

**CITY OF SANTA BARBARA EMPLOYEE COMPENSATION MATRIX  
UPDATED AS OF 8/21/2023**

Note: This summary of compensation is presented as a courtesy only. Please see applicable memoranda of understanding and other official documents for full information. If you have a suggestion to improve this document, please call **Sam Ramirez, Labor Relations Manager, Labor Relations** at (805) 564-5304 or [scramirez@santabarbaraca.gov](mailto:scramirez@santabarbaraca.gov)

BENEFIT CATEGORY	GENERAL (SEIU)	TREATMENT & PATROL (TAP)	HOURLY	POLICE NON- SWORN	POLICE SWORN	FIRE	SUPERVISOR	UNREP. MANAGERS & ATTORNEYS	POLICE MANAGERS ASSN.	FIRE MANAGERS ASSN.
BARGAINING UNIT INFO										
CURRENT MOU TERM	4/1/22-3/31/2024	10/1/21- 9/30/2023	7/1/2022 – 6/30/2024	07/01/22- 6/30/2025	07/01/22- 6/30/2025	07/01/22 - 06/30/25	7/1/2022 - 6/30/2026	N/A Salary Plan expires 6/30/2024	01/01/2023- 12/31/25	07/01/2022 – 6/30/2025
APPROX # POSITIONS	442	139	351 +/-	61	127	92	75	69	9	5
AGENCY SHOP	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
REPRESENTATION	S.E.I.U. 620	S.E.I.U. 620	S.E.I.U. 620	S.B.P.O.A.	S.B.P.O.A.	S.B.C.F.A.	S.B.S.B.U.	None	S.B.P.M.A.	S.B.F.M.A.
UNIT #s	14	19	18	29	24	34 -Suppression 39 -Prevention	4	1 -Exec 2 -Non-exec 21 -Police Chief 31 -Fire Chief 32 – Fire Ops Div. Chief	23	33
UNREP EMPLOYEES WITH SIMILAR BENEFITS	Confidential Employees- Unit 16 Get 2.5% conf. Pay, approx.# 34	n/a	Non-union Hourly Employees Unit 17, approx.# 360	n/a	n/a	n/a	Confidential Supervisors Unit 4 Get 2.5% conf. pay, approx.# 2	n/a	n/a	n/a

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<b>SALARIES</b>										
<b>ACROSS-THE-BOARD WAGE INCREASES THIS MOU</b>	6/18/22: 4.0% 3/27/23: 4.0%	4/9/21 3.0% 9/24/22 3.0%	Minimum wage increases for affected L/T classes in January 2022 and January 2023 3) Other L/T classes 3.5% effective 10/22/23	10/8/22 3.75% 7/1/23 3.0%	10/8/22 3.75% 7/1/23 3.0%	7/30/22 1.5% 7/1/23 3.0%	10/25/22 3.5% 7/1/23 3.0% 7/6/24 3.0% 7/5/25 3.0%	9/24/22 3.5% 7/1/23 3.0%	4/8/23 3.75% 12/30/23 3.0% 12/28/24 3.0%	3/11/23 3.75% 7/1/23 3.0% 7/13/24 3.0%
<b>(UNPAID FURLOUGH</b>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>ADDITIONAL SPECIAL ADJUSTMENTS BY CLASSIFICATION</b>	n/a.	n/a	n/a	Yes, see MOU.	None	None	Yes, see MOU.	None	None	None
<b>PREMIUM &amp; SPECIAL PAYS</b>										
<b>BILINGUAL PAY</b>	\$100/biweekly	\$64/ biweekly	<u>\$0.40</u> per hour	Intermediate: \$51.20/biweekly, Advanced: \$102.50/biweekly	Intermediate: \$51.20/biweekly, Advanced: \$102.50/biweekly	\$51.20/biweekly	\$64.00/biweekly	n/a	Intermediate: \$51.20/biweekly, Advanced: \$102.50/biweekly	\$51.20/biweekly
<b>SHIFT DIFFERENTIAL PAY</b>	Swing shift - \$1.35/hour Graveyard shift - \$2.90/hr	Effective April 9, 2022: Swing Shift - \$2.00/hour Graveyard Shift – \$3.50/hour	n/a	Swing shift - \$64/biweekly Graveyard shift - \$128/biweekly	n/a	n/a	n/a	n/a	n/a	n/a

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<b>SPECIAL ASSIGNMENT PAY</b>	Waterfront Maintenance Dive Pay Differential: \$2.90/hr	Airport or Harbor Special Duty Assignments: 2%  Lead Harbor Patrol Officer: 5%	n/a	n/a	Up to 6% included in base pay  Canine pay: \$33.18/hour, 6 hours biweekly max unless approved for more (will increase same % as base salaries)	Hazardous Materials Team: 5% Hazardous Materials Tech  7% Hazardous Materials Specialist  Lead Captain: 10% differential	n/a	0%-20% while assuming specialty assignment, upon recommendation of City Administrator and approval of Finance Committee	0%-20% while assuming specialty assignment, upon recommendation of City Administrator and approval of Finance Committee	0%-20% while assuming specialty assignment, upon recommendation of City Administrator and approval of Finance Committee

