

August 10, 2012

Adam Estabrook
Santa Barbara County Fire Fighters Local 2046

Re: Side Letter of Agreement on the delay of the 2.5% wage increase scheduled for June 25, 2012 pending the outcome of discussions between the parties.

Dear Adam:

Santa Barbara County appreciates the willingness of Santa Barbara County Fire Fighters Local 2046 to further delay of the implementation of the negotiated salary increase referenced above to allow the County and Local 2046 to continue negotiations that may be beneficial to the County and to Local 2046 and its membership.

The parties agree that this delay is not a waiver of the provisions of the current Memorandum of Understanding (MOU). If the parties do not arrive at an agreement on or before September 18, 2012 to eliminate or modify the 2.5% wage increase scheduled to be implemented effective June 25, 2012, the salary increase shall be implemented retroactively to June 25, 2012 for all employees on paid status as of September 17, 2012. The County shall make active employees whole by November 21, 2012 for the base salary increase they would have received had the raise gone into effect on June 25, 2012. It is understood that individual adjustments other than base pay may take longer to be processed.

Retirement benefits for employees who retire between June 25, 2012 and November 21, 2012 shall not be adjusted under this agreement.

Date

Date

Adam Estabrook
Fire Fighters Local 2046

Joseph M. Pisano
County of Santa Barbara