

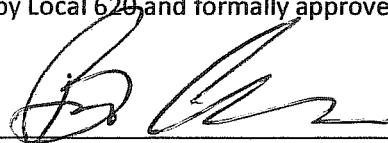
**SEIU Local 620 and the County of Santa Barbara  
Side Letter of Agreement**

The Memorandum of Understanding between the parties currently in effect for the period of February 17, 2014 – July 3, 2016 includes provisions in Section 16-A for the parties to continue bargaining over potential wage increases for Deputy Public Defenders (Bargaining Unit 20).

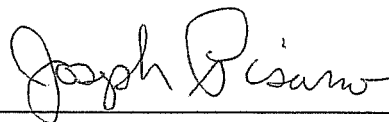
The parties have concluded bargaining regarding that provision and have agreed to the following modifications to the existing Memorandum of Understanding:

1. Effective June 23, 2014, all incumbents in Deputy Public Defender IV and Deputy Public Defender Senior classifications shall receive a 2% increase in salary within the existing salary band for their respective job classification. This increase shall not result in a rate of pay above the top step of the salary band.
2. Effective June 22, 2015, all incumbents in Deputy Public Defender IV and Deputy Public Defender Senior classifications shall receive a 2.5% increase in salary within the existing salary band for their respective job classification. This increase shall not result in a rate of pay above the top step of the salary band.
3. Effective June 20, 2016, all incumbents in Deputy Public Defender IV and Deputy Public Defender Senior classifications shall receive a 3% increase in salary within the existing salary band for their respective job classification. This increase shall not result in a rate of pay above the top step of the salary band.
4. Other negotiated or merit salary increases for which employees are eligible shall not be impacted by the provisions of the Side Letter.
5. Bargaining Unit 20 shall enjoy "favored nations" status regarding base wages for comparable attorney classifications in Bargaining Units 17 and 30 through July 3, 2016.

This side letter shall not be binding upon the parties, either in whole or in part, unless and until ratified by Local 620 and formally approved by a majority vote of the County Board of Supervisors.



Bruce Corsaw  
Executive Director  
SEIU Local 620



Joseph Pisano  
Employee Relations Manager  
County of Santa Barbara

APRIL 21, 2014

Date

21 April 2014

Date