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<b>CERTIFICATION PAY</b>	Engineer, Licensed Architect Registration Pay 5%	EMT-D Allowance of \$100 per pay period for Harbor Patrol Officers	n/a	Emergency Medical Dispatch Pay 5%	n/a	EMT-D* 2% California State FF1 Certification OR California State Fire Inspector I 2% California State FF II Certificate OR Completion of FFI Certified Fire Academy plus 1 year as a professional Firefighter OR California State Fire Investigator I Certificate 2% Completion of Company Officer Courses (2A, 2B, 2C, 2D, 2E, Instructor 1) OR Completion of State Fire Inspector II Courses (2A,2B, 2C, 2D) 1% California State Company Officer Certificate OR California State Fire Inspector II Certificate 2% Water Rescue Team Member 2% Urban Search and Rescue (USAR) 3%6	Engineer Registration Pay 5%	Emergency Medical Dispatch Pay 5%	n/a	Effective December 18, 2021 the monthly amount of the California State Company Officer or California State Fire Inspector certification pay a full time employee may receive is as follows: \$500 per month  Effective December 18, 2021 the monthly amount of the California State Fire Chief Officer or Fire Marshal or California State Fire Inspector II certification pay a full time employee may receive is as follows: \$650 per month

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<b>EDUCATIONAL INCENTIVE PAY</b> <i>(See also: Educational Reimbursement)</i>	n/a	n/a	n/a	n/a	P.O.S.T. Educational incentive:  Police Officer Intermediate - \$396/month, Police Officer Advanced - \$603/month.  Sergeant Intermediate - \$420, Sergeant Advanced - \$656	n/a	n/a	Police Chief & Deputy Chief P.O.S.T. Educational incentive: Advanced - \$656/month	P.O.S.T. Educational incentive: Advanced + Supervisors - \$850/month Advanced + Supervisors + Management \$1050/month	n/a
<b>STANDYBY PAY</b>	2 hours pay for up to 8 hours on standby, ¼ hour pay for each hour on standby for periods of 24 hours or more	2 hours pay for up to 8 hours on standby	Two hours minimum at straight time	2 hours pay for up to 8 hours on standby, 07/05/08 3 hours pay for up to 8 hours on standby	2 hours pay for up to 8 hours on standby, 07/05/08 3 hours pay for up to 8 hours on standby	Prevention only-hourly standby pay \$5.41/hour Effective July 1, 2023, standby pay \$10.00/hour	2 hours pay for up to 8 hours on standby	n/a	n/a	n/a

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<b>CALL BACK PAY</b>	Two hours minimum at overtime rate.  Rest period: If called out on an emergency 3 hours or more before the beginning of regularly scheduled shift, he/she will be provided paid leave time to allow 5 hours off-duty before reporting for the next regularly scheduled shift.	Two hours minimum at overtime rate.  Rest period: If called out on an emergency 3 hours or more before the beginning of regularly scheduled shift, he/she will be provided paid leave time to allow 5 hours off-duty before reporting for the next regularly scheduled shift.	1 hour of pay at straight time for up to 8 hours of standby.	If called in when off duty for ten hours or more, compensated with three hours of pay at overtime rate. If called in when off duty for less than ten hours, compensated with four hours of pay at overtime rate.  Min. ½ hour for home phone calls	If called in when off duty for ten hours or more, compensated with three hours of pay at overtime rate. If called in when off duty for less than ten hours, compensated with four hours of pay at overtime rate.  Min. ½ hour for home phone calls	If called back for overtime, employee will receive no less than 2 hours overtime pay.	n/a	n/a	n/a	n/a
<b>TRAINING PAY</b>	n/a	n/a	n/a	n/a	Entry level= full City Pay while at Police Academy	Training Captain 10%	n/a	n/a	n/a	n/a
<b>LONGEVITY PAY</b>	n/a	n/a	Must have worked combined 1040 hrs in last 2 fiscal years  3+ Years: no less than \$15.42/hr	Effective July 15, 2024 • 5 Years; 2% • 10 Years; 2% (Max 4%) • 15 and More Years 2% (Max 6%)	Effective July 15, 2024 • 5 Years; 2% • 10 Years; 2% (Max 4%) • 15 and More Years 2% (Max 6%)	Effective July 1, 2024; 5–9 years 1.0% 10–14 years 2.0% 15–19 years 4.0% 20–24 years 6.0% 25 and more years 8.0%	n/a	n/a	n/a	20-24 Years: 2.0% 25+ Years: 2.0%
<b>ACTING OUT OF CLASS PAY</b>	Yes (5% min.)	Yes (5% min.)	n/a	Yes (5% min.)	Yes (5% min.)	Yes (5% min.)	Yes (5% min.)	Yes (5% min.)	Yes (5% min.)	Yes (5% min.)

