

**County's Comprehensive Proposal No. 7**

February 24, 2025

The following represents the County's position on all outstanding issues.

**1. Duration (Preamble)**

County 10/9/25 Proposal:

3-Year Term (expiring 1/13/29)

**2. Wages/Market Adjustments (Section 6)**

Replace Section 6.1 with the following (current salary formula with annual caps) (underscore and strikeout show changes from existing language covering 2025; other paragraphs will be deleted):

- a. On or before the first Monday in April ~~of 2025~~ in each year during the term of this MOU, the representatives of the County and the representatives of the Deputy Sheriffs Association shall jointly certify to the Board of Supervisors the highest pay rate in effect as of January 31 of that year for deputy sheriffs in the counties of Alameda, Contra Costa, Marin, Napa, San Francisco, Santa Clara, Solano and Sonoma. The terms "pay", "rates of pay", and "pay rates" are hereby defined and intended to include the maximum rate of base pay provided in each of the above jurisdictions for deputy sheriff positions equating to the classification of Deputy Sheriff in the County of San Mateo. Unresolved disputes regarding the interpretation or application of this paragraph shall be resolved by submission to a jointly chosen, neutral arbitrator whose decisions shall be final and binding on the parties and shall be submitted to the Board of Supervisors. The Board of Supervisors shall thereupon fix the rates of pay of the classification of Deputy Sheriff at 1% above the highest pay rate specified in this survey, provided, however, that the pay increases established in this paragraph shall not exceed the following:

2026: 8.0%

2027: 3.0%

2028: 3.0%.

For example, if the highest pay rate in the April 2026 survey plus 1% would result in a wage increase of more than 8.0% for the classification of Deputy Sheriff, the increase shall be capped at 8.0%.

The cap on the January 2028 cost of living adjustment shall be increased by an additional one percent (1%), for a total of four percent (4%) under the following circumstances:

1. Not later than January 1, 2028, the State Legislature enacts and the Governor signs legislation to ensure that San Mateo County



receives its full Vehicle License Fee Adjustment Amount under Revenue & Taxation Code 97.70, as calculated under the laws in existence as of the date of this MOU on an ongoing basis (i.e., without any sunset provision), and

2. Neither the VLF bill nor any companion legislation contains any offsets, reductions or limits to other County funding sources (e.g., a reduction in excess or returned Educational Revenue Augmentation Fund amounts).

Such rates of pay shall be fixed to be effective as of the first day of the first full pay period in January of the first three years of this MOU 2025. The County shall not reduce salaries during the term of this agreement.

- b. ~~Salary increases~~ Salaries for the classification of Sheriff's Correctional Officer shall be set at eighty-five percent (85%) of the Deputy Sheriff's salary. ~~In 2022, this salary adjustment will be effective the pay period in which the Board of Supervisors' approves a successor MOU. In calendar years 2023, 2024 and 2025, the salary adjustment will be effective in January of each year once the Deputy Sheriff's salary for the calendar year has been set.~~
- c. Salary increases for the classification of District Attorney Inspector shall be the same percentage as that of Deputy Sheriffs, as described above. ~~In 2022, this salary adjustment shall be effective the pay period in which the Board of Supervisors' approves a successor MOU in 2022. In calendar years 2023, 2024, and 2025,~~ The salary adjustment will be effective the first full pay period in January ~~of each year~~ for each of the first three years of this MOU.

### 3. Experience Pay (Section 6)

Add new longevity tier at 12 years, add the following new paragraph:

Effective the first full pay period following Association ratification and Board of Supervisors' adoption of a successor MOU, employees in the classifications of Deputy Sheriff, Deputy Sheriff Bailiff, Sheriffs Correctional Officer and District Attorney Inspector shall receive experience pay at the following rates:

- 2.5% at the beginning of the eighth (8th) year
- 3.25% at the beginning of the twelfth (12<sup>th</sup>) year
- 4% at the beginning of the fifteenth (15th) year
- 5% at the beginning of the eighteenth (18th) year
- 6% at the beginning of the twentieth (20th) year

### ~~4. Callback (Section 11)~~

~~County 1/20 Proposal~~

### 5. Out of Class (Section 30)



County 11/7/25 Proposal

6. **Uniform Allowance** (Section 26)

