

**SIDE LETTER OF AGREEMENT
BETWEEN THE CITY OF SANTA BARBARA
AND THE SANTA BARBARA POLICE OFFICERS ASSOCIATION**

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 Santa Barbara Police Management Association (PMA) Bargaining Unit ("Union") (collectively, the "Parties"), as an amendment to the Memorandum of Understanding (MOU), covering the term January 1, 2026 to June 30, 2027.

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

1. Purpose

The purpose of this Side Letter is to establish a Mutual Aid Assignments provision in the Memorandum of Understanding (MOU) between the City and the PMA. This Side Letter identifies the classifications eligible for Mutual Aid Assignments and establishes the compensation applicable to employees assigned to, in support of, or prepositioned for mutual aid incidents, consistent with the operational needs of the Department and the parties' agreement.

2. Addition of Mutual Aid Assignment

MUTUAL AID ASSIGNMENTS

Employees, with approval of the 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:

- Assistant Police Chief
- Police Captain
- Police Commander
- Police Lieutenant

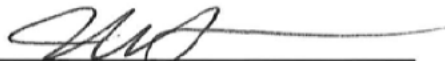
5. No Other Changes

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 Arzoldos, HR Director
Print Name & Title

7-29-26
Date

For the Association:

MARYLINDA ARROYO, SBPMA
Print Name & Title PRESIDENT

07/29/2026
Date