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<b>OVERTIME PAY ELIGIBILITY</b> <i>(see also Comp Time)</i>	Yes Time and one half for non-exempt & straight time for exempt.	Yes Time and one half for non-exempt & straight time for exempt.	Yes Time and one half for non-exempt.	Yes Time and one half.	Yes Time and one half.	Yes Time and one half for over schedule. (56 hr shift = plus avg. 3 hrs/week on regular schedule)	Yes Time and one half for non-exempt & straight time for exempt.	No	No (Except 1.5 time for emergency duty, disasters, mutual aid)	Yes. Straight time, increasing to 110% effective 7/13/14 To 125% effective 6/27/15 and to 150% effective 6/25/16 (1.5 time for reimbursed mutual aid)
<b>RETIREMENT</b>										
<b>RETIREMENT FORMULA Classic</b> = Employees in system prior to 1/1/2013	<u>Misc:</u> 2.7% @55	<u>Misc:</u> 2.7% @55 <u>Harbor Safety:</u> 3% @50	Limited # in PERS	<u>Misc:</u> 2.7% @55	3% @50 Classic	3% @50 Classic	<u>Misc:</u> 2.7% @55 <u>Harbor Safety:</u> 3% @50	<u>Misc:</u> 2.7% @55 <u>Police/Fire Safety:</u> 3% @50	3% @50 Classic	<u>Safety:</u> 2.7% @57 New 3% @50 Classic
<b>RETIREMENT FORMULA PEPPRA</b> = Employees hired into system after 1/1/2013	<u>Misc:</u> 2% @ 62	<u>Misc:</u> 2% @62 <u>Harbor Safety:</u> 2.7% @57	n/a	<u>Misc:</u> 2% @62	2.7% @57	2.7% @57	<u>Misc:</u> 2% @62 <u>Harbor Safety:</u> 2.7% @57	<u>Misc:</u> 2% @62 <u>Police/Fire Safety:</u> 2.7% @57	2.7% @57	2.7% @57
<b>EMPLOYEE CONTRIBUTIONS Classic</b>	<u>Miscellaneous</u>  FY 2023 Member: 8%	<u>Miscellaneous</u>  FY 2022 Member: 8% <u>Harbor Safety:</u> Member: 9%	n/a	<u>Miscellaneous</u> FY 2022 Member: 8%	Member: 9%	Member: 10.5%	<u>Miscellaneous</u> FY 2022 Member: 8% <u>Harbor Safety:</u> Member: 9%	<u>Miscellaneous</u> FY 2022 Member: 8% <u>Police/Fire Safety:</u> Member: 9%	Member: 13%	Member: 13%

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<b>EMPLOYEE CONTRIBUTIONS PEPR</b>	FY22-23 Member: 6.75%	Misc: FY21-22 Member: 6.75%  <u>Harbor Safety:</u> FY 2021-22 Member: 9%	n/a	FY20-21 Member: 6.75%	FY 20-21 Member: 13.50%	FY 2022-23 Member: 13.75%	Misc: FY21-22 Member: 6.75%  <u>Harbor Safety:</u> FY 2021-22 Member: 9.0%	Misc: FY22-23 Member: 6.75%  <u>Police/Fire Safety:</u> FY 2022-23 Member: 13.50%/13.75%	FY 2022-23 Member: 13.5%	FY 2022-23 Member: 13.75%
<b>CITY PAID MEMBER CONTRIBUTIONS (EPMC)</b>	<u>Misc.</u> None	<u>Misc.</u> None  <u>Harbor Safety:</u> None	Limited # in PERS	<u>Misc.</u> None	<u>Safety</u> None	<u>Safety</u> None	<u>Misc.</u> None	<u>Misc.</u> None  <u>Police</u> None  <u>Fire</u> None	<u>Safety:</u> None	<u>Safety</u> None
<b>HOURLY RETIREMENT RATE</b>	n/a	n/a	(Most hourly) 1.3% City 6.2% Employee	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>RETIREE MEDICAL</b>	\$12.00 /month/yr of service, \$420.00/mo max until age 65	\$12.00 /month/yr of service, \$420.00/mo max until age 65	n/a	\$12.00 /month/yr of service, \$420.00/mo max until age 65	\$12.00 /month/yr of service, \$420.00/mo max until age 65	\$10/month/yr of service, \$350.00/mo max until age 65	\$12.00 /month/yr of service, \$420.00/mo max until age 65	\$12.00 /month/yr of service, \$420.00/mo max until age 65	\$12.00/month/yr of service, \$420.00/mo max until age 65	\$20.00/month/yr of service, \$700.00/mo max until age 65
<b>CITY CONTRIBUTION TO 457 OR OTHER DEFERRED COMPENSATION</b>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a