Modify Section as follows:

26.1 Employees in the Sheriff's Office who must provide their own uniform and equipment shall receive one thousand, five hundred dollars (\$1500) an amount per annum in additional compensation to cover the cost of maintaining such uniforms and equipment. For new employees, such payment shall be made on the regular pay warrant that covers each new employee's date of employment. For current employees, such payment shall be made on the pay warrant for the first full pay period of each January.. ~~as follows:~~

2023: \$1,300

2024: \$1,400

2025: \$1,500

Effective the first full pay period following Bord of Supervisors approval of the MOU in 2026, Employees in the DA Inspector classification shall receive a one-time payment of seven hundred and fifty dollars (\$750) to cover the cost of purchasing equipment.

26.2 The County will provide bulletproof vests to ~~department~~bargaining unit personnel consistent with departmental general order.

7. **Exhibit B**

Modify section as follows:

**EXHIBIT B**

1. Employees assigned to the following assignments shall be paid the hourly equivalent rate of one step (5.74%) in the salary range in addition to all other compensation. After the completion of two (2) years of consecutive service in the ~~following identified~~ assignments such employees shall receive an additional 5.74% step, for a maximum total of two (2) steps in addition to all other compensation for those identified assignments. This compensation will be in addition to all other compensation provided for in the Agreement. Temporary reassignment out of the special assignment, not to exceed sixty (60) days, will not be considered a break in the two-year consecutive period.

The maximum specialty assignment pay an employee can receive at any one time is two (2) steps, not including canine pay.



Stephen Leonasio

ASSIGNMENTS	STEP 1	STEP 2
All Detective Assignments*	X	X
<del>Public Information Officer</del>	<del>X</del>	<del>X</del>
Training Unit	X	X
Jail Classification Unit	X	X
Civil Enforcement Unit	X	X
HIDTA/NCRIC	X	X
Bomb Unit	X	X
Psychiatric Emergency Response Team (PERT)	X	X
Motor Deputies	X	
Release Deputy	X	X
<del>SRO/CEU</del>	<del>X</del>	
<del>SWAT</del>	<del>X</del>	

\*Detective Assignments are defined as employees assigned to the Investigations Bureau (Redwood City and Airport), Gang Intelligence Unit, Narcotics Task Force, Vehicle Theft Task Force, Crime Suppression Unit, and the Cargo Theft Task Force.

\*\* Administrative Assignment is defined as the Association President

- Deputy Sheriffs and Correctional Officers assigned to Training Officer work shall be paid at the hourly equivalent rate of one (1) step in addition to all other compensation. Such compensation shall be paid only while the individual is actually assigned a trainee as a Jail Training Officer (JTO) or Field Training Officer (FTO). Deputy Sheriffs and Correctional Officers assigned to ~~SWAT~~ and ERT shall be paid at the hourly equivalent rate of one (1) step in addition to all other compensation. Such compensation shall be paid only while the individual is actually assigned working in, or training for, the ~~SWAT~~ or ERT assignment.

Deputy Sheriffs and Correctional Officers who are assigned to Transportation and who possess a valid California Class B Driver's License shall be paid at the hourly equivalent rate of one (1) step in addition to all other compensation. Such compensation shall be paid only while the individual is actually responsible for operating a vehicle requiring a Class B License during their shift.

- Incumbents in up to two (2) other assignments deemed appropriate by the Sheriff shall be paid at the hourly equivalent rate of one (1) step in addition to all other compensation. The

*Stephen Leonasio*

step increases granted under this section will be effective for no more than one year and all will expire on December 31st of each calendar year. The Sheriff will review all step increases granted under this section each December to determine if the step increase will be renewed for the following year. Step increases may be granted and removed anytime during the calendar year whenever there is a change in work assignment or assigned duties. All step increases will be granted or renewed only upon written authorization, signed by the Sheriff, and submitted to the payroll supervisor via the Bureau of Professional Standards Lieutenant. Deputy Sheriffs receiving the step increase granted under this section will be notified of the Sheriff's decision to grant, renew, or discontinue the step increase by the Bureau of Professional Standards Lieutenant.

