

**Side Letter Agreement between the
County of Santa Barbara and the
Deputy Sheriffs' Association
01-20-26**

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

WHEREAS, the Association is a recognized employee organization within the meaning of the Meyers-Milias-Brown Act; and

WHEREAS, the County and the Association have entered into a Memorandum of Understanding covering the period of June 27, 2022 through June 21, 2026 ("MOU"); and

WHEREAS, the Parties have met and conferred in good faith and reached an agreement to amend their MOU, as set forth below.

NOW, THEREFORE, the Parties agree as follows:

- 1. SECTION 10. Sick Leave, subsection D, will be amended as follows:

A department head or his/her designated representative may require evidence in the form of a physician's certificate, or otherwise, of the adequacy of the reason for any employee's absence during the time for which sick leave was requested. Under no circumstances is sick leave to be used in lieu of, in addition to, or as vacation. The Auditor may require a physician's certificate from the department in order to determine correctness of payroll records.

Modification of Sick Leave, as provided in this section, shall be subject of discussion in successor contract negotiations. Section 10 of this MOU, as amended and effective January 20, 2026, by signature of the parties on this side letter, shall remain in place for the term of the current MOU, which expires June 22, 2026. In the instance successor contract negotiations are in progress at that time, this side letter shall be extended during successor contract negotiations, but not beyond September 22, 2026, unless the parties have agreed to extend this side letter in a successor MOU or other written agreement.

Deputy Sheriffs' Association

Signed by:

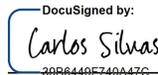
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Tyler Yeates
President

1/20/2026

Date

County of Santa Barbara

DocuSigned by:

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Carlos Silvas
Employee Relations Division Chief

1/20/2026

Date