

**SIDELETTER AGREEMENT BETWEEN THE CITY OF SANTA BARBARA AND
THE SANTA BARBARA POLICE MANAGEMENT ASSOCIATION
REGARDING SALARY RATE UPON PROMOTION**

Whereas, Santa Barbara Municipal Code Section 3.04.100 ("Salary Rate - Promotion") states, that "In case of the promotion of any employee in the City service to a position in a class with a higher salary range, such employee shall be entitled to receive the rate of compensation in the entrance step of the class to which he has been promoted, provided that in the event such employee possesses extraordinary qualifications through long tenure and previous experience in his department, the City Administrator may, with the approval of the City Council, authorize the promotion of such employee to be at any step other than such entrance step. In cases where the salary range overlaps, promotion shall be effected at the next higher step in the range of the new class"; and

Whereas, police management salary ranges do not have salary "steps"; and

Whereas, the 2013-2016 Memorandum of Understanding is silent on the issue of salary rate upon promotion; and

Whereas, employees promoted to a classification where the salary range overlapped with that of the prior classification have at times been appointed at the bottom of the new salary range, at other times at 5% above the employee's previous salary, and other times at 5% above the top of the salary range of the classification from which they were promoted; and

Whereas, the duly authorized representatives of the City and the SBPMA, having had the opportunity to meet and confer in good faith in accordance with Chapter 3.12 of the Santa Barbara Municipal Code and Section 3500 et seq. of the Government Code, have reached agreement to clarify this issue for the future;

Now, therefore, it is hereby agreed that:

1. Upon promotion to a management classification, an employee will be appointed at the bottom of the salary range for the new classification, or at 5% above the top of the salary range for the classification from which he/she was promoted, whichever is greater.
2. This agreement will be effective February 1, 2016 and will be applied retroactively to managers promoted since that time.

Date: 5/24/16

CITY OF SANTA BARBARA

SANTA BARBARA POLICE MANAGEMENT ASSOCIATION



Kristine Schmidt
Administrative Services Director



Marylinda Arroyo
President