If a step increase granted under this Section 3 of Exhibit B is removed, an employee may appeal the decision in accordance with Section 33.7 of the MOU (Involuntary Transfers for the Alleged Purpose of Punishment).

4. Employees in the class of District Attorney's Inspector shall receive Six Dollars (\$6.00) per biweekly pay period.
5. The Sheriff's Office will advertise these assignments when they become available so that all staff have an opportunity to express their interest and be considered. In advertising assignments, the Sheriff's Office will list those criteria that they find desirable, and which will be considered in making selections for these assignments. Temporary special assignments may be made at the discretion of the Sheriff pending the selection process.

Pending TA's

- Sec. 10 Application of Differentials
- Section 3 Presidential Leave
- Side letter on Work Shifts and Assignments

All existing TA's:

- Sec. 1 Recognition
- Sec. 5 No Discrimination
- Sec. 12 Bilingual
- Section 13 Tuition Reimbursement
- Section 17 Holidays
- Sec. 19.5 Extra Help Sick Leave
- Section 21 Medical

Any Provision not included in this proposal remains status quo.



*Stephen Leonasio*

**Tentative Agreement on Recognition**

Modify Section 1 as follows:

**Section 1. Recognition**

The Deputy Sheriffs' Association, hereinafter referred to as the "DSA", is the recognized employee organization for this bargaining unit, certified pursuant to Resolution No. 38586, adopted by the Board of Supervisors on May 16, 1978. This MOU covers County probationary and regular employees employed in the classifications of Deputy Sheriff, Deputy Sheriff Trainee, Deputy Sheriff Bailiff, Sheriff's Correctional Officer and District Attorney Inspector.

Dated:

SO AGREED.

**FOR THE COUNTY**

**FOR THE ASSOCIATION**



Charles Sakai

11/17/25



Stephen Leonesio

**Tentative Agreement on President Release Time**

**Section 3. Association Representatives**

3.2 President Release Time

The County agrees to provide the Association President with sixty (60) hours of release time each pay period. The Association agrees that the start of the term of office for a newly elected President will coincide with the start of a County pay period.

During this County paid release time, the Association President shall engage only in the following activities: (1) preparing for and participating in meet and confer or consultation with representatives of the County or Sheriff's Office on matters relating to employment conditions and employee relations, including wages, hours and other terms and conditions of employment; (2) investigating or processing grievances or appeals; (3) conducting Association business; (4) participation in Association Board and general membership meetings; (5) attendance at Association related training, conferences and workshops. All approved release time will be coded appropriately on the employee's timecard using the appropriate release time pay code ~~RTE~~.

While on release time, the President will utilize accrued leave in accordance with the terms of this agreement for any absences.

The Association President shall not participate in any other activity, including but not limited to political activity, during this County paid release time. Paid release time is not authorized to be used for political activity, any type of activity that is precluded by law or County policy as a conflict of interest, conducting membership drives, or soliciting membership from other County employees or applicants.

~~The Association President shall provide documentation to the Sheriff certifying that during each pay period, the Association President used the sixty (60) hours of County paid release time only for authorized purposes. The Association President shall provide this certification at the conclusion of each pay period. Use of the paid release time for unauthorized purposes may result in disciplinary action, up to and including termination of employment.~~

This agreement for sixty (60) hours of release time per pay period encompasses forty (40) hours per pay period of County-paid release time. In recognition of the Association's responsibility for payment for the remaining twenty (20) hours per pay period of release time for the Association President, effective upon Board of Supervisors' approval of the successor MOU in 2022, the February 12th (Lincoln's Birthday) holiday will be converted to a floating holiday, and the floating holiday will be reduced from eight (8) to six (6) paid hours.

The Sheriff Department shall fix the release time and work schedule hours of the Association President in accordance with Section 7 of the MOU. Release time shall be

scheduled during regular business hours unless otherwise agreed to by the parties. Unused release time hours are not transferable. Unused release time hours resulting from approved time off or lack of Association business cannot be banked for later use, nor shall it be cashable at separation.

If Association representation expands, this agreement does not create precedence or provide guarantee of the addition of release time hours for the Association President or the Association Board.

Dated:

SO AGREED.

