

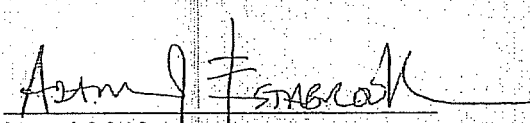
Side Letter Agreement on Portal to Portal Pay
Santa Barbara County Fire Fighters Local 2046

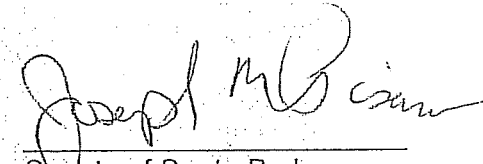
and

County of Santa Barbara

The parties agree to modify the terms and conditions of employment for affected classifications in the Fire Department to include portal to portal pay during covered emergency incidents as follows:

- Employees assigned to an emergency incident shall be considered on duty from the time they leave for the incident until the time they return from the incident.
- All hours spent in response to such incidents will be considered as hours worked, and employees in job classifications represented by Local 2046 shall be compensated in accordance with the terms of their MOU.
- These portal to portal pay provisions shall remain in full force and effect unless and until either party serves notice on the other party to modify or eliminate them.


Local 2046


County of Santa Barbara

3/5/15
Date

3/5/15
Date

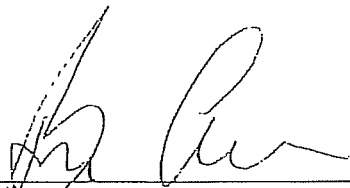
Side Letter Agreement on Portal to Portal Pay
Service Employees International Union, Local 620

and

County of Santa Barbara

The parties agree to modify the terms and conditions of employment for affected classifications in the Fire Department to include portal to portal pay during covered emergency incidents as follows:

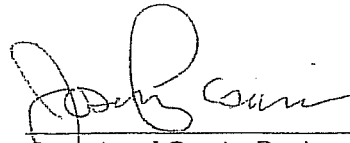
- Employees assigned to an emergency incident shall be considered on duty from the time they leave for the incident until the time they return from the incident.
- All hours spent in response to such incidents will be considered as hours worked, and employees in job classifications represented by Local 620 shall be compensated in accordance with the terms of their MOU.
- These portal to portal pay provisions shall remain in full force and effect unless and until either party serves notice on the other party to modify or eliminate them.



Local 620

3-23-2015

Date



County of Santa Barbara

3-23-15

Date

Side Letter Agreement on Portal to Portal Pay


Santa Barbara County Engineers and Technicians Association

and

County of Santa Barbara


The parties agree to modify the terms and conditions of employment for affected classifications in the Fire Department to include portal to portal pay during covered emergency incidents as follows:

- Employees assigned to an emergency incident shall be considered on duty from the time they leave for the incident until the time they return from the incident.
- All hours spent in response to such incidents will be considered as hours worked, and employees in job classifications represented by ETA shall be compensated in accordance with the terms of their MOU.
- These portal to portal pay provisions shall remain in full force and effect unless and until either party serves notice on the other party to modify or eliminate them.



Engineers and Technicians Assn
3/10/15

Date



County of Santa Barbara
3-10-15

Date