

INFORMAL TENTATIVE AGREEMENT

County of Santa Barbara and Probation Peace Officers Association

August 5, 2026

The following reflects the informal conceptual agreement reached by the County of Santa Barbara and the Probation Peace Officers Association (PPOA) through the exchange of informal, non-binding conceptual proposals on August 5, 2026.

The Parties acknowledge that these terms are intended to memorialize the material economic and contractual provisions of the conceptual agreement. Final contract language may be modified for clarity, consistency, legal compliance, and integration into the existing Memorandum of Understanding, provided such modifications do not alter the substantive intent of this agreement.

TERMS OF AGREEMENT

1) Term

The successor Memorandum of Understanding shall be effective as soon as practicable following ratification by the Association, and approval by the Board of Supervisors and shall remain in effect through July 2, 2028.

2) Section 7. Salaries

General Salary Increases

- 2.85% across-the-board increase to base salary rates as soon as practicable following ratification by the Association and BOS approval.
 - 2.85% across-the-board increase to base salary rates effective July 5, 2027.
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3) Section 8. Medical and Dental Coverage

Dependent Medical Contributions - In plan year 2027 the County shall provide a flat dollar amount of \$154, twice monthly, to employees enrolled in a medical plan at the EE+1 level, and \$620, twice monthly, to employees enrolled in a medical plan at the EE+2 level.

Dental - County shall contribute up to \$13.35 twice monthly toward the cost of the biweekly premium for employee-only dental plan coverage.

County Group Health Committee (Part F)

The Group Health Committee shall be advisory only. The Committee may provide non-binding recommendations to the County. The County retains sole and exclusive authority over plan

design, carrier selection, benefit structure, and plan administration. Nothing in this section requires the County to adopt or implement any Committee recommendation.

4) Section 9. Health Insurance Benefits During Medical Leave of Absence

For Leaves Not Covered by Labor Code 4850

- County will pay its portion of the medical contributions for 18 months.
- Eliminate the exception that County continues to pay its portion beyond 18 months to the extent employee is using accrued leave balances.
- County contribution will cease at the end of the 18-month period, but employee may continue coverage at their own expense through COBRA.

For Leaves Covered by Labor Code 4850 (Workers' Compensation for Public Safety)

- County continues to pay its portion of the medical contributions for a period of 18 months.
 - If the employee remains on leave following the 18-month period and uses leave accruals to maintain full paid status in every pay period, the County will continue to make its contribution toward health coverage for a period not to exceed six (6) additional months, or until such paid leave is exhausted; whichever occurs first.
 - County contribution will cease at the end of the applicable continuation period, but employee may continue coverage at their own expense through COBRA.
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5) Section 16. Vacation

The maximum vacation accrual will revert to pre-temporary increase level as follows:

Maximum Allowable Accrual (Part B)

Annual vacation accrual may accumulate up to the Maximum Allowable Accrual provided for in the chart in A above. ~~Effective as soon as practicable upon ratification of this MOU by the Association membership and approval by the Board of Supervisors, and for the term of this agreement, maximum vacation accruals at all levels will temporarily increase by 40 hours.~~

Vacation Payment (Part D)

Amend Section D as follows:

No payment in lieu of vacation shall be made to any employee except upon ~~termination~~ separation of employment. ~~Terminating~~ Separating employees shall be paid for accumulated vacation as of the date of separation ~~termination~~. "Separation" means separation from regular status County employment, and does not include regular employees who transfer, promote or demote within departments of the County and maintain regular status County employment.

6) Section 20. Overtime
Computation of Overtime (Part B)

For the purposes of computing overtime, all hours worked, including County paid vacation, holiday, and military duty leave time shall be considered time worked. Paid sick leave and compensatory overtime taken off shall not be considered time worked.

Annual Overtime Cap (NEW LANGUAGE added to Part B)

No employee shall work more than:

- One thousand three hundred (1,300) hours of overtime in any fiscal year, absent written approval of the Department Head or management designee.

Compensatory Overtime (Part D)

~~No accrual of overtime. All overtime will be paid out at in the pay period earned.~~
Accrual of overtime will be capped at 120 hours per year (80 hours worked). Once one hundred and twenty hours are accrued in a payroll year, all overtime will be paid in the pay period earned. Compensatory banks will be cashed out in the pay period previous to 1) general salary increases, 2) temporary assignment to higher classification that results in a salary increase. Comp banks will also be cashed out in the last pay period of the payroll year. Any overtime accrued in the pay period of a cash out will be credited to the employees' comp bank and included with the cash out.

7) Section 42. Payroll Simplification

- Replace and rename section to "Workday ERP / Civil Service Rules"
- Add a reopener provision permitting negotiations if the County's implementation of the Workday ERP system or revisions to Civil Service Rules materially require modification of any provision of this MOU.

SECTION 42. WORKDAY ERP / CIVIL SERVICE RULES

During the term of this Memorandum the parties agree to meet and confer over items related to the County's conversion to the Workday ERP software, or Civil Service Rule revisions which necessitate the renegotiation, alteration or change of any Section of any part, term, condition or language in this agreement.

Add language to Section 41 & 42 per PPOA:

The parties agree that with respect to any re-opener unique to this Section, that should the need arise, a re-opener will be for the narrow purpose of modifications to the MOU relevant to this section only and not to the MOU on the whole. The parties further agree that even if the language changes are deemed to be required by law or rule changes, the County agrees to meet and

confer over any impact arising from the same.

8) General Language Clean Up

Section 10. Flexible Spending Account Plan

B. Benefits elections selected under this plan ~~cannot~~ may not be changed during the plan year except as permitted by applicable Internal Revenue Service (IRS) regulations governing qualifying events ~~for a change in family status consistent with the benefit change~~. Enrollment ~~in the plan~~ shall be offered ~~on an~~ annually basis at the beginning of each ~~the~~ plan year. New employees may enroll within the first thirty (30) days of employment. ~~Continued operation of the program shall be subject to~~ The program shall be administered in accordance with County administrative procedures.

Section 41. Leave of Absence Policy

During the term of this agreement, the County may reopen negotiations ~~on the issue of~~ regarding a comprehensive leave of absence policy and related changes ~~in to~~ terms and conditions of employment. Any proposed changes will not be implemented without mutual agreement of the parties, except where modifications are required to ensure compliance with applicable federal or state laws.

Section 17. Holidays

- ~~K. — In order to receive holiday compensation, an employee must be in paid status on the scheduled workday immediately prior to and/or after the holiday. Notwithstanding the above, neither the first day of employment nor the last day of employment may be a holiday.~~
- K. To be eligible for holiday compensation, an employee must be in paid status in the pay period in which the holiday occurs. For the purposes of this paragraph, "paid status" means the employee has worked or used accrued paid leave, not including the holiday itself, during the pay period in which the holiday occurs. Notwithstanding the above, neither the first day of employment nor the last day of employment may be a holiday.

Section 22. Standby

- D. ~~No employee shall be paid for stand-by duty time and other compensable duty time simultaneously.~~

Revision

An employee shall not receive standby pay and compensation for compensable work time simultaneously for the same period of time. Standby pay shall cease when the employee begins compensable work and shall resume, if applicable, when the employee returns to standby status.

Variance – will continue to address this via Labor Management Committee meeting.

Dated: _____

Dated: _____

County of Santa Barbara

County of Santa Barbara

Probation Peace Officers Association



Stephanie Langsdorf, Lead Negotiator
Employee Relations

Daniel Thompson, Lead Negotiator