**FOR THE COUNTY**

**FOR THE ASSOCIATION**



Charles Sakai

3/6/26

Stephen Leonesio

**Tentative Agreement on Non-Discrimination**

Modify Section 5 as follows:

**Section 5. No Discrimination**

There shall be no discrimination because of race, creed, color, national origin, sex, sexual orientation, legitimate employee organization activities, or on the basis of any other classification protected by law against any employee or applicant for employment by the Association, the County, or anyone employed by the County. To the extent prohibited by applicable state and federal law there shall be no discrimination because of age. There shall be no discrimination against any person with disabilities solely because of such disability unless that disability prevents the person from meeting the minimum standards established. This section shall not be subject to the grievance procedure in this agreement.

**Section 33. Grievance Procedures**

33.3 Grievance Process

Step 2. Human Resources Director

Any employee or official of the Association may notify the Human Resources Director in writing that a grievance exists, stating the particulars of the grievance and, if possible, the nature of the determination desired. Such notification must be received within fourteen (14) calendar days of the written or oral response of the department head or designee as described in Step 1. If the grievant did not file a Step 1 grievance but instead proceeded directly to Step 2, then such notification must be received within twenty-eight (28) calendar days from the date of the employee's knowledge of the alleged grievance. Any grievances involving demotion, suspension or dismissal must be received within fourteen (14) calendar days of the above specified action. If appropriate, the parties will then schedule a grievance meeting. The Human Resources Director or designee, ~~who in the case of a grievance alleging discrimination shall be the Equal Employment Manager,~~ shall have thirty-five (35) calendar days from the grievance meeting in which to investigate the merits of the grievance and to provide the grievant a written response. The County will notify the Association if a reasonable extension of this timeline is necessary. If the grievance is not resolved to the satisfaction of the grievant, then the Association may move the grievance to Step 3 within fourteen (14) calendar days from the issuance of the written response from the Human Resources Director or designee. No grievance may be processed under Step 3 which has not first been filed and investigated in accordance with Step 2.

Dated:

SO AGREED.

**FOR THE COUNTY**

**FOR THE ASSOCIATION**



Charles Sakai

11/17/25



Stephen Leonesio

**Tentative Agreement on Application of Differential**

Modify Section 10 as follows:

**Section 10. Application of Differential**

For employees who have been:

- (1) regularly working a shift described in Section 9, and/or
- (2) assigned to and regularly working a special job assignment enumerated in Exhibit B of this Memorandum, and/or
- (3) eligible for and receiving Career Incentive Allowance for Law Enforcement Officers as provided in Section 14, [insert hard return]

for 30 or more calendar days immediately preceding a paid holiday, the commencement of a vacation, paid sick leave period, or comp time off, ~~as the case may be,~~ the applicable differential shall be included in such employee's holiday pay, vacation pay, paid sick leave or paid comp time.

The vacation, sick leave, holiday and comp time off pay of an employee on a rotating shift shall include the differential such employee would have received had they been working during such period. Shift differential does not apply when employees are assigned modified duty, unless their modified duty assignment requires them to work between 6:00 p.m. and 6:00 a.m.

Dated:

SO AGREED.

**FOR THE COUNTY**



Charles Sakai

3/6/26

**FOR THE ASSOCIATION**



Stephen Leonesio

**Tentative Agreement on Bilingual Pay**

Modify Section 12 as follows:

**Section 12. Bilingual Pay**

A salary differential of ~~seventy dollars (\$70)~~ ninety dollars (\$90.00) biweekly shall be paid incumbents or positions requiring bilingual proficiency as designated by the appointing authority and Human Resources Director. Said differential shall be prorated for employees working less than full-time or who are in an unpaid leave of absence status for a portion of any given pay period. Bilingual pay is effective the first pay period after Human Resources certifies the result of the bilingual exam. Under no circumstances is bilingual pay retroactive.

Designation of positions for which bilingual proficiency is required is the sole prerogative of the County and the decision of the Human Resources Director is final. Human Resources will oversee the bilingual examination, certify exam results and determine effective date of bilingual pay of any individual submitted by the Department for testing. The Association shall be notified when such designations are made.

Individuals who promote or transfer to another position or Department will be reevaluated by the receiving Department to determine if bilingual pay should be continued. Should bilingual pay be continued, Department must submit request for continuation with the Human Resources Department.

