June 11, 2018 through June 27, 2021 shall be modified upon approval by the Board of Supervisors as follows, with all other provisions remaining in full force and effect:

SECTION 14. VACATION

E.

- (1) An employee is not entitled to vacation credits of 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 COVID-19 related emergency proclaimed by the CEO on March 12, 2020, on the following conditions:
 - (a) The employee is not eligible for any other form of paid leave for the absence (including, but not limited to, PTL, holiday or compensatory time off); and
 - (b) Hours coded "VAC" for the absence will be deducted from, and cannot exceed, the vacation balance the employee is granted after six months of continuous employment.
- (3) The provisions of paragraph (2) above may be reauthorized during the term of this agreement, after review by County Counsel and Auditor-Controller, in the event the CEO declares any subsequent emergencies or disasters that affect the County of Santa Barbara. If reauthorized, the Human Resources Director will report such action to the Board of Supervisors.

SEIU, Local 620

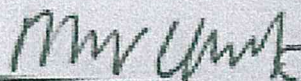


By: Bruce Corsaw
Executive Director

3-27-2020

Date

County of Santa Barbara



By: Robert Clark
Employee Relations Manager

3/24/20

Date

Side Letter Agreement between
COUNTY OF SANTA BARBARA AND
SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU), LOCAL 721

The parties agree that the Memorandum of Understanding between the County of Santa Barbara and SEIU Local 721 for the period May 21, 2018 through June 27, 2021 shall be modified upon approval by the Board of Supervisors as follows, with all other provisions remaining in full force and effect:

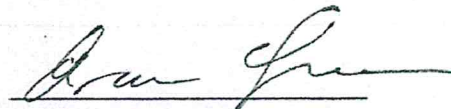
SECTION 22. VACATION

E.

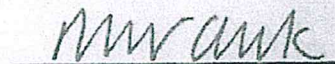
- (1) An employee is not entitled to vacation credits or accrual unless or until they have been a regular employee for six (6) continuous months. Consequently, a person failing to complete such service receives no payment for vacation credits upon termination. Employees who are separated from County 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 COVID-19 related emergency proclaimed by the CEO on March 19, 2020, on the following conditions:
 - (a) The employee is not eligible for any other form of paid leave for the absence (including, but not limited to, PTL, holiday or compensatory time off); and
 - (b) Hours coded "VAC" for the absence will be deducted from, and cannot exceed, the vacation balance the employee is granted after six months of continuous employment.
- (3) The provisions of paragraph (2) above may be reauthorized during the term of this agreement, after review by County Counsel and Auditor-Controller, in the event the CEO declares any subsequent emergencies or disasters that affect the County of Santa Barbara. If reauthorized, the Human Resources Director will report such action to the Board of Supervisors.

SEIU Local 721

County of Santa Barbara



By: Aram Agdaian
Campaign Coordinator/Negotiator



By: Robert Clark
Employee Relations Manager

3/24/2020
Date

3/24/20
Date

Side Letter Agreement between
COUNTY OF SANTA BARBARA AND
SANTA BARBARA COUNTY PROBATION PEACE OFFICERS ASSOCIATION

The parties agree that the Memorandum of Understanding between the County of Santa Barbara and the Probation Peace Officers for the period August 13, 2018 through August 21, 2022 shall be modified upon approval by the Board of Supervisors as follows, with all other provisions remaining in full force and effect:

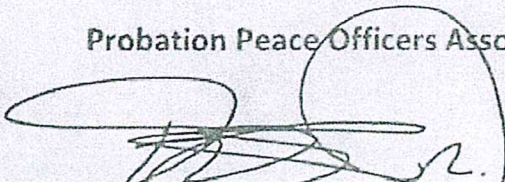
SECTION 16. Vacation

E.

- (1) An employee is not entitled to vacation credits of 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 COVID-19 related emergency proclaimed by the CEO on March 12, 2020, on the following conditions:
 - (a) 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
 - (b) Hours coded "VAC" for the absence will be deducted from, and cannot exceed, the vacation balance the employee is granted after six months of continuous employment.
- (3) The provisions of paragraph (2) above may be reauthorized during the term of this agreement, after review by County Counsel and Auditor-Controller, in the event the CEO declares any subsequent emergencies or disasters that affect the County of Santa Barbara. If reauthorized, the Human Resources Director will report such action to the Board of Supervisors.

Probation Peace Officers Assoc.

County of Santa Barbara



Side Letter Agreement between
BETWEEN THE COUNTY OF SANTA BARBARA AND
SANTA BARBARA COUNTY SHERIFF'S MANAGER ASSOCIATION

The parties agree that the Memorandum of Understanding between the County of Santa Barbara and the Sheriff's Manager Association for the period August 13, 2018 through June 26, 2022 shall be modified upon approval by the Board of Supervisors as follows, with all other provisions remaining in full force and effect:

SECTION 13. Vacation

D.

- (1) An employee is not entitled to use vacation credits or accrual unless or until he/she has 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. Notwithstanding the above, An Executive employee (Unit 45) may use the vacation credit provided in Paragraph B above immediately upon appointment.
- (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 COVID-19 related emergency proclaimed by the CEO on March 12, 2020, on the following conditions:
 - (a) The employee is not eligible for any other form of paid leave for the absence (including, but not limited to, PTL, holiday or compensatory time off); and
 - (b) Hours coded "VAC" for the absence will be deducted from, and cannot exceed, the vacation balance the employee is granted after six months of continuous employment.
- (3) The provisions of paragraph (2) above may be reauthorized during the term of this agreement, after review by County Counsel and Auditor-Controller, in the event the CEO declares any subsequent emergencies or disasters that affect the County of Santa Barbara. If reauthorized, the Human Resources Director will report such action to the Board of Supervisors.

Sheriff's Manager Association



By: Darin Fotheringham
President

3-27-2020
Date

County of Santa Barbara



By: Robert Clark
Employee Relations Manager

3/24/20
Date