

**Side Letter Agreement between
County of Santa Barbara and the
Deputy Sheriffs' Association
November 22, 2019**

The current Memorandum of Understanding (MOU) between the Deputy Sheriffs' Association (DSA) and the County of Santa Barbara (County) expires on February 20, 2022. The parties have met and conferred and agree to modify terms and conditions of Section 6: Medical and Dental Coverage, Section 15: Overtime, and Section 22: Uniform Allowance of the MOU as follows:

- Section 6: C

Annually during the term of this agreement, the County shall allocate additional funds in the amount of \$2,259,365 to offset the cost of employee and/or dependent health insurance. The parties will jointly determine how the funds will be allocated each year (to employee-only contribution, contribution toward dependent coverage, benefit allowance, and/or other form of payment).

Each fiscal year, the County shall track how much of the allocated amount is actually used to offset the cost of DSA represented employee and/or dependent health insurance. Effective beginning in Fiscal Year 2019-20 for potential adjustment in Fiscal Year 2020-21 for the 2021 Plan Year subsidy:

(1) Any amount of the \$2,259,365 or other amount of allocated funds as determined by this agreement in years subsequent to Fiscal Year 2019-20 not spent to offset the cost of employee and/or dependent health insurance during the fiscal year shall be a one-time addition to the next fiscal year's allocation; and

(2) Any expenditure over the amount of \$2,259,365 or other amount of allocated funds as determined by this agreement in years subsequent to Fiscal Year 2019-20 spent to offset the cost of employee and/or dependent health insurance during the fiscal year shall be a one-time deduction from the next fiscal year's allocation.

- Section 15: D

Overtime shall be placed in a compensatory overtime account or paid in the pay period in which earned. The maximum allowable balance in the compensation overtime account shall be 240 hours which represents 160 hours of actual overtime worked. Except during emergencies as defined below, accrual of overtime in a compensatory overtime account shall be at the discretion of the employee for hours worked up to 120 hours and at the discretion of the Department Head for hours from 121 to 240, subject to the provision that use of accrued overtime later does not result in additional overtime costs.

During emergencies, overtime shall be placed in a Compensatory Overtime account or paid in the pay period in which earned, at the sole discretion of the Department Head or his/her designated representative. For the purposes of this section, "emergencies" are defined as:

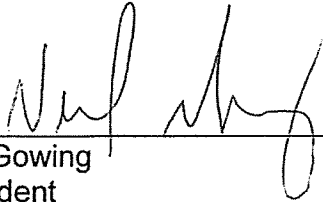
1. The proclamation of a "local emergency" by the Board of Supervisors or the County Executive Officer (note: the County Executive Officer may designate an Assistant County Executive Officer to proclaim a local emergency when the County executive officer is absent); or
2. The proclamation of a "state of emergency" in Santa Barbara County by the Governor.

- Section 22: A

Employees in the classifications listed below shall be provided one dress uniform and one additional shirt and pair of pants at the time of employment and a uniform allowance. The annual uniform allowance shall be \$825.00 per year. The uniform allowance shall be paid to the following classifications:

Custody Deputy
Custody Sergeant
Sheriff's Deputy
Sheriff's Sergeant
Air Support Pilot

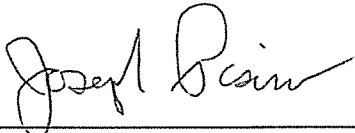
Deputy Sheriffs' Association



Neil Gowing
President

12/12/19
Date

County of Santa Barbara



Joseph Pisano
Employee Relations Division Chief

12-12-19
Date