

**Side Letter Agreement between the  
County of Santa Barbara and the  
Santa Barbara County Fire Fighters, Inc., Local 2046  
March 2, 2022**

This Side Letter Agreement ("Agreement") between the County of Santa Barbara ("County") and the Santa Barbara County Fire Fighters, Inc., Local 2046 (Local 2046) (collectively, "Parties") is entered into with respect to the following:

**WHEREAS**, the Parties entered into a Memorandum of Understanding ("MOU") covering the period from December 19, 2016 through February 20, 2022; and

**WHEREAS**, Section 12 of the MOU sets forth provisions regarding Stand-By Duty; and

**WHEREAS**, the Parties wish to amend Section 12 in order to more closely reflect the intent of the Parties regarding compensation paid to all affected Local 2046 represented employees prospectively, and compensation paid to affected Local 2046 represented employees in legacy retirement plans under that Section effective December 30, 2019.

**NOW, THEREFORE**, the Parties agree as follows:

1. Section 12 of the MOU is amended to add Subsection F to read as follows:
  - F. Effective December 30, 2019, employees in legacy retirement plans who are authorized and regularly assigned by the Fire Chief to the following positions shall receive special assignment pay in the form of an allowance separate from basic salary but payable at the same time as their regular compensation
    - a. \$840 for Public Information Officer
    - b. \$350 for Air Support Unit Crew
    - c. \$325 for Dispatch Duty Officer
    - d. \$325 for Fire Crew
    - e. \$265 for Arson Investigations

Compensation paid to affected employees in legacy retirement plans on an hourly basis pursuant to Section 12.F of the MOU is recharacterized as an allowance under these provisions for special assignment pay.

2. Effective as soon as practicable upon Board approval of this Side Letter Agreement, employees in PEPR retirement plans who are authorized and regularly assigned by the Fire Chief to the following positions shall receive special assignment pay in the form

of an allowance separate from basic salary but payable at the same time as their regular compensation.

- a. \$840 for Public Information Officer
  - b. \$350 for Air Support Unit Crew
  - c. \$325 for Dispatch Duty Officer
  - d. \$325 for Fire Crew
  - e. \$265 for Arson Investigations
3. These special assignment pays are a function of job expectations at this time; should expectations for these assignments change in the future, the parties agree to reopen negotiations on potential changes to the assignment pay.
  4. Employees must maintain proper certification as necessary to qualify for said allowance, which shall be paid according to assignments as set forth herein.
  5. All other provisions of the MOUs shall remain unchanged.
  6. This Side Letter Agreement shall not be binding on the parties unless and until executed by the Santa Barbara County Fire Fighters, Inc., Local 2046, and formally approved by a majority of the County Board of Supervisors.

**Local 2046**

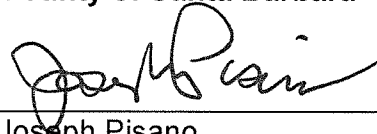
*/s/ Elizabeth Silver Tourgeman*

Elizabeth Silver Tourgeman  
Attorney at Law  
RAINS LUCIA STERN  
ST PHALLE & SILVER, PC

March 2, 2022

Date

**County of Santa Barbara**



Joseph Pisano  
Employee Relations Division Chief

2 March 2022

Date