

SIDE-LETTER AGREEMENT BETWEEN THE CITY OF SANTA BARBARA AND THE SANTA BARBARA CITY POLICE MANAGER'S ASSOCIATION, REGARDING THE RATE OF PAY TO BE APPLIED TO HOLIDAY AND VACATION LEAVE PAYOUTS

Pursuant to Section 3.12 of the Municipal Code of the City of Santa Barbara and Section 3500 et. seq. of the Government Code, the duly authorized representatives of the City of Santa Barbara ("The City") and the Santa Barbara Police Management Association, ("The Association"), having met and conferred in good faith, agree that the existing 2023-2025 Memorandum of Understanding (MOU), adopted on April 18, 2023, shall be amended with the following agreement.

The parties agree that the payment of any differential referenced in the paragraphs below do not constitute a late payment of wages pursuant to California Labor Code section 210, as there was no previous agreement on the rate of pay to be applied for these leaves.

ARTICLE 2 - BASE SALARIES (COMPENSATION)

Section G.

Vacation leave cash out and Holiday leave pay down shall be at the regular rate of pay. The regular rate of pay is defined as the hourly rate equivalent to all forms of compensation/remuneration paid to an employee in the normal, non-overtime work period for which they are an employee.

The following is what is included in the calculation for regular rate of pay:

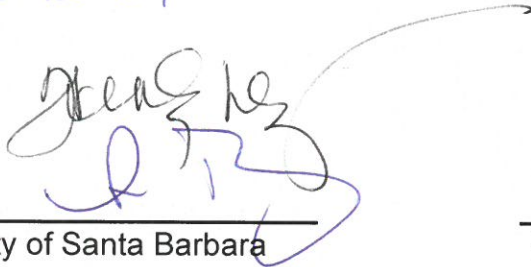
- Base Salary
- Educational or other incentive payments
- Bilingual pay
- Specialty assignment pay
- Cash in lieu of health benefits

The City also agrees to pay any differential if the employee was only cashed out or paid down at the base rate for Holiday and/or Vacation leave during the 2023 or 2024 calendar year.

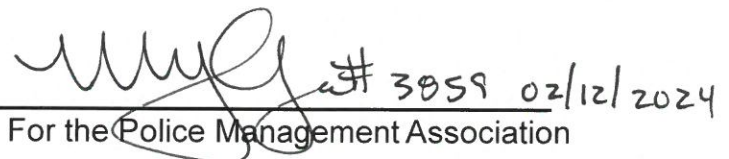
All remaining provisions of the Memorandum of Understanding shall remain in full force and effect.

Date: 2-12-24

Signed



For the City of Santa Barbara



For the Police Management Association