

THIRD 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 Third Amendment to the Memorandum of Understanding between the City of Santa Maria and the Service Employees International Union Local 620 February 20, 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 Second Amendment to the Memorandum of Understanding between the City and SEIU was approved by City Council on or about December 2, 2025, by Resolution No. 2025-207; and

WHEREAS, the City and SEIU subsequently determined that language within the Memorandum of Understanding warranted clarification and updating to reflect current job titles, 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, the City and SEIU labor representatives met and conferred and collectively desire to memorialize these changes to the SEIU MOU at Article VIII – “Uniforms and Equipment, Section 8.02 (I) for the purposes of the updating job titles of those receiving uniform allowance in said section, for purposes of the existing SEIU MOU; and

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

The existing language in the SEIU Memorandum of Understanding for Code Enforcement Uniform Allowance - Article VIII – “Uniforms and Equipment, Section 8.02 (I), is as follows:

“The City will furnish the Code Compliance Supervisor and each Code Compliance Officer with an initial issue of uniforms consisting of two uniform shirts, two polo shirts, two trousers, one jacket, one utility belt, and the appropriate body armor, and the City agrees to replace normally worn or uniforms that are damaged while in the line of duty, on an ongoing basis as approved by the department head. The Code Compliance Supervisor and Code Compliance Officers will be required to wear the uniform at all times, and they will be responsible for the upkeep and maintenance of said uniform. The City agrees to provide a pro-rated bi-weekly uniform allowance of \$15.38 to the Code Compliance Supervisor and each Code Compliance Officer on a paid status in acknowledgement of the costs incurred for the maintenance, upkeep, and replacement cost of the uniform. The City will furnish the Code Compliance Technician with an initial issue of uniforms consisting of two uniform shirts, two polo shirts, two trousers, and the City agrees to replace normally worn or uniforms that are damaged while in the line of duty, on an ongoing basis as approved by the department head. Employees shall be responsible for the upkeep and maintenance of said uniform.”

This language will incorporate the updated job classifications as follows:

“The City will furnish the Code Enforcement Supervisor and each Code Enforcement Officers with an initial issue of uniforms consisting of two uniform shirts, two polo shirts, two trousers, one jacket, one utility belt, and the appropriate body armor, and the City agrees to replace normally worn or uniforms that are damaged while in the line of duty, on an ongoing basis as approved by the department head. The Code Enforcement Supervisor and Code Enforcement Officers will be required to wear the uniform at all times, and they will be responsible for the upkeep and maintenance of said uniform. The City agrees to provide a pro-rated bi-weekly uniform allowance of \$15.38 to the Code Enforcement Supervisor and each Code Enforcement Officer on a paid status in acknowledgement of the costs incurred for the maintenance, upkeep, and replacement cost of the uniform. The City will furnish the Code Enforcement Technician with an initial issue of uniforms consisting of two uniform shirts, two polo shirts, two trousers, and the City agrees to replace normally worn or uniforms that are damaged while in the line of duty, on an ongoing basis as approved by the department head. Employees shall be responsible for the upkeep and maintenance of said uniform.”

The change will be retroactive to February 20, 2024, for active employees in the above job classifications.

The representatives of the City and of the SEIU have jointly prepared this Third Amendment to the SEIU MOU 2024-2025. Except as expressly provided for in this Third Amendment, all other provisions of the SEIU MOU 2024-2025 shall remain in full force and effect. The parties also acknowledge that this Third 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 Third 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 _____ day of May 2026.

CITY OF SANTA MARIA

SERVICE EMPLOYEES
INTERNATIONAL UNION LOCAL 620

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