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<b>SICK LEAVE PAYOUT AT RETIREMENT</b>	Annuity: If over 500 hours, 0.004 years of "service credit" for each 8 hours of sick leave, calculated under employee's PERS retirement formula. <i>(Optional: lump sum cash purchase value of annuity in lieu of annuity)</i>	Annuity: If over 500 hours, 0.004 years of "service credit" for each 8 hours of sick leave, calculated under employee's PERS retirement formula. <i>(Optional: lump sum cash purchase value of annuity in lieu of annuity)</i>	n/a	Annuity: If over 500 hours, 0.004 years of "service credit" for each 8 hours of sick leave, calculated under employee's PERS retirement formula. <i>(Optional: lump sum cash purchase value of annuity in lieu of annuity)</i>	Annuity If over 500 hours, 0.004 years of "service credit" for each 8 hours of sick leave, calculated under employee's PERS retirement formula. <i>(Optional: lump sum cash purchase value of annuity in lieu of annuity)</i>	Annuity: If over 500 hours, 0.004 years of "service credit" for each 8 hours of sick leave, calculated under employee's PERS retirement formula. <i>(Lump sum cash purchase value)</i>	Annuity: If over 500 hours, 0.004 years of "service credit" for each 8 hours of sick leave, calculated under employee's PERS retirement formula. <i>(Optional: lump sum cash purchase value of annuity in lieu of annuity)</i>	Annuity: If over 300 hours, 0.004 years of "service credit" for each 8 hours of sick leave, calculated under employee's PERS retirement formula. Safety Subject to 90% retirement cap. <i>(Lump sum cash purchase value.)</i>	Annuity: If over 500 hours, 0.004 years of "service credit" for each 8 hours of sick leave, calculated under employee's PERS retirement formula. <i>(Optional: lump sum cash purchase value of annuity in lieu of annuity)</i>	If over 500 hours, 0.004 years of "service credit" for each 8 hours of sick leave, calculated under employee's PERS retirement formula. <i>(Lump sum cash purchase value)</i>
<b>INSURANCE &amp; CAFETERIA PLAN BENEFITS</b>										
<b>MEDICAL CITY PAID MAX. FAMILY</b>	Effective 7/1/22 ●Employee Only: \$1020.01/mo ●Employee +1 \$1310.01/mo ●Family \$1676.00/mo  [Confidential: \$1055.01/mo and Effective 7/1/22 ●Employee Only: \$1055.01/mo ●Employee +1 \$1345.01/mo ●Family \$1711.00/mo ]	Effective 5/1/22 Employee Only \$1,110.01/month Employee +1 \$1175.56/month Employee+Fam \$1528.23/month	\$162.50/quarter towards insurance if qualified effective Jan 1, 2023	\$1,374.64 Monthly  [Effective 1/1/16 \$1,414.64 for HRA-Coordinated PPO Plan only]	\$1,374.64 Monthly  [Effective 1/1/16 \$1,414.64 for HRA-Coordinated PPO Plan only]	\$1,412.70 monthly	See cafeteria plan	See cafeteria plan	See cafeteria plan	See cafeteria plan
<b>HEALTH SAVINGS ACCOUNT (HSA) MATCH FOR HSA-COORDINATED PPO</b>	N/A	N/A	n/a	N/A	N/A	N/A	n/a	n/a	n/a	n/a
<b>DENTAL CITY PAID MAX. FAMILY</b>	\$82.66/month	\$76.00/month	n/a	\$65.00/month [Increase to \$105 effective 1/1/15]	\$65.00/month [Increase to \$105 effective 1/1/15]	\$52/month	See cafeteria plan	See cafeteria plan	See cafeteria plan	See cafeteria plan

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<b>VISION CITY PAID MAX. FAMILY</b>	\$10.21/month	\$9.26/month	n/a	\$7.50/month	\$7.50/month	Employee paid	See cafeteria plan	See cafeteria plan	See cafeteria plan	See cafeteria plan
<b>MAX. CASH IN LIEU OF BENEFIT/ CAFETERIA 125 PLAN</b>	\$362.38/month	\$328.74/month	n/a	\$500/month	\$500/month	\$232.84/month	\$1360/month	Group 2 \$1676/month Group 1 (Exec) \$1718/mo	\$1746/month	\$1701/month effective 1/1/18
<b>SOCIAL SECURITY &amp;/OR MEDICARE</b>	Medicare Only (City pays 1.45%)	Medicare Only (City pays 1.45%)	Medicare Only (City pays 1.45%)	Medicare Only (City pays 1.45%)	Medicare Only (City pays 1.45%)	Medicare Only (City pays 1.45%)	Medicare Only (City pays 1.45%)	Medicare Only (City pays 1.45%)	Medicare Only (City pays 1.45%)	Medicare Only (City pays 1.45%)
<b>LIFE INSURANCE COVERAGE (CITY PAID)</b>	\$50,000 life plus equal ADD	\$50,000 life plus equal ADD	n/a	\$50,000 life plus equal ADD	\$75,000 life plus equal ADD	\$75,000 life plus equal ADD	1 x annual salary in life plus equal ADD	1 x annual salary in life plus equal ADD	1 x annual salary in life plus equal ADD	1 x annual salary in life plus equal ADD
<b>CALIFORNIA STATE DISABILITY INSURANCE &amp; PAID FAMILY LEAVE (SDI/PFL)</b>	Employee Paid (1%)	Employee Paid (1%)	n/a	n/a	n/a	n/a	Employee Paid (1%)	n/a	n/a	n/a
<b>SHORT TERM DISABILITY INSURANCE</b>	See above	See above	n/a	Optional Employee Paid (\$15.14/mo)	Optional Employee Paid (\$15.14/mo)	Through the Association	Optional Employee Paid (\$19.82/mo)	Optional Employee Paid (\$22.02/mo)	Optional Employee Paid (\$22.02/mo)	Optional Employee Paid (\$22.02/mo)
<b>LONG TERM DISABILITY</b>	\$0.5/\$1000 of salary City Paid	\$0.5/\$1000 of salary City Paid	n/a	Through the Association	Through the Association	Through the Association	\$0.5/\$1000 of salary City Paid	\$0.5/\$1000 of salary City Paid	\$0.5/\$1000 of salary City Paid	\$0.5/\$1000 of salary City Paid
<b>FLEXIBLE SPENDING DEPENDENT CARE AND/OR MEDICAL SAVINGS ACCOUNT</b>	Both Available	Both Available	n/a	Both Available	Both Available	Both Available	Both Available	Both Available	Both Available	Both Available
<b>EMPLOYEE ASSISTANCE PROGRAM</b>	Yes (City paid)	Yes (City paid)	Yes (City paid)	Yes (City paid)	Yes (City paid)	Yes (City paid)	Yes (City paid)	Yes (City paid)	Yes (City paid)	Yes (City paid)
<b>HEALTH CLUB/EXAMS</b>	n/a	n/a	n/a	n/a	n/a	Voluntary medical examinations provided.	n/a	n/a	n/a	Not to exceed \$2,000 annually. See Article 22 MOU.
<b>OTHER</b>	n/a	n/a	n/a	6 mo. health insurance continuation for family in event of line of duty death	6 mo. health insurance continuation for family in event of line of duty death	12 mo. health insurance continuation for family in event of line of duty death; Benefit Trust – Employee Contribution of \$200/mo	n/a	\$50 per month phone allowance for those w/o City issued Cell Phone	n/a	n/a

