

**Side Letter Agreement between the
County of Santa Barbara and the
Service Employees International Union, Local 620
March 2, 2022**

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

WHEREAS, the Parties entered into a Memorandum of Understanding ("MOU") covering the period from October 10, 2022 through June 23, 2024; and

WHEREAS, Section 26 of the MOU sets forth provisions regarding Standby Pay; and

WHEREAS, the Parties wish to amend Section 26 in order to more closely reflect the intent of the Parties regarding compensation paid to Local 620 represented employees prospectively, and compensation paid to Local 620 represented employees in legacy retirement plans under that Section effective December 30, 2019.

NOW, THEREFORE, the parties agree as follows:

1. Section 26 of the MOU is amended to add Subsection H to read as follows:

- H. Effective December 30, 2019, employees in legacy retirement plans who are authorized and regularly assigned by their Department Director 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. \$410 for Performance Improvement Coordinators
 - b. \$220 for Maintenance Workers at the Laguna Sanitation District
 - c. \$220 for Park Rangers at Jalama Beach
 - d. \$190 for Waste Water Plant Operators
 - e. \$110 for Animal Control Officers

Compensation paid to affected employees in legacy retirement plans on an hourly basis pursuant to Section 26.H of the MOU is recharacterized as an allowance under these provisions for special assignment pay.

2. Section 26 of the MOU is amended to add Subsection I to read as follows:

- I. Effective as soon as practicable but no later than Pay Period 2022-11 (5/2/22), employees in PEPRA retirement plans who are authorized and regularly assigned by their Department Director 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. \$410 for Performance Improvement Coordinators
- b. \$220 for Maintenance Workers at the Laguna Sanitation District
- c. \$220 for Park Rangers at Jalama Beach
- d. \$190 for Waste Water Plant Operators
- e. \$110 for Animal Control Officers

3. Section 26 of the MOU is amended to add Subsection J to read as follows:

J. The special assignment pays in H. and I. above are a function of current job expectations; should expectations for these assignments change in the future, the parties agree to reopen negotiations on potential changes to this assignment pay.

4. All other provisions of the MOUs shall remain unchanged.

5. This Side Letter Agreement shall not be binding on the Parties unless and until executed by the Service Employees International Union, Local 620, and formally approved by a majority of the County Board of Supervisors.

Local 620

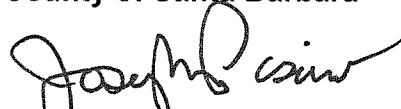


Darryl Scheck
Executive Director, Local 620

Date

03/02/2022

County of Santa Barbara



Joseph Pisano
Employee Relations Division Chief

Date

2 March 2022