

June 8, 2011

Dominic Palera, President
Sheriff's Managers Association
P.O. Box 61105
Santa Barbara, CA 93160

Re: Side Letter of Agreement on the delay of negotiated salary increase originally scheduled for April 18, 2011 and delayed to June 17, 2011 pending the outcome of discussions between the parties.

Dear Mr. Palera:

Santa Barbara County appreciates the willingness of the Santa Barbara County Sheriff's Managers Association (SMA) to consider an additional delay of the implementation of the negotiated salary increase referenced above from the previously scheduled effective date of June 17, 2011 to July 25, 2011. This delay will allow the County and the SMA to continue discussions of potential cost savings measures that may be beneficial to the County and to the Association and its membership.

The parties agree that this delay is not a waiver of the provisions of the current Memorandum of Understanding. If the parties do not arrive at an agreement on or before July 25, 2011 to eliminate or modify the 3% salary increase originally scheduled to be implemented effective April 18, 2011 and previously delayed to June 17, 2011, the salary increase shall be implemented retroactively for all employees on paid status as of July 25, 2011. The County shall make active employees whole by September 1, 2011 for the base salary increase they would have received had the raise gone into effect April 18, 2011. It is understood that individual adjustments other than base pay may take longer to be processed.

Any employee who retires between April 18, 2011 and July 25, 2011 shall be made whole for the difference in payoff of accumulated comp time and vacation. Retirement benefits for employees who retire between April 18, 2011 and July 25, 2011 shall not be adjusted under this agreement.

The County further agrees to waive any ability to unilaterally implement any modification to the wages, hours, and terms and conditions of employment of your members as a result of these discussions. These discussions are considered informal and do not constitute meet and confer or a re-opener of the current agreement.



Dominic Palera
Sheriff's Managers Association



Robert J. MacLeod
County of Santa Barbara