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<b>MONETARY ALLOWANCES</b>										
<b>EDUCATIONAL REIMBURSEMENT</b>	\$1,000/annually	\$1,000/annually FAA Ground School \$200 one-time	n/a	\$1,000/annually	\$1,000/annually	\$1,000/annually. <u>Plus</u> up to \$400/fiscal year for costs of lodging, meals and mileage for fire service related courses.	\$1,000/annually Effective 7/1/10 Mgr. Master's Degree (MPA) program eligible <b>Master's program suspended</b>	\$1,000/annually Master's Degree (MPA) program up to \$9,000 <b>Master's program suspended</b>	\$1,000/annually Master's Degree (MPA) program up to \$9,000 <b>Master's program suspended</b>	\$1,000/annually Master's Degree (MPA) program up to \$9,000 <b>Master's program suspended</b>
<b>UNIFORM ALLOWANCE</b>	City provides uniforms and maintenance	Airport Patrol - \$1064, Harbor Patrol - \$1004, Park Ranger - \$969, To pay for uniforms and maintenance Others: City provides uniforms and maintenance	City provides uniforms and maintenance	\$863/year To pay for uniforms and maintenance	Regular: \$1038 Canine duty: \$1088 Motorcycle or SWAT: \$1238 To pay for uniforms and maintenance	\$595/year To pay for uniforms and maintenance	Airport Patrol - \$1064 Harbor Patrol - \$1004 Others: City provides uniforms and maintenance	Police Chief & Deputy: \$1038/year  Fire Chief, Deputy, & Batt. Chief: \$595/year To pay for uniforms and maintenance	\$1038/year To pay for uniforms and maintenance	\$595/year To pay for uniforms and maintenance
<b>TOOL ALLOWANCE</b>	Mechanics \$800/year	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>SAFETY EQUIPMENT ALLOWANCE (Steel Toed Boots)</b>	\$230/year	\$230/year	\$230/year	n/a	n/a	n/a	\$230/year	n/a	n/a	n/a
<b>CAR ALLOWANCE</b>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Exec. Only \$589/month	n/a	n/a
<b>PAID OFFSITE PARKING</b>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	City Paid 75% of monthly costs	City Paid 75% of monthly costs

