

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

The Imperial County Professional Legal Bargaining Unit (hereinafter "PLBU") 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 PLBU agree that the following recitals are true and correct:
 - a. On December 19, 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 PLBU of the County's intent to amend Article 19 of the Memorandum of Understanding effective through June 30, 2027.
 - c. In addition, PLBU and the County agreed to add Article 31, Vacation Buy Back program.
 - d. County and PLBU have actively conferred pursuant to the reopener provision related to Article 19 of the MOU and to add new Article 31 to the MOU.
 - e. On February 11, 2026, PLBU accepted the County's proposal to amend Article 19 regarding salary wage adjustments for 2025 and 2026 effective date and add new Article 31, Vacation Back.

Now, therefore, the parties agree as follows:

1. Article 19 shall be amended and replaced in its entirety to read as follows:

"Article 19 – Wages"

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 19 of the MOU for further negotiations. No further reopeners on economic issues, including salaries, shall be required during the term of this MOU.

Add "Article 31 - Vacation Buy Back"

The County proposes unit members to participate in the vacation buyback program up to a maximum of 40 hours effective July 2026. All other criteria of the current program will apply.

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: 2-17-26


FOR THE PROFESSIONAL LEGAL
BARGAINING UNIT

Date: 02-12-2026



I hereby certify that the foregoing instrument is a correct copy of the original on file with this office.

Date: 3/18/26

Approved by the Board of Supervisors

2/17/26 22
Date Minute Order #

Clerk of the Board of Supervisors
County of Imperial

BY: 
Deputy