

Side Agreement:

During negotiations on the MOU between SBCAPCDEA and the Santa Barbara Air Pollution Control District (APCD) in 2008, the APCO committed to increasing cafeteria dollars to ultimately reach equity with the confidential group of employees. The APCO commitment was to implement the cafeteria dollar increase between July 2008 and June 2010 as follows:

- APCD to contribute an additional \$10.43 per pay period (PP) cafeteria dollars beginning July 2008 such that total cafeteria dollars will equate to \$122.96 per PP.
- Effective June 29, 2009 the APCD will contribute an additional \$11.32 per PP.
- Effective June 28, 2010 the APCD will contribute an additional \$27.56 per PP.

The APCD implemented the first two increments through MOU contracts, but the APCD has stated the APCD Board of Directors will not grant the next monetary increase (\$27.56 per PP) during this contract term (effective June 28, 2010). The SBCAPCDEA accepts the deferral of the final increment during this contract period. During this contract period, the APCD will pursue options to attain equity with the confidential/unrepresented group, and present options to SBCAPCDEA during the 2011-2012 negotiations.