**CITY OF SANTA BARBARA EMPLOYEE COMPENSATION MATRIX  
UPDATED AS OF 8/21/2023**

BENEFIT CATEGORY	GENERAL (SEIU)	TREATMENT & PATROL (TAP)	HOURLY	POLICE NON-SWORN	POLICE SWORN	FIRE	SUPERVISOR	UNREP. MANAGERS & ATTORNEYS	POLICE MANAGERS ASSN.	FIRE MANAGERS ASSN.
OTHER TRANSIT PROGRAMS	<ul style="list-style-type: none"><li>Free carpool /vanpool parking</li><li>Free local bus pass(MTD)</li><li>75% commuter bus or vanpool subsidy(\$150 month)</li><li>City vehicle carpool program</li><li>City vehicles or bicycles for errands</li><li>Emergency ride home</li><li>Bicycle parking</li><li>Prize program</li></ul>	<ul style="list-style-type: none"><li>Free carpool/ vanpool parking</li><li>Free local bus pass(MTD)</li><li>75% commuter bus or vanpool subsidy(\$150 month)</li><li>City vehicle carpool program</li><li>City vehicles or bicycles for errands</li><li>Emergency ride home</li><li>Bicycle parking</li><li>Prize program</li></ul>	<ul style="list-style-type: none"><li>Free carpool/ vanpool parking</li><li>City vehicles or bicycles for errands</li><li>Emergency ride home</li><li>Bicycle parking</li></ul>	<ul style="list-style-type: none"><li>Free carpool/ vanpool parking</li><li>Free local bus pass(MTD)</li><li>75% commuter bus or vanpool subsidy(\$150 month)</li><li>City vehicle carpool program</li><li>City vehicles or bicycles for errands</li><li>Emergency ride home</li><li>Bicycle parking</li><li>Prize program</li></ul>	<ul style="list-style-type: none"><li>Free carpool/ vanpool parking</li><li>Free local bus pass(MTD)</li><li>75% commuter bus or vanpool subsidy(\$150 month)</li><li>City vehicle carpool program</li><li>City vehicles or bicycles for errands</li><li>Emergency ride home</li><li>Bicycle parking</li><li>Prize program</li></ul>	<ul style="list-style-type: none"><li>Free carpool/ vanpool parking</li><li>Free local bus pass(MTD)</li><li>75% commuter bus or vanpool subsidy(\$150 month)</li><li>City vehicle carpool program</li><li>City vehicles or bicycles for errands</li><li>Emergency ride home</li><li>Bicycle parking</li><li>Prize program</li></ul>	<ul style="list-style-type: none"><li>Free carpool/ vanpool parking</li><li>Free local bus pass(MTD)</li><li>75% commuter bus or vanpool subsidy(\$150 month)</li><li>City vehicle carpool program</li><li>City vehicles or bicycles for errands</li><li>Emergency ride home</li><li>Bicycle parking</li><li>Prize program</li></ul>	<ul style="list-style-type: none"><li>Free carpool/ vanpool parking</li><li>Free local bus pass(MTD)</li><li>75% commuter bus or vanpool subsidy(\$150 month)</li><li>City vehicle carpool program</li><li>City vehicles or bicycles for errands</li><li>Emergency ride home</li><li>Bicycle parking</li><li>Prize program</li></ul>	<ul style="list-style-type: none"><li>Free carpool/ vanpool parking</li><li>Free local bus pass(MTD)</li><li>75% commuter bus or vanpool subsidy(\$150 month)</li><li>City vehicle carpool program</li><li>City vehicles or bicycles for errands</li><li>Emergency ride home</li><li>Bicycle parking</li><li>Prize program</li></ul>	<ul style="list-style-type: none"><li>Free carpool/ vanpool parking</li><li>Free local bus pass(MTD)</li><li>75% commuter bus or vanpool subsidy(\$150 month)</li><li>City vehicle carpool program</li><li>City vehicles or bicycles for errands</li><li>Emergency ride home</li><li>Bicycle parking</li><li>Prize program</li></ul>
HOUSING PROGRAMS	Coastal Housing Partnership Program	Coastal Housing Partnership Program	Coastal Housing Partnership Program	Coastal Housing Partnership Program	Coastal Housing Partnership Program	Coastal Housing Partnership Program	Coastal Housing Partnership Program	Coastal Housing Partnership Program	Coastal Housing Partnership Program	Coastal Housing Partnership Program
TIME OFF / SCHEDULES										
FLEX SCHEDULE	Flexible scheduling and telecommuting encouraged. Standard 9/80 schedule for most departments.	Flexible scheduling and telecommuting encouraged. Standard 9/80 schedule for most departments.  [Patrol may have 4/10, 3/12, and 3/12.5 schedules]	n/a	Standard 4/10, 3/12, or 9/80 schedule.	Standard 4/10, 3/12.5 schedule.	Standard 48/96 Schedule  Prevention= Standard 4/10 schedule	Flexible scheduling and telecommuting encouraged. Standard 9/80 schedule for most departments.	Flexible scheduling and telecommuting encouraged. Standard 9/80 schedule for most departments. [48/96 for Fire shift managers]	Flexible scheduling and telecommuting encouraged.	Standard 48/96 Schedule for shift Battalion Chiefs  Standard 9/80 schedule for others

