

**SIDE LETTER OF AGREEMENT BETWEEN THE CITY OF SANTA MARIA (CITY)
AND THE SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU) LOCAL 620
REGARDING EDUCATION INCENTIVE FOR SPECIAL DISTRICTS TECHNICIAN
AND SPECIAL DISTRICTS SUPERVISOR**

This Side Letter of Agreement is entered into between the City of Santa Maria and SEIU and shall modify Section 3.20 Educational Incentive Pay of the SEIU Memorandum of Understanding (MOU) to include 5% incentive pay in addition to regular pay when education is in addition to the regular requirements of the job specification for Special Districts Technician and Special Districts Supervisor.

The following provisions of this Side Letter of Agreement represent the mutual understanding and verbal consent of both parties as of May 21, 2022.

**Section 3.20
Educational Incentive Pay**

The following provision shall be added to the section 3.20 and implemented effective the following pay period after City Manager approval.

3.20.6 The City agrees to extend a 5% educational incentive pay benefit in addition to regular pay when education is in addition to the requirements of the job specifications for Special Districts Technician and Special Districts Supervisor in the Recreation and Parks Department, and other job specifications, where the certification is desired in order to perform the key functions of the position and deemed appropriate by the City Manager for employees that have a Qualified International Society of Arboriculture ("ISA") Certified Arborist Certificate such as ISA Certified Arborist, ISA Certified Arborist Utility Specialist, ISA Certified Arborist Municipal Specialist, ISA Certified Master Arborist, ISA Tree Risk Assessment Qualification. It is agreed that the process to decide who is eligible to receive the 5% incentive pay will be developed through the Labor/Management process.

This Side Letter of Agreement is enacted on May 21, 2022.

CITY OF SANTA MARIA




Jason Stilwell, City Manager

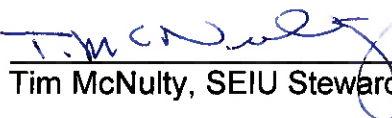


Linda Le, Chief Human Resources/
Organizational Development Officer

SEIU



Nicole Bryant, SEIU Field
Representative



Tim McNulty, SEIU Steward