

**Side Letter of Agreement
Between the County of Imperial
And
Imperial County Deputy District Attorney Association
Regarding Vacation Buy Back Program**

The Imperial County Deputy District Attorney Association (hereinafter "ICDDAA") 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 ICDDAA 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 ICDDAA of the County's intent to add new Article 33 to the Memorandum of Understanding effective through June 30, 2027.
 - c. County and ICDDAA have actively conferred pursuant to the reopener provision related to adding a new Article 33 of the MOU.
 - d. On February 11, 2026, ICDDAA accepted the County's proposal to add new Article 33 - Vacation Buy Back.

Now, therefore, the parties agree as follows:

1. New Article 33 shall be added to read as follows:

"Article 33 – 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

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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.

Peggy Price
FOR THE COUNTY

Date: 02-17-26

[Signature]
FOR THE IMPERIAL COUNTY
DEPUTY DISTRICT ATTORNEY ASSOCIATION

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

Clerk of the Board of Supervisors
County of Imperial

2/17/26
Date

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Minute Order #

BY: [Signature]
Deputy