Dated:

SO AGREED.

**FOR THE COUNTY**

**FOR THE ASSOCIATION**



Charles Sakai

11/17/25



Stephen Leonesio

**Tentative Agreement on Tuition Reimbursement**

Modify Section 13 as follows:

**Section 13. Tuition Reimbursement**

Employees may be reimbursed for tuition and related fees paid for taking courses of study in an off-duty status if the subject matter content is closely related to present or probable future work assignments, and limited to programs of instruction that correspond to courses offered by independent bona fide institutions of learning. Limits to the amount of reimbursable expense may be set by the Human Resources Director with the County Manager's concurrence. There must be a reasonable expectation that the employee's work performance or value to the County will be enhanced as a result of the course. Courses taken as part of a program of study for a college undergraduate or graduate degree will be evaluated individually for job relatedness under the above-described criteria. The employee must both begin and successfully complete the course while employed by the County.

Employees must apply on the prescribed form with all information needed to evaluate the request to their department head who shall recommend approval or disapproval and forward the request to the Human Resources Director whose decision shall be final. To be reimbursed the application must have been approved before enrolling in the course. If a course is approved and later found to be unavailable, a substitute course may be approved after enrollment. Upon completion of the course the employee must submit a request for reimbursement accompanied by a copy of the school grade report or a certificate of completion to the Human Resources Department who shall, if the employee satisfactorily completes the course, forward it to the Controller for payment. Reimbursement may include the costs of tuition and related fees. The County will reimburse ~~up to fifty dollars (\$50)~~ for books and other related course materials (excluding laptops and other electronic devices) under conditions specified in the Tuition Reimbursement program. Reimbursement for books will only be made for community college, undergraduate level or graduate level courses

.Dated:

SO AGREED.

**FOR THE COUNTY**

**FOR THE ASSOCIATION**

 1/13/2026

Charles Sakai

12 January, 2026

Stephen Leonesio

**Tentative Agreement on Holidays**

Modify Section 17 as follows:

**Section 17. Holidays**

17.1 Regular full-time employees shall receive either eight (8) hours of pay or eight (8) hours of holiday leave for all authorized holidays listed in 17.3, provided they are in a full pay status on both their regularly scheduled workdays immediately preceding and following the holiday. An employee may carry a maximum of one hundred and twenty (120) hours of holiday leave on the books.

Part-time employees shall be entitled to holiday pay in proportion to the average percentage of full-time hours worked during the two (2) pay periods immediately preceding the pay period which includes the holiday. If two or more holidays fall on succeeding or alternate pay periods, then the average full-time hours worked in the two (2) pay periods immediately preceding the first holiday shall be used in determining the holiday pay entitlement for the subsequent holiday.

17.2 Employees regularly scheduled to work a 9/80 or 4/10 schedule may use vacation, accrued holiday pay or compensatory time off to account for the additional one or two hours of their shift, or they can request to flex those hours within the same work week, with approval of their supervisor.

17.3 County Holidays

- (1) January 1 (New Years' Day)
- (2) Third Monday in January (Martin Luther King, Jr.'s Birthday)
- (3) Third Monday in February (Washington's Birthday)
- (4) **March 31 (Cesar Chavez Day)**
- (5) Last Monday in May (Memorial Day)
- (6) June 19 (Juneteenth)
- (7) July 4 (Independence Day)
- (8) First Monday in September (Labor Day)
- (9) Second Monday in October (Indigenous Peoples' Day/Columbus Day)
- (10) November 11 (Veterans Day)
- (11) Fourth Thursday in November (Thanksgiving Day)
- (12) Fourth Friday in November
- (13) December 25 (Christmas Day)
- (14) Every day appointed by the President of the United States or Governor of California to be a day of public mourning, thanksgiving or holiday. Granting of such holidays shall be discretionary with the Board of Supervisors.
- (15) Effective upon Board of Supervisors' approval of a successor MOU in 2022, the Lincoln's birthday holiday will be converted to a floating holiday, for which Regular full-time employees shall receive six (6) hours of holiday leave which will accrue on February 12 each year.

