

Proposed  
SIDE LETTER BETWEEN AIR POLLUTION CONTROL DISTRICT  
AND THE  
ENGINEERS AND TECHNICIANS ASSOCIATION

The undersigned parties agree that the MOU between the Santa Barbara County Air Pollution Control District (APCD) and the Engineers and Technicians Association (ETA) shall read as follows:

**ARTICLE 15 D: Vacation** – For the 2012-2013 MOU, shall be amended to read the following:

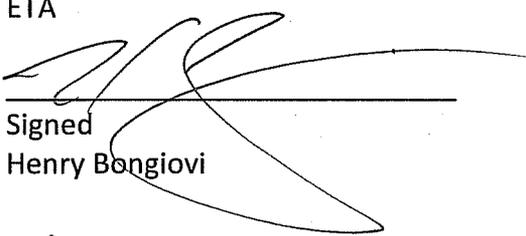
*No later than January 31, 2013 the APCO will determine whether vacation hours may be converted to pay, based upon actual revenue and expense data available at that time. ETA-represented employees shall be able to convert vacation time up to 40 hours, the amount being proportional to the maximum amount convertible by other staff (80 hours) according to the following schedule:*

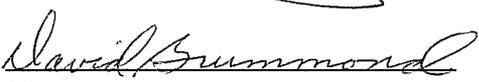
Ratio: Other staff maximum 80  
ETA staff maximum 40

Example 1: Other staff 60/80 = 30 ETA maximum/40

Example 2: Other staff 80/80 = 40 ETA maximum/40

ETA

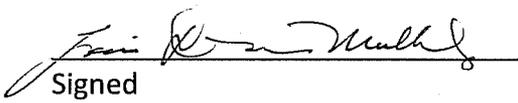
  
Signed  
Henry Bongiovi

  
Signed  
David Brummond

  
Signed  
Jim Fredrickson

8/11/12  
Dated

APCD

  
Signed  
Louis D. Van Mullem, Jr.  
Air Pollution Control Officer

  
Signed  
Robert Van Beveren  
Business Manager

8/1/2012  
Dated