

**SIDE LETTER OF AGREEMENT  
BETWEEN THE CITY OF SANTA BARBARA  
AND THE FIREFIGHTER'S ASSOCIATION BARGAINING UNIT**

Pursuant to the provisions of the Meyers-Milas Brown Act, this Side Letter of Agreement ("Agreement") is entered into between the City of Santa Barbara ("City") and Firefighter's Association Bargaining Unit ("Union") (collectively, the "Parties"), as an amendment to the Memorandum of Understanding (MOU), covering the term July 1, 2022 to June 30, 2027.

Having met and conferred in good faith, the Parties agree to the following additions to terms set forth of the operative MOU between the Parties:

1. Paragraph 21 of the MOU is amended to add the following and delete the current language contained in that paragraph:

**21- HOLIDAY COMPENSATION**

- a. The City and SBCFA agree that the following days shall be observed as legal holidays:

- January 1st (New Year's Day)
- 3rd Monday in January (Martin Luther King Jr's Birthday)
- 3rd Monday in February (Washington's Birthday)
- March 31st (Cesar Chavez Day)
- Last Monday in May (Memorial Day)
- June 19th (Juneteenth)
- July 4th (Independence Day)
- 1st Monday in September (Labor Day)
- November 11<sup>th</sup> (Veterans Day)
- 4th Thursday in November (Thanksgiving)
- The Friday immediately following Thanksgiving Day
- December 25th (Christmas Day)

- b. 40-Hour Employees

Paid holiday time for full-time (40-hour) employees shall be granted in accordance with the employee's regular work schedule (e.g., 9/80, 4/10, or standard schedule)

If a legal holiday falls on a Saturday, it shall be observed on the preceding Friday; if it falls on a Sunday, it shall be observed on the following Monday.

Whenever a holiday falls on an employee's regularly scheduled day off, the employee shall be entitled to one additional workday off (prorated for part-time employees). The additional day off must be taken within thirty (30) calendar

days of the holiday; if not taken, it shall be cashed out at straight-time pay after the thirtieth (30th) day.

When an employee is required to work on a day that is being observed as a legal holiday, the employee shall receive time and one half for the hours worked on that day. The employee will also be entitled to an additional workday off (prorated for part-time). Such day off shall be taken within thirty (30) calendar days or shall be cashed out and compensated at straight pay after the 30th day.

Holiday cash-out payments made pursuant to subsections (d) and (e) shall not constitute reportable compensation and shall not be reported to CalPERS.

Holiday time that is earned and subsequently used as excused time off shall be reported to CalPERS in accordance with applicable reporting requirements.

c. Shift Employees

Shift employees who are normally required to work on an approved holiday because their positions require scheduled staffing without regard to holidays shall earn holiday time in recognition of working the holiday. Shift Employees shall be eligible to earn up to seven and one-half (7.5) twenty-four hour shifts (180 hours) of holiday time per year.

Holiday time earned during the payroll year may be taken as time off, cashed out, or received as a combination of both, at the employee's election. Any holiday cash-out shall be paid at the employee's straight-time rate of pay, as provided in subsection (d).

Holiday cash-out must occur at the end of the same payroll year in which the holiday time is earned and shall be limited to the lesser of 180 hours or the employee's remaining unused holiday time earned during that payroll year. Any holiday time earned during the year that is not cashed out must be scheduled and taken as time off in the following calendar year, and shall not later be eligible for cash-out in lieu of taking time off.

Holiday time used or cash-out payments provided pursuant to subsection (c) shall be reported to CalPERS as follows:

- PEPRA Members

Holiday cash-out payments are not reportable compensation and shall be excluded from CalPERS reporting.

Holiday time that is earned and subsequently used as excused time off shall be reported to CalPERS in accordance with applicable reporting requirements.

- **Classic Members**  
Holiday time used or cash-out payments shall be reported to CalPERS only if and to the extent required by CalPERS rules and regulations and shall otherwise be excluded if deemed non-reportable.

Holiday cash-out payments applied during an employee's final compensation period shall be excluded from reportable compensation.

Holiday time for suppression personnel shall be taken annually only in conjunction with vacation unless otherwise authorized by the Fire Chief.

- d. Holiday Cash-Out: Cash-outs of holiday time may occur annually provided the employee has made an irrevocable election on or before the pay period which includes [December 1st] to cash out any remaining hours of accrued holiday time (in whole hour increments) which will be earned in the upcoming calendar year at the employee's base rate of pay. On the pay day for the pay period that includes [December 1st or holiday (e.g., Thanksgiving)] in the upcoming year, the employee will receive cash for the amount of accrued holiday hours the employee irrevocably elected to cash out in the prior year.
- e. Hardship Cash-Out: In the event an employee is faced with an "unforeseeable emergency" as described below, they may be eligible to receive a hardship cashout of vacation, without electing the cash-out in the prior year as required above. To receive a hardship cash-out, the employee must establish and substantiate that they have suffered a severe financial hardship resulting from an illness or accident suffered by the employee, employee's spouse or employee's dependent, a loss of their property due to casualty or severe weather or other similar extraordinary and unforeseeable circumstance beyond the employee's control.


The amount of any financial hardship vacation cash-out due to unforeseeable emergencies shall not exceed the lesser of:

1. The amount reasonably necessary to satisfy the hardship, or
2. The amount of vacation available.

To apply for a hardship cash-out of vacation, the employee should complete the Vacation Cash-out Due to an Unforeseeable Emergency Application available from the Human Resources Department. Upon receipt of a request, Human Resources shall approve or deny the employee's request within seven days.

Date: 3-18-2026

For the City:

Name:   
Title: Human Resources Director  
Date: 3-18-2026

For the Association:

Name: Renzo Durbinio Mayor Durbin  
Title: Fire Captain  
Date: 3/16/26

Approved as to form:  
City Attorney's Office  
City of Santa Barbara