**CITY OF SANTA BARBARA EMPLOYEE COMPENSATION MATRIX  
UPDATED AS OF 8/21/2023**

BENEFIT CATEGORY	GENERAL (SEIU)	TREATMENT & PATROL (TAP)	HOURLY	POLICE NON-SWORN	POLICE SWORN	FIRE	SUPERVISOR	UNREP. MANAGERS & ATTORNEYS	POLICE MANAGERS ASSN.	FIRE MANAGERS ASSN.
<b>HOLIDAY CLOSURE</b>	Some City operations to close during December holiday period. Employees in these operations may work, use their paid time off banks, or take leave without pay.	n/a	n/a (employee work schedules may be affected)	n/a	n/a	n/a	Some City operations to close during December holiday period. Employees in these operations may work, use their paid time off banks, or take leave without pay.	Some City operations to close during December holiday period. Employees in these operations may work, use their paid time off banks, or take leave without pay.	n/a	n/a
<b>PAID HOLIDAYS (legal)</b>	10 days: -January 1 <sup>st</sup> -3 <sup>rd</sup> Monday in Jan -3 <sup>rd</sup> Monday in Feb -March 31st -Last Monday May -Juneteenth -July 4 <sup>th</sup> -1 <sup>st</sup> Monday in Sep -11 <sup>th</sup> November -4 <sup>th</sup> Thursday Nov. -Friday after Thanksgiving -December 25 (Max 8 hrs/holiday)	12 days: -January 1 <sup>st</sup> -3 <sup>rd</sup> Monday in Jan -3 <sup>rd</sup> Monday in Feb -March 31st -Last Monday May -Juneteenth -July 4 <sup>th</sup> -1 <sup>st</sup> Monday in Sep -11 <sup>th</sup> of November -4 <sup>th</sup> Thursday Nov. -Friday after Thanksgiving -December 25 (Max 8 hrs/holiday)  <u>Shift workers:</u>  Accrue 3.70 hrs biweekly	n/a (see Hourly PTO)	5.0 hrs holiday accrued biweekly (Equivalent to approx. 16 8-hr days/year)	5.0 hrs holiday accrued biweekly (Equivalent to approx. 16 8-hr days/year)	<u>40 hr Employees:</u> 12 days -January 1 <sup>st</sup> -3 <sup>rd</sup> Monday in Jan -3 <sup>rd</sup> Monday in Feb -March 31st -Last Monday May -Juneteenth -July 4 <sup>th</sup> -1 <sup>st</sup> Monday in Sep -11 <sup>th</sup> of November -4 <sup>th</sup> Thursday Nov. -Friday after Thanksgiving -December 25 (Max 8 hrs/holiday)  <u>Shift Personnel:</u> 7.5 twenty-four hour shifts (180 hours)	12 days: -January 1 <sup>st</sup> -3 <sup>rd</sup> Monday in Jan -3 <sup>rd</sup> Monday in Feb -March 31st -Last Monday May -Juneteenth -July 4 <sup>th</sup> -1 <sup>st</sup> Monday in Sep -November 11th -4 <sup>th</sup> Thursday Nov. -Friday after Thanksgiving -December 25 (Max 8 hrs/holiday)	12 days: -January 1 <sup>st</sup> -3 <sup>rd</sup> Monday in Jan -3 <sup>rd</sup> Monday in Feb -March 31st -Last Monday May -Juneteenth -July 4 <sup>th</sup> -1 <sup>st</sup> Monday in Sep -November 11th -4 <sup>th</sup> Thursday Nov. -Friday after Thanksgiving -December 25 (Max 8 hrs/holiday)	5.0 hrs holiday accrued biweekly	Shift Fire Mgrs= accrue one 14-hour day per month  Non-shift: 12 days same as other Group II managers

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UPDATED AS OF 8/21/2023**

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<b>PREMIUM FOR WORK ON HOLIDAYS</b>	Pay for work on legal holiday is time and a half plus replacement holiday time off	Pay for work on legal holiday is time and a half plus replacement holiday time off	Pay is time and a half for work on the following holidays: Thanksgiving Day, Christmas Day, New Year's Day, MLK Day, Labor Day, 4 <sup>th</sup> of July, and Memorial Day	n/a	n/a	n/a	n/a	Paid holiday time is awarded based on regularly scheduled work day hours per holiday for a full-time manager (pro-rated for part-time employees)	n/a	n/a
<b>HOLIDAYS (PERSONAL)</b>	4 8-hr days (32 hours max.)	4 8-hr days (32 hours max.)	n/a (see Hourly PTO)	Included in holidays allowance	Included in holidays allowance	4 days (32 hours max.) for 40 hr employee, Included in holidays allowance for shift	4 8-hr days (32 hours max.)	4 8-hr days (32 hours max.)	Included in holidays allowance	Shift: Included in holidays allowance  Non-shift: 4 8-hr days (32 hours max.)
<b>HOLIDAY CASH OUT</b>	Only if work on legal holiday and not able to take another day off within 30 days	Only if work on legal holiday and not able to take another day off within 30 days	n/a	At mgmt discretion, if over 120 hours accrued.	At mgmt discretion, if over 120 hours accrued.	Yes, annually (PERS-able)	Only if work on legal holiday and not able to take another day off within 30 days	n/a	n/a	Yes, annually
<b>HOLIDAY ACCRUAL LIMIT</b>	N/A	N/A	N/A	Mgmt may cash require employee to take or cash out at 120 hours (cash out currently suspended by department)	Mgmt may cash require employee to take or cash out at 120 hours (cash out currently suspended by department)	Employee must either cash-out holiday pay accrued during the year or use it in the next year	N/A	N/A	Hired before 12/2012 = Unlimited  Hired after 12/2012 Mgmt may require employee to take or cash out at 120 hours	Hired before 12/2012 = Unlimited  Hired after 12/2012 Mgmt may require employee to take or cash out at 156 hours

