

**SIDE LETTER OF AGREEMENT BETWEEN THE CITY OF SANTA MARIA (CITY)  
AND THE SERVICE EMPLOYEES' INTERNATIONAL UNION (SEIU) LOCAL 620  
REGARDING COMPARABLE JURISDICTIONS**

This Side Letter of Agreement is entered into between the City and SEIU and shall modify Section 10.09 Salary Survey Procedure of the parties' existing Memorandum of Understanding as clean up language to address formalizing comparable jurisdictions to be used for classification and compensation comparisons in the Unit.

The following provisions of this Side Letter of Agreement represent the mutual understanding and verbal consent of both parties as of January 14, 2025.

The following provision shall govern the revised Agreement as follows:

**Section 10.09 Salary Survey Procedure**

- A. The City and the Union agree to discuss salary survey procedures in future labor management discussions. Changes to salary survey procedures shall be by mutual agreement only.

(MOU 05-21-19)  
(Side Letter 2020-02)

- B. The City and the Union have agreed to use the following agencies for future salary and compensation analyses.

- C. The comparable jurisdictions to be used for future salary/compensation survey purposes shall be:

City of Oxnard	City of San Luis Obispo
City of Santa Barbara	City of Ventura
City of Santa Cruz	City of Salinas
City of Paso Robles	City of Lompoc

- D. The City of Bakersfield shall be included as a comparable jurisdiction exclusively for the classifications of Park Services Officer series. Similarly, the County of Santa Barbara shall be included as a comparable jurisdiction exclusively for classifications within Utilities department related to Landfill positions.

- E. The City and the Union both reserve the right to make changes to the list of comparable jurisdictions upon mutual agreement.

(Side Letter 2025-01)

This Side Letter of Agreement is enacted on the 16th day of January 2025.

Nicole Bryant 1/16/25  
Nicole Bryant  
SEIU Representative

Graciela Reynoso  
Graciela Reynoso  
Chief Human Resources Officer

Natalia Heredia  
Natalia Heredia, President  
Santa Maria Chapter of SEIU

Kayleigh McLeod  
Kayleigh McLeod  
HR Manager – Emp. & Labor Relations