STATUS OF LABOR NEGOTIATIONS

Bargaining Unit(s)	Union Name	Agreement Expires	Status of Negotiations	Documents
General Employees	Santa Barbara City Employees' Association, Local 620, Service Employees' International Union ("SEIU")	3/31/2027	Not Active	
Treatment and Patrol Employees	Service Employees' International Union ("SEIU"), Local 620, Airport and Harbor Patrol Officers' And Treatment Plants' Bargaining Units	12/31/2027	Not Active	
Hourly Employees	Service Employees' International Union ("SEIU"), Local 620, Hourly Employees' Bargaining Unit	6/30/2026	In Progress	
Supervisory Employees	Santa Barbara City Supervisory Employees' Bargaining Unit	6/30/2026	In Progress	
AFSCME	American Federation of State, County, and Municipal Employees ("AFSCME")	12/31/2026	Not Active	
Police	Santa Barbara Police Officers Association ("SBPOA")	6/30/2027	Not Active	
Police Managers	Santa Barbara Police Management Association ("SBPMA")	6/30/2027	Not Active	
Fire	Santa Barbara City Firefighters Association, Inc. ("SBCFA")	6/30/2027	Not Active	
Fire Managers	Santa Barbara Fire Managers Association ("SBFMA")	6/30/2027	Not Active	