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<b>SICK LEAVE ALLOWANCE</b> <i>(Up to ½ annual accrual, e.g. 6 days, may be used for family sick each year)</i>	Accrue 8 hrs/month 2080 max	Accrue 8 hrs/month 2080 max	n/a (see Hourly PTO)	Accrue 8 hrs/month 2080 max plus after 5 yrs accrue 16hrs per year up to 240 hr max of non-replenished bank	Accrue 8 hrs/month 2080 max, plus after 5 yrs accrue 16hrs per year up to 240 hr max of non-replenished bank	40-hr accrue 8 hrs/month, max. hours 1,440.  Shift accrue 12 hrs/month, max. hours 2,160.	Accrue 8 hrs/month	Accrue 8 hrs/month, Plus after 5 yrs accrue 16hrs per year up to 240 hr max of non-replenished bank,  Fire shift mgrs accrue 12 hours/month, Plus after 5 yrs accrue 2 days per year up to 30 days max. of non-replenished bank.	Accrue 8 hrs/month, 2080 max, plus after 5 yrs accrue 16hrs per year up to 240 hr max of non-replenished bank	Non Shift: Accrue 8 hrs/month, 2160 max, plus after 5 yrs accrue 16hrs per year up to 240 hr max of non-replenished bank Shift: Accrue 12 hrs/month, 2160 max, plus after 5 yrs accrue 24hrs per year up to 360 hr mas of non-replenished bank
<b>BEREAVEMENT LEAVE</b>	Up to 5 days (40 hours max.)	Up to 5 days (40 hours max.)	16 hours annually	Up to 5 days (40 hours max.)	Up to 5 days (40 hours max.)	40-hr shift : Up to 5 days (40 hours max.) 56-hr shift: Up to 2 shifts (48 hours max.)	Up to 5 days (40 hours max.)	Up to 5 days (40 hours max.)	Up to 5 days (40 hours max.)	Up to 5 days (40 hours max.)
<b>PTO BANK</b>	n/a	n/a	Accrued at a rate of 0.070 hours per hour of work	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>MANAGEMENT LEAVE</b>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	40 hrs	40 hrs	Managers in a 40 hour shift assignment are eligible for 40 hours. Managers in 56 hr shift eligible for 48 hrs.
<b>EXTENDED PARENTAL LEAVE</b>	Yes – up to 1 year unpaid	Yes – up to 1 year unpaid	n/a	Yes – up to 1 year unpaid	Yes – up to 1 year unpaid	Yes – up to 1 year unpaid	Yes – up to 1 year unpaid	Yes – up to 1 year unpaid	Yes – up to 1 year unpaid	Yes – up to 1 year unpaid



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VACATION	<u>Hours</u> 0 - 2 yrs: 96 3 - 5 yrs: 120 6 - 10 yrs: 176 11 - 15 yrs: 200 16+ yrs: 224	<u>Hours</u> 0 - 2 yrs: 96 3 - 5 yrs: 120 6 - 10 yrs: 176 11 - 15 yrs: 200 16+ yrs: 224	n/a (see Hourly PTO)	<u>Hours</u> 0 - 2 yrs: 96 3 - 5 yrs: 120 6 - 10 yrs: 176 11 - 15 yrs: 200 16+ yrs: 224	<u>Hours</u> 0 - 2 yrs: 96 3 - 5 yrs: 120 6 - 10 yrs: 176 11 - 15 yrs: 200 16+ yrs: 224	Shift employee: 0 – 9 yrs: 132 hrs 10 + yrs: 204 hrs  40 hour: Same as General Unit	<u>Hours</u> 0 - 2 yrs: 96 3 - 5 yrs: 120 6 - 10 yrs: 176 11 - 15 yrs: 200 16+ yrs: 224	<u>Group 2 Hours</u> 0 – 2 yrs: 120 3 – 5 yrs: 160 6 – 7 yrs: 200 8+ yrs: 224 <u>Group 1 (Exec)</u> 0 – 3 yrs: 160 4 – 5 yrs: 200 6+ yrs: 224	<u>Hours</u> 0-2 120 3-5 160 6-7 200 8+ 224	<u>Shift hrs</u> 0-2 180 3-5 240 6-7 300 8+ 336 <u>Non-shift hrs</u> 0-2 120 3-5 160 6-7 200 8+ 224
VACATION ACCRUAL CAP	600 hours	600 hours	n/a	600 hours	600 hours	1 year of accrual	500 hours	500 hours	500 hours	Shift: 528 hours  Non-shift: 352 hours
VACATION CASH OUT	None	None	n/a	None (Final cash-out December 2014)	None (Final cash-out December 2014)	40 hour employee: If 80 hours taken, remaining vacation time can be cashed 56 hour employee: If 96 hours taken, remaining “unscheduled” vacation time may be cashed 1x per year	Max 100 hours per fiscal year in 10 hour increments.	Max 100 hours per fiscal year in 10 hour increments.	Max 100 hours per fiscal year in 10 hour increments	Shift: If 120 hrs taken, up to 168 hrs may be cashed in 1x per year  Non-shift: If 80 hrs taken, up to 120 hrs may be cashed in 1x per year
COMPENSATORY TIME OFF	Yes. Max. balance 100 hours	Yes. Max. balance 100 hours	n/a	Yes. Max. balance 50 hours	Yes. Max. balance 50 hours	Yes. Max. balance Suppression = 108 Prevention= 60 Suppression Comp Time limit of 120 hours per fiscal year.	Yes. Max. balance 100 hours	n/a	Yes. City option to cash out.	Yes. Max. balance 48hrs



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<b>CATASTROPHIC LEAVE DONATION</b>	Can donate vacation or comp time to coworker. Must retain 120 hours.	Can donate vacation or comp time to coworker. Must retain 120 hours.	n/a	Can donate vacation, holiday, or comp time to coworker. Must retain 120 hours.	Can donate vacation, holiday, or comp time to coworker. Must retain 120 hours.	Can donate vacation, unscheduled holiday, or comp time to coworker. Must retain 120 hours.	Can donate vacation, holiday, or comp time to coworker. Must retain 120 hours.	Can donate vacation or comp time to coworker. Must retain 120 hours.	Can donate vacation or comp time to coworker. Must retain 120 hours.	Can donate vacation or comp time to coworker. Must retain 120 hours.
<b>JURY DUTY/COURT PAY</b>	Yes	Yes	n/a	Yes	Yes	Yes	Yes	Yes	Yes	Yes