

**Letter Of Agreement between
The Santa Barbara Deputy Sheriffs' Association and
The Santa Barbara Sheriff's Management Association**

This Letter of Agreement ("Agreement") is by and between the Santa Barbara Deputy Sheriff's Association ("DSA") and the Santa Barbara Sheriff's Management Association ("SMA") and is entered into with respect to the following:

WHEREAS, the DSA is a recognized employee organization within the meaning of the Meyers-Milias-Brown Act that represents designated classification of both sworn and non-sworn, non-management personnel employed by the County of Santa Barbara Sheriff's Department (hereinafter "DSA member"); and

WHEREAS, the SMA is a recognized employee organization within the meaning of the Meyers-Milias-Brown Act that represents designated classification of sworn, management personnel employed by the County of Santa Barbara Sheriff's Department (hereinafter "SMA member"); and

WHEREAS, the Sheriff's Department, from time to time, needs employees in classifications represented by the DSA to work "overtime" shifts to meet staffing needs for routine duties or special events; and

WHEREAS, the DSA and the SMA agree that having a process whereby SMA members work Sheriff's Department overtime previously only worked by DSA members is in their mutual interests; and

WHEREAS, the DSA and the SMA have met, conferred and reach agreement and wish to memorialize their agreement concerning the circumstances under which SMA members can sign-up for, and work, Sheriff's Department overtime shifts previously only worked by DSA members.

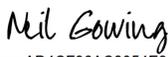
NOW, THEREFORE, the Parties agree as follows:

1. SMA members may sign-up for available voluntary overtime typically only worked by DSA members. This includes shifts in patrol, custody, dispatch or special events, provided, however, the SMA member must possess the necessary skills, training and certifications for the assignment being worked.
2. When working an overtime shift, SMA members shall perform all the duties and functions customarily performed by the rank for which the overtime was flown. For example, an SMA member who is working an overtime shift for a patrol deputy vacancy shall perform the duties and functions of a patrol deputy, without regard for their actual rank. Notwithstanding the foregoing, during critical incidents or other specified situations SMA members may be required to assume command or exercise supervisory responsibilities.

3. Prior to an SMA member working any voluntary overtime, the following process shall be observed:
 - a. DSA members shall have exclusive bidding rights to any available overtime shifts for the first twelve (12) hours following the posting of the shift, unless the overtime shift is posted less than 24 hours prior to the scheduled start of the overtime shift. Overtime shifts posted less than 24 hours prior to the start of the shift shall be filled by the DSA members or SMA members that signs up.
 - b. For overtime shifts posted 24-hours or more prior to the scheduled start of the overtime shift, SMA members may only bid on any overtime shifts after the DSA's exclusive twelve (12) hour bidding period.
 - c. If an overtime shift is bid by an SMA member, the SMA member may be bumped by a DSA member wishing to work the shift, provided such bumping occurs seventy-two (72) hours or more before the beginning of the shift. There shall be no bumping rights within 72-hours of the beginning of a shift.
4. SMA members working any voluntary overtime, shall be compensated at the rate of pay established by the Memorandum of Understanding between the SMA and the County.
5. This agreement shall remain in effect once fully executed through June 30, 2025. It shall automatically renew each year unless written notice of cancellation is provided by one association to the president of the other association by May 1, 2025 (or May 1st of any successor renewal period).

Deputy Sheriffs' Association

Sheriff's Management Association

DocuSigned by:

AD4CF06AC8054E3...

Neil Gowing
President

DocuSigned by:

B094CF3344D4485...

Erik Raney
President

7/15/2022

Date

7/15/2022

Date