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SIDE LETTER AGREEMENT

This Side Letter Agreement is by and between the Deputy Sheriffs Association ("DSA"), on behalf of the Probation Unit and Probation Supervisors Unit, and the County of Contra Costa ("County") and is effective on November 1, 2017, following approval by the Board of Supervisors.

In a representation election held on February, 22, 2017, the members of the Probation Unit and Probation Supervisors Unit, who were represented by the Probation Peace Officers Association of Contra Costa County ("PPOA"), voted to be represented by DSA. The County and DSA have met and conferred in good faith regarding wages, hours and other terms and conditions of employment for the employees in the Probation Unit and Probation Supervisors Unit.


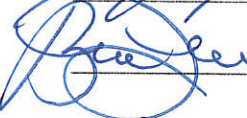
The County and DSA hereby agree that the existing Memorandum of Understanding between the County and PPOA (July 1, 2015 – June 30, 2018) (hereafter referred to as "the MOU") will continue in effect for the Probation Unit and the Probation Supervisors Unit with the following amendments:

1. All references to PPOA in the MOU will now be considered references to DSA. The MOU will be formally referred to as the "Deputy Sheriffs Association Memorandum of Understanding- Probation and Probation Supervisors Units," and may be informally referred to as the "DSA Probation Units MOU."
2. The term of the MOU will be extended from June 30, 2018 to a new expiration date of June 30, 2019.
3. Effective July 1, 2018, the base rate of pay for employees in all classifications in the Probation Unit and Probation Supervisors Unit will be increased by five percent (5%).


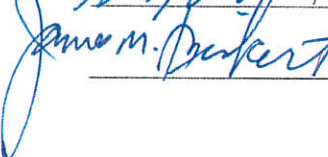
All other provisions of the MOU that are not specifically amended or excluded by this Side Letter remain applicable to the Probation and Probation Supervisors Units. The changes identified in paragraph 1, above, will be incorporated into the successor MOU between the County and DSA for the Probation Unit and Probation Supervisors Unit.

Date: 10-25-17

Contra Costa County:
(Signature / Printed Name)

 / Jeff Bailey
 / Brie Lewis

Deputy Sheriffs Association:
(Signature / Printed Name)

 Shaunda Welch
 JAMES M. BICKERT