

**SIDE LETTER OF AGREEMENT
BETWEEN THE CITY OF SANTA BARBARA
AND THE AMERICAN FEDERATION OF STATE, COUNTY, & MUNICIPAL
EMPLOYEES (AFSCME), DISTRICT 36 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 American Federation of State, County, & Municipal Employees (AFSCME), District 36 Bargaining Unit ("Union") (collectively, the "Parties"), as an amendment to the Memorandum of Understanding (MOU), covering the term July 1, 2024 to December 31, 2026.

Having met and conferred in good faith, the Parties agree to add Section 5 of the AFSCME Memorandum of Understanding (MOU) regarding Mutual Aid Assignment.

1. Purpose

The purpose of this Side Letter is to clarify the parties' original intent regarding the inclusion of the Emergency Services Manager and Fire Business Manager classifications in the Mutual Aid Assignments provision of the MOU. At the time these classifications were transferred from the Unrepresented Management group into the AFSCME MOU, the parties intended for the Mutual Aid Assignments provision to apply to these positions.

This Side Letter also expands the list of classifications eligible for Mutual Aid Assignments to include the Emergency Medical Services Manager, Police Business Manager, and Public Safety Communications Manager, consistent with the operational needs of the departments and the parties' agreement.

2. Addition of Mutual Aid Assignment

Section 5, #3 of the MOU is hereby added as follows:

3. MUTUAL AID ASSIGNMENTS

Employees, with approval of the Fire or Police Chief, when assigned to, in support of, or prepositioned for, any mutual aid incident, will be compensated at one and one half times their regular base rate of pay for hours worked outside of their regular work hours. Classifications approved to respond to mutual aid requests are as follows:

- Emergency Medical Services Manager
- Emergency Services Manager
- Fire Business Manager
- Police Business Manager

- Public Safety Communications Manager

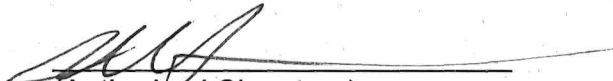
5. No Other Changes

Except as expressly modified by this Side Letter, all other terms and conditions of the MOU remain unchanged and in full force and effect.

6. Effective Date

This Side Letter shall be effective as of July 29, 2026 subject to approval by the parties' respective authorized representatives and, if required, approval by the City Council.

For the City:


(Authorized Signature)

Michael Arnold, HR Director
Print Name & Title

7-30-26
Date

For the Association:

Thomas Welche 
(Authorized Signature)

Thomas Welche, AFSCME Local 8051 President
Print Name & Title

7/30/2026
Date