

**SECOND AMENDMENT TO MEMORANDUM OF UNDERSTANDING BETWEEN
THE CITY OF SANTA MARIA AND THE SERVICE EMPLOYEES INTERNATIONAL
UNION LOCAL 620
FEBRUARY 20, 2024 – DECEMBER 31, 2025**

This Second Amendment to the Memorandum of Understanding between the City of Santa Maria and the Service Employees International Union Local 620 February 18, 2024 – December 31, 2025 (“SEIU MOU 2024-2025”) is made and entered into by and between the City of Santa Maria, a municipal corporation (“City”), and the Santa Maria Service Employees International Union Local 620 (“SEIU”).

R E C I T A L S:

WHEREAS, the City and SEIU entered into the SEIU MOU 2024-2025 which was approved by City Council on or about February 20, 2024; and

WHEREAS, the First Amendment to the Memorandum of Understanding between the City and SEIU was approved by City Council on or about September 16, 2025 by Resolution No. 2025-138; and

WHEREAS, the City and SEIU subsequently determined that an extension of the SEIU MOU term and medical benefits was warranted given that there is a new update to the health premiums as of January 1, 2026, for which the City Council will authorize an increase, allowing staff the necessary time to complete a detailed review of the City’s current financial position; and

WHEREAS, the City and SEIU labor representatives have met and conferred on the issues referenced above, and agreed that the tentatively agreed upon changes to the SEIU MOU 2024-2025 would require a formal MOU amendment approved by City Council; and

WHEREAS, it is therefore necessary to amend the SEIU MOU at Article II, Section 2.03 “Term” and add to the SEIU MOU at Article VII, Section 7.01 “Insurance” to accomplish the above goals as set forth below.

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties hereto agree as follows:

1. The existing term is being extended six (6) months through June 30, 2026. As such, the current language in Article II, Section 2.03 will be amended to state:

This term of this MOU shall be effective upon ratification by City Council through 12:00 Midnight on June 30, 2026. All payroll-related activities, not otherwise defined in this MOU, shall remain on a payroll-year basis.


2. Effective the payroll period in which deductions are made for the January 2026 medical plans, the City will increase its contributions to fully cover PERS Gold at all three tier levels for full-time SEIU employees. For part-time employees, the

City will increase its contributions to fully cover PERS Gold for employee only. Contributions for Employee +1 and Employee +2 or more will be increased by the difference between the 2025 and 2026 PERS Gold employee only premiums.

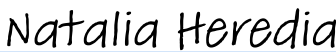
The representatives of the City and of the SEIU have jointly prepared this Second Amendment to the SEIU MOU 2024-2025, which has been ratified by the SEIU on November 24, 2025 and is jointly presented to City Council of the City of Santa Maria for determination pursuant to Government Code section 3505.1. Except as expressly provided for in this Second Amendment, all other provisions of the SEIU MOU 2024-2025 shall remain in full force and effect. The parties also acknowledge that this Second Amendment shall not be in full force and effect until adopted by resolution by the City Council of the City of Santa Maria. Subject to the foregoing and in witness whereof, this Second Amendment is hereby executed by the authorized representatives of the City and the Service Employees International Union Local 620 and entered into as of this 24 day of November, 2025.

CITY OF SANTA MARIA


SERVICE EMPLOYEES
INTERNATIONAL UNION LOCAL 620


[David Rowlands \(Feb 9, 2026 11:23:16 PST\)](#)


David W. Rowlands
City Manager


[Natalia Heredia \(Feb 12, 2026 07:06:00 PST\)](#)


Natalia Heredia
Chapter President


[Thomas Watson \(Feb 9, 2026 11:22:45 PST\)](#)


Thomas Watson
City Attorney



Nicole Bryant
SEIU Lead Negotiator


[Graciela Reynoso \(Feb 16, 2026 08:09:55 PST\)](#)

Graciela Reynoso
Chief Human Resources Officer


[Erica Anaya \(Feb 9, 2026 11:01:51 PST\)](#)

Erica Anaya
Human Resources Administrative Leader



Alma Mendez
Human Resources Administrative Leader


[Colin J. Tanner \(Feb 9, 2026 11:07:51 PST\)](#)

Colin J. Tanner, Esq.
City Lead Negotiator