

**Sideletter of Agreement between County of Mendocino
And Mendocino County Deputy Sheriffs' Association**

February 27, 2024

This letter confirms the intent of the County of Mendocino (County) and Mendocino County Deputy Sheriffs' Association (DSA) to establish a hiring bonus for Deputy Sheriff-Coroner classifications on a trial basis.

Background

Mendocino County is experiencing challenges with the recruitment and retention of Deputy Sheriff-Coroner classifications. The COVID-19 pandemic resulted in the temporary shutdown of the Police Academy, which reduced the hiring pool. At the same time, due to shifts in public perception towards law enforcement as a profession, there has been an increase in early retirements and a nationwide decline in the number of individuals seeking law enforcement jobs.

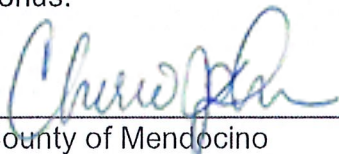
Both state-wide and locally, other agencies offer entry-level and lateral transfers a one-time hiring bonus. To allow the County to remain competitive, decrease incumbent burnout, and attract qualified applicants the Sheriff sought approval for a one-time, hiring bonus. During the April 5, 2022, Board of Supervisors meeting, the Board approved a one-time hiring bonus as a pilot program, the County is requesting to extend the pilot program through December 31, 2025.

The parties agree that, effective upon Board ratification through December 31, 2025, the County will establish a one-time, hiring bonus payable upon successful completion of the probationary period as a Deputy Sheriff-Coroner.


The amount of the bonus shall be as follows:

1. Police Academy graduates whose attendance was not sponsored by the Sheriff's Office shall receive \$7,000; or,
2. Lateral transfers who have attained at minimum a CA POST Basic Certificate from another agency shall receive \$20,000.

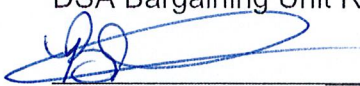
The incentive will be paid in an off-cycle check separate from the normal/regular paycheck, and taxed at the fixed "Bonus Pay" rate for the relevant year. Incumbents in Deputy Sheriff-Coroner on the date of Board ratification are ineligible for the hiring bonus.



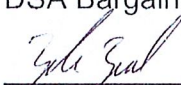
County of Mendocino



DSA Bargaining Unit Representative



DSA Bargaining Unit Representative



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County of Mendocino

COUNTY OF MENDOCINO

By: Darcie Antle
DARCIE ANTLE, Chief
Executive Officer

By: Cherie Johnson
CHERIE JOHNSON, Deputy Chief Executive
Officer

Deputy Sheriffs' Association

By: [Signature]

By: _____

By: _____

COUNTY OF MENDOCINO

By: Mo Mulheren
Mo Mulheren, Chair, 02/27/2024
BOARD OF SUPERVISORS

ATTEST: DARCIE ANTLE
Clerk of the Board

[Signature]
Deputy 02/27/2024

I hereby certify that according to the provisions
of Government Code Section 25103, delivery of
this document has been made.

DARCIE ANTLE, Clerk of said Board

[Signature] 02/27/2024
Deputy

By: Atlas Pearson, Senior Deputy Clerk of the Board