

**Side Letter of Agreement
Between the County of Imperial
And
Management Bargaining Unit,
Regarding Effective Date of Salary Wage Adjustments**

The Imperial County Management Bargaining Unit (hereinafter "MBU") and the County of Imperial (hereinafter after "County") agrees to the following terms and conditions set forth in this Side Letter of Agreement ("Agreement"):

1. Recitals: County and MBU agree that the following recitals are true and correct:
 - a. On December 17, 2025, the County met with the bargaining unit in accordance to the provisions of the Memorandum of Understanding (hereinafter "MOU") between the County and the Association.
 - b. County provided notice to MBU of the County's intent to amend Article 3 of the Memorandum of Understanding effective through June 30, 2027.
 - c. County and MBU have actively conferred pursuant to the reopener provision related to Article 3 of the MOU.
 - d. On December 17, 2025, MBU accepted the County's proposal to amend Article 3 regarding salary wage adjustments for 2025 and 2026 effective date.

Now, therefore, the parties agree as follows:

1. Article 3 shall be amended and replaced in its entirety to read as follows:

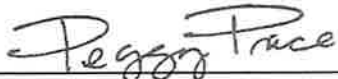
"Article 3 – Salaries"

The County proposes a 3% base wage adjustment effective retro to July 1, 2025, following ratification of the MOU.

The County proposes a 3% base wage adjustment effective on July 1, 2026.

The compensation increases provided during the term of this agreement shall satisfy any and all obligations of the parties to reopen Article 3 of the MOU for further negotiations. No further reopeners on economic issues, including salaries, shall be required during the term of this MOU. Notwithstanding this provision, the parties agree to meet and confer over the potential implementation of adjustments to the compensation of individual classifications based on the County's pending Classification and Compensation Study. Any agreed upon adjustments resulting from the meet and confer process will be memorialized in a side letter of agreement.

2. Unless mutually agreed otherwise by the parties in writing, all other provisions of the current Memorandum of Understanding shall remain in full force and effect.
3. The parties agree that the terms of this Agreement represent the sole and only agreement between the parties and that there are no other written or oral agreements or promises between the parties regarding the change to the MOU relating to salary wage adjustments effective date reflected in this Agreement.
4. The parties further agree that by executing this Agreement, and by County's compliance with the terms of this Agreement, neither party has committed an unfair practice or any violation of the current MOU or other law, and that this Agreement shall not be used as evidence by either party of an alleged violation of the current or any successor MOU between them or of any other law in any forum or tribunal, unless to show compliance or noncompliance with the terms of this Agreement.



FOR THE COUNTY

Date: 1-27-26



FOR THE MANAGEMENT
BARGAINING UNIT

Date: 12/17/2025