

**Side Letter Agreement between the  
County of Santa Barbara and the  
Santa Barbara Deputy Sheriffs' Association  
March 2, 2022**

This Side Letter Agreement ("Agreement") between the County of Santa Barbara ("County") and the Santa Barbara Deputy Sheriffs' Association ("Association") (collectively, "Parties") is entered into with respect to the following:

**WHEREAS**, the Parties entered into a Memorandum of Understanding ("MOU") covering the period of July 1, 2018 through February 20, 2022; and

**WHEREAS**, Section 16 of the MOU sets forth the provisions regarding Stand-by Duty; and

**WHEREAS**, the Parties wish to amend Section 16 in order to more closely reflect the intent of the Parties regarding compensation paid to employees in legacy retirement plans under that Section effective December 30, 2019.

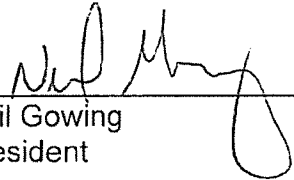
**NOW, THEREFORE**, the Parties agree as follows:

1. Section 16 of the MOU is amended to add Subsection F to read as follows:

- F. Effective December 30, 2019, compensation paid to employees in legacy retirement plans on an hourly basis is recharacterized as an allowance under provisions for special assignment pay as follows:
  - a. Employees regularly assigned by the Sheriff to Air Support in the capacity as a tactical flight officer, pilot, or in the job classification of Air Support Pilot shall receive an allowance of \$350 biweekly.
  - b. Employees regularly assigned by the Sheriff to Cuyama in a patrol assignment shall receive an allowance of \$400 biweekly.
  - c. The special assignment pays in a. and b. above are a function of current job expectations; should expectations for these assignments change in the future, the parties agree to reopen negotiations on potential changes to this assignment pay, provided, however, that any changes during the term of this agreement must be by written agreement of the parties.

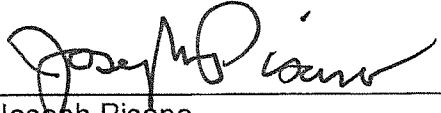
2. This Side Letter Agreement shall not be binding on the Parties unless and until executed by the Deputy Sheriffs' Association, and formally approved by a majority of the County Board of Supervisors.

**Deputy Sheriffs' Association**

  
\_\_\_\_\_  
Neil Gowing  
President

3/2/2022  
Date

**County of Santa Barbara**

  
\_\_\_\_\_  
Joseph Pisano  
Employee Relations Division Chief

2 March 2022  
Date