

Attachment A: Side Letters with:

- **Fire Fighters Local 2046**
- **Deputy Sheriffs' Association**
- **Probation Peace Officers Association**
- **Service Employees International Union, Local 721**
- **Sheriff's Managers Association**
- **Union of American Physicians and Dentists**

**Side Letter Agreement between
County of Santa Barbara and the
Santa Barbara County Fire Fighters, Inc. Local 2046
February 27, 2018**

The parties agree that the Memorandum of Understanding between the Santa Barbara County Fire Fighters, Inc. Local 2046 (Local 2046) and the County of Santa Barbara shall be modified as follows, with all other provisions remaining in full force and effect:

SECTION 7. Salaries

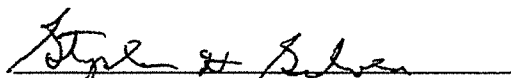
Effective April 23, 2018, base pay for employees represented by Local 2046 shall be increased by \$270.15 per pay period, prorated based on the number of non-premium hours paid in a pay period to incorporate the existing Benefit Allowance into base pay.

SECTION 22. Benefit Allowance

Effective April 23, 2018, this section shall be eliminated in conjunction with the incorporation of the heretofore paid Benefit Allowance into base wages for employees represented by Local 2046.

The intent of the parties is that this Side Letter Agreement will appear on the Board of Supervisors agenda for potential approval on March 20, 2018.

Local 2046

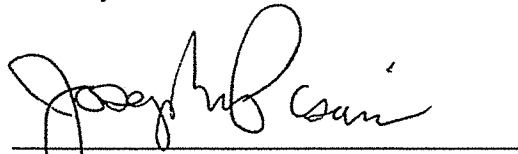


Stephen H. Silver
Attorney at Law

2/27/18

Date

County of Santa Barbara



Joseph M. Pisano
Interim Chief of Employee Relations

27 February 2018

Date

**Side Letter Agreement between
County of Santa Barbara and the
Deputy Sheriffs' Association (DSA)
March 5, 2018**

The parties agree that the Memorandum of Understanding between the Deputy Sheriffs' Association (DSA) and the County of Santa Barbara shall be modified as follows, with all other provisions remaining in full force and effect:

SECTION 5. Salaries

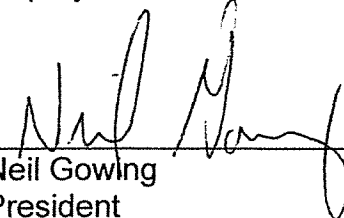
Effective April 23, 2018, base pay for employees represented by the Association shall be increased by \$157.50 biweekly, prorated based on the number of non-premium hours paid in a pay period to incorporate the existing Benefit Allowance into base pay. This adjustment constitutes a conversion of the Benefit Allowance as set forth in Section 9.

SECTION 9. Benefit Allowance

Effective April 23, 2018, this section shall be eliminated in conjunction with the incorporation of the heretofore paid Benefit Allowance into base wages for employees represented by the Association.

The intent of the parties is that this Side Letter Agreement will appear on the Board of Supervisors agenda for potential approval on March 20, 2018.


Deputy Sheriffs' Association



Neil Gowing
President

MARCH 5, 2018
Date

County of Santa Barbara



Joseph Pisano
Interim Chief of Employee Relations

5 March 2018
Date

**Side Letter Agreement between
County of Santa Barbara and the
Probation Peace Officers Association (PPOA)
March 5, 2018**

The parties agree that the Memorandum of Understanding between the Probation Peace Officers Association (PPOA) and the County of Santa Barbara shall be modified as follows, with all other provisions remaining in full force and effect:

SECTION 7. Salaries

Effective April 23, 2018, base pay for employees represented by the Association shall be increased by \$236.51 biweekly, prorated based on the number of non-premium hours paid in a pay period to incorporate the heretofore paid Benefit Allowance into base pay. This adjustment constitutes a conversion of the Benefit Allowance as set forth in Section 11.

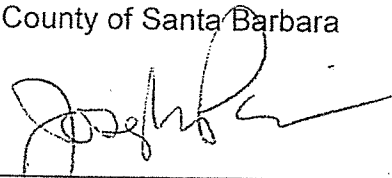
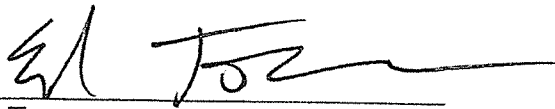
SECTION 11. Benefit Allowance

Effective April 23, 2018, this section shall be eliminated in conjunction with the incorporation of the heretofore paid Benefit Allowance into base wages for employees represented by the Association.

The intent of the parties is that this Side Letter Agreement will appear on the Board of Supervisors agenda for potential approval on March 20, 2018.

