

SIDE LETTER OF AGREEMENT

City of San Buenaventura and
Service Employees' International Union, Local 721

This Side Letter of Agreement to the existing Memorandums of Understanding (January 1, 2021 through June 30, 2022) [MOUs] is entered into between the City of San Buenaventura, by and through its City Manager, and the Service Employees' International Union, Local 721 [SEIU], on behalf of the "G", "Q" and "S" units, by and through its duly authorized representative.

This Side Letter of Agreement hereby amends the terms and conditions of the MOUs as follows:

"G" UNIT

Article 14.3, Section E. – Annual Leave Cash-out. (add to existing language)

E.2. For Calendar Year 2021 only, members whose annual leave balance is within 12.5% of their Maximum Accrual per Article 14.3, Section C (210+ hours for 240 cap or 315+ hours for 360 cap) as of the pay period ending June 11, 2021, may request an annual leave cash-out without having used 40 hours of annual leave between the first pay period with a pay date in November 2020 and the pay period ending June 11, 2021. This one-time annual leave cash-out opportunity will occur in July 2021. All other terms and conditions as stated in Sections E and E.1 apply to the July 2021 payout. Eligible members who choose to be paid out in July 2021 may not participate in the December 2021 cash-out. Members who are not eligible to, or who elect not to participate in the July 2021 annual leave cash-out, may participate in the usual annual leave cash-out process in December 2021, as stated in Sections E and E.1 above.

"Q" AND "S" UNITS

Article 14.3, Section B. – Vacation. (add to existing language)

B.2. For Calendar Year 2021 only, members whose vacation balance is between 350 and 400 hours as of the pay period ending June 11, 2021, may request a vacation cash-out without having used 40 hours of vacation time between the first pay period with a pay date in November 2020 and the pay period ending June 11, 2021. This one-time vacation payout opportunity will occur in July 2021. All other terms and conditions as stated in Sections B and B.1 apply to the July 2021 payout. Eligible members who choose to be paid out in July 2021 may not participate in the December 2021 payout. Members who are not eligible to, or who elect not to participate in the July 2021 vacation cash-out, may participate in the usual vacation cash-out process in December 2021, as stated in Sections B and B.1 above.

All other terms and conditions of the current MOUs will remain in effect for the term of the MOUs.

FOR THE ASSOCIATION



Aram Agdalan
SEIU, Local 721

6/3/2021

Date

FOR THE CITY

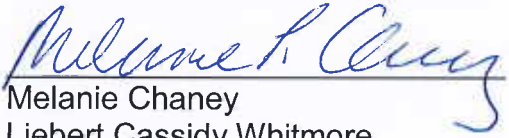


Alex D. McIntyre
City Manager

6/3/21

Date

APPROVED AS TO FORM



Melanie Chaney
Liebert Cassidy Whitmore