

**Tentative Agreement between
The Sheriff's Managers Association and
the County of Santa Barbara
July 11, 2011**

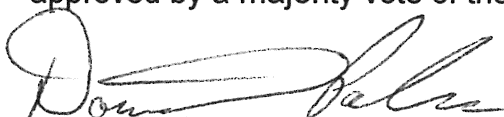
The parties agree that the Memorandum of Understanding between the Sheriff's Managers Association (SMA) and the County of Santa Barbara (County) covering the period from June 30, 2008 to April 14, 2013 shall be extended for approximately two years, through April 12, 2015.

No sooner than April 14, 2014 the parties will reopen negotiations regarding sharing the cost increases in the retirement COLA for the current and future workforce as well as regarding retirement benefits and retiree medical benefits for the future workforce.


In addition, the parties agree that:

- Wage concessions ratified by the SMA and adopted by the County Board of Supervisors on June 7, 2010 shall continue as previously negotiated.
- A 3% salary increase previously delayed from April 18, 2011 shall be implemented effective July 25, 2011 if at all possible and in no case later than August 8, 2011.
- Effective on July 25, 2011 if at all possible and in no case effective later than August 8, 2011, SMA members shall have an additional 2.4 hour salary reduction taken each pay period on a pre-tax basis. That same dollar amount will continue to be deducted each pay period through April 13, 2014.
- A 3% salary increase scheduled for October 17, 2011 shall be deferred to June 24, 2013.
- All savings realized as part of this agreement shall remain in the Sheriff's Department.

The parties stipulate that this agreement shall not be binding upon the parties either in whole or in part unless and until ratified by the SMA and formally approved by a majority vote of the County Board of Supervisors.



Dominick Palera
Sheriff's Managers Association



Robert MacLeod
County of Santa Barbara



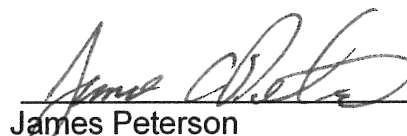
Eric Koopmans
Sheriff's Managers Association



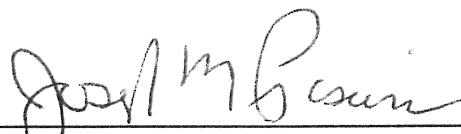
Nicci Plata
County of Santa Barbara



Brian Olmstead
Sheriff's Managers Association



James Peterson
County of Santa Barbara



Joseph Pisano
County of Santa Barbara

7-11-2011

Date

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