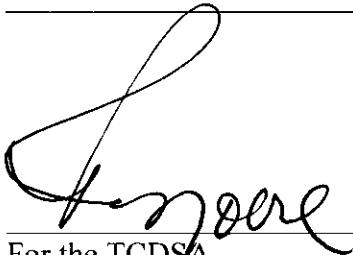


**Side Letter of Understanding between
The County of Tulare
and
The Tulare County Deputy Sheriff's Association
(Units 13 & 15)**

Tulare County and the Tulare County Deputy Sheriff's Association met and conferred on updates and revisions to the County's Personnel Rules.

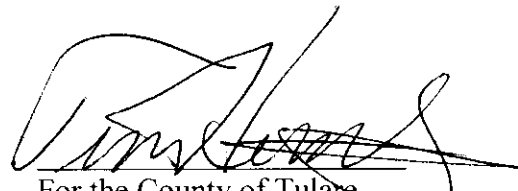
Agreement was reached upon the updates and revisions to the Personnel Rules except for Rule 6.7.7 "Review of Sick Leave Usage." Therefore, in lieu of Rule 6.7.7, the following language shall be applied to units 13 & 15:

"Management reserves the right to evaluate employee absenteeism as a component of an employee's performance and take corrective or disciplinary action as appropriate."



For the TCDSA

11-3-10
Date



For the County of Tulare

10/28/10
Date