

SIDE LETTER AGREEMENT

BETWEEN CONTRA COSTA COUNTY & DEPUTY SHERIFFS ASSOCIATION, RANK & FILE UNIT

This Side Letter is by and between the Deputy Sheriffs Association (DSA), on behalf of its Rank & File Unit, and Contra Costa County (County) and is effective immediately following approval of the Board of Supervisors. The Parties agree to the following terms regarding an incentive plan which includes hiring incentive payments for deputy sheriffs and dispatchers as defined below:

A. Entry-Level Recruits

1. Deputy Sheriff-Recruit – Fixed Term (6X7A) hired on or after the effective date of this side letter - Five thousand dollars (\$5,000) will be paid in the month following successful completion of the basic academy; Five thousand dollars (\$5,000) will be paid in the month following successful completion of probation as a Deputy Sheriff (6XWA).
2. Sheriff's Dispatcher I (64WK) hired after July 1, 2023 - Twenty-five hundred dollars (\$2,500) will be paid the month following hire date; Twenty-five hundred dollars (\$2,500) will be paid the month following the successful completion of two years as a Sheriff's Dispatcher I/II (64WK/64WM).

B. Experienced Employees Hired from Other Agencies (Lateral Transfers)

1. Deputy Sheriff (6XWA) hired on or after the effective date of this side letter - Seven thousand dollars (\$7,000) will be paid the month following hire date; Eight thousand dollars (\$8,000) will be paid in the month following the successful completion of two years as a Deputy Sheriff (6XWA).
2. Sheriff's Dispatcher II (64WM) hired after July 1, 2023 - Ten thousand dollars (\$10,000) will be paid the month following hire date; ten thousand dollars (\$10,000) will be paid in the month following successful completion of two years as a Sheriff's Dispatcher II/Supervising Sheriff's Dispatcher (64WM/64HD).


The DSA and County will meet within one year of the adoption of this Side Letter Agreement by the Board of Supervisors for the purpose of reviewing the effectiveness of this hiring incentive plan and to discuss potential adjustments to criteria and dollar amounts listed herein. As part of this discussion, the parties may review hiring incentive data in other agencies and the extent of staffing shortages in the Sheriff's Office at that time.


This Side Letter Agreement shall supersede the current Side Letter Agreement between the County and DSA providing Sheriff's Dispatchers with employment incentives, which is set to expire on June 30, 2023.

This Side Letter Agreement will expire on June 30, 2025.

Date: 5/11/2023

Contra Costa County:
(Signature/Printed Name)

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 T. Adam Nguyen
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DocuSigned by:
 David Sanford
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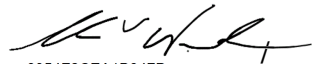
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Deputy Sheriffs Association
Rank & File Unit:

(Signature/Printed Name)
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 Jim Bickert
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 Shawn Welch
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