Probation Peace Officers Association

County of Santa Barbara



Ed Torres
President

Joseph M. Pisano
Interim Chief of Employee Relations

6 March 2018
Date

5 March 2018
Date

**Side Letter Agreement between
County of Santa Barbara and the
Service Employees International Union, Local 721 (Local 721)
March 6, 2018**

The parties agree that the Memorandum of Understanding between the Service Employees International Union, Local 721 (Local 721) and the County of Santa Barbara shall be modified as follows, with all other provisions remaining in full force and effect:

SECTION 14. Salaries

Effective April 23, 2018, base pay for employees represented by Local 721 shall be increased by \$225.31 biweekly, prorated based on the number of non-premium hours paid in a pay period to incorporate the existing Benefit Allowance into base pay. This adjustment constitutes a conversion of the Benefit Allowance as set forth in Section 18.

SECTION 18. Benefit Allowance

Effective April 23, 2018, this section shall be eliminated in conjunction with the incorporation of the heretofore paid Benefit Allowance into base wages for employees represented by Local 721.

The intent of the parties is that this Side Letter Agreement will appear on the Board of Supervisors agenda for potential approval on March 20, 2018.

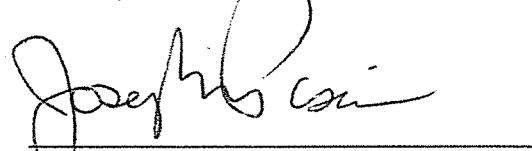
Local 721



Aram Agdaian
Campaign Coordinator/Negotiator

3/6/2018
Date

County of Santa Barbara



Joseph Pisano
Interim Chief of Employee Relations

6 March 2018
Date

**Side Letter Agreement between the
County of Santa Barbara and the
Santa Barbara County Sheriff's Managers Association
March 6, 2018**

The parties agree that the Memorandum of Understanding between the Sheriff's Managers Association (SMA) and the County of Santa Barbara shall be modified as follows, with all other provisions remaining in full force and effect:

SECTION 4. Salaries

Effective April 23, 2018, base pay for employees represented by the Association shall be increased by \$313.56 per pay period, prorated based on the number of non-premium hours paid in a pay period to incorporate the heretofore paid Benefit Allowance into base pay. For illustrative purposes, a full-time employee who is paid for the standard 80 non-premium hours per pay period will see an increase in base pay of approximately \$3.919 per hour upon implementation of this agreement. This adjustment constitutes a conversion of the Benefit Allowance as set forth in Section 10.

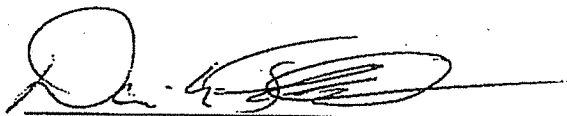
SECTION 10. Benefit Allowance

Effective April 23, 2018, this section shall be eliminated in conjunction with the incorporation of the heretofore paid Benefit Allowance into base wages for employees represented by the SMA.

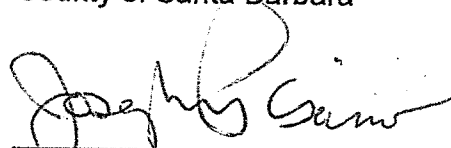
The intent of the parties is that this Side Letter Agreement will appear on the Board of Supervisors agenda for potential approval on March 20, 2018.

Sheriff's Managers Association

County of Santa-Barbara



Darin M. Fotheringham
President



Joseph M. Pisano
Interim Chief of Employee Relations

3-7-2018

Date

8 March 2018

Date

**Side Letter Agreement between
County of Santa Barbara and the
Union of American Physicians and Dentists (UAPD)
March 7, 2018**

The parties agree that the Memorandum of Understanding between the Union of American Physicians and Dentists (UAPD) and the County of Santa Barbara shall be modified as follows, with all other provisions remaining in full force and effect:

SECTION 7. Salaries

Effective April 23, 2018, base pay for employees represented by UAPD shall be increased by \$267.99 biweekly, prorated based on the number of non-premium hours paid in a pay period to incorporate the heretofore paid Benefit Allowance into base pay. This adjustment constitutes a conversion of the Benefit Allowance as set forth in Section 11.


SECTION 11. Benefit Allowance

Effective April 23, 2018, this section shall be eliminated in conjunction with the incorporation of the heretofore paid Benefit Allowance into base wages for employees represented by UAPD.

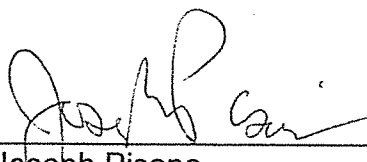
The intent of the parties is that this Side Letter Agreement will appear on the Board of Supervisors agenda for potential approval on March 20, 2018.

Union of American Physicians and Dentists

County of Santa Barbara



Glynnis Golden Ortiz
Representative/Organizer



Joseph Pisano
Interim Chief of Employee Relations

March 7, 2018
Date

7 March 2018
Date