The floating holiday hours may be used starting the first pay period that begins after February 12 each year. The value of the holiday is reduced from eight (8) hours to six (6) hours as the Association's contribution to the President's Release Time.

- 17.4 If the Legislature or the Governor appoints a date different from the one shown above for the observance of one of these holidays, then San Mateo County shall observe the holiday on the date appointed by the Legislature or the Governor.
- 17.5 If one of the holidays listed above falls on Sunday and the employee is not scheduled to work that day, the holiday will be observed on Monday.

In County facilities where there is 24-hour per day coverage, employees in those facilities working 7-day per week coverage, shall observe holidays on the actual day of the holiday.

If any of the above holidays falls on a day other than Sunday and an employee is not regularly scheduled to work that day, or if an employee is required to work on a holiday, they shall be entitled to equivalent straight time off with pay. This equivalent straight time off is limited to one hundred twenty (120) hours with any time earned in excess of one hundred twenty (120) hours cashed out at the equivalent straight time rate. If an employee leaves County service with accrued hours, those hours will be cashed out. If, however, the department head determines, in their sole discretion, that in the case of an employee in Work Group 1 the requirements of the service make it not feasible to add equivalent straight time to the employee's vacation accumulation, the employee shall be paid for the holiday on the basis of straight time but not to exceed eight (8) hours for any one (1) holiday.

~~17.6 Employees working more than their regularly scheduled shift on a holiday shall be compensated for such excess time as provided in Section 8, Overtime.~~

**17.6 Wellness Days**

In addition to the paid holidays listed above, employees shall be entitled to sixteen (16) hours of time off as wellness days or days of reflection (floating holiday) each fiscal year. Employees may use the wellness time off on any day mutually agreed by the employee

and their supervisor. Wellness days not used by the end of the fiscal year will be deemed forfeited and have no cash value.

Dated:

SO AGREED.

**FOR THE COUNTY**

**FOR THE ASSOCIATION**

 1/13/2026

Charles Sakai      12 January, 2026

Stephen Leonesio

**Tentative Agreement on Sick Leave (Cleanup)**

Modify Section 19 as follows:

**Section 19. Sick Leave**

19.5 Credits

When an employee who has been working in a seasonal or extra help category is appointed to a permanent position they may receive credit for ~~such extra help or seasonal period of service in computing accumulated sick leave, any accrued but unused sick leave remaining in their extra help/seasonal sick leave bank at the time of their appointment to a permanent position,~~ provided that no credit shall be given for service preceding any period of more than twenty-eight consecutive days in which an employee was not in a pay status.

If an employee who has unused sick leave accrued is laid off and subsequently reemployed in a permanent position, such sick leave credits shall be restored upon reemployment. No portion of sick leave credits for which an employee received compensation at the time of or subsequent to the day of layoff shall be restored.

Dated:

SO AGREED.

**FOR THE COUNTY**



Charles Sakai

11/17/25

**FOR THE ASSOCIATION**



Stephen Leonesio

**Tentative Agreement on Section 21**

Modify Section 21 as follows:

**Section 21. Hospitalization and Medical Care**

21.1 Medical Insurance

(a) Employees Assigned to Work Eighty (80) Hours Per Pay Period:

The County pays eighty-five percent (85%) of the total premium for the County-offered ~~group Kaiser~~ HMO and ~~Kaiser~~ High Deductible Health plans (employees pay fifteen percent (15%) of the total premium).

For full time employees enrolled in the High Deductible Health Plan, the County will annually contribute fifty percent (50%) of the cost of the deductible amount for the plan to a Health Savings Account.

The County pays ninety percent (90%) of the total premium for the Aetna HMO Plan (employees pay ten percent (10%) of the total premium).

The County pays seventy-five percent (75%) of the total premium for the County-offered group PPO plan (employees pay twenty-five percent (25%) of the total premium).

(b) Employees Occupying Permanent Part-Time Positions Who Work Less Than Eighty (80) Hours Per Pay Period:

For employees occupying permanent part-time positions, who work a minimum of forty (40), but less than sixty (60) hours in a biweekly pay period, the County will pay one-half (1/2) of the County contribution to hospital and medical care premiums described above.

For employees occupying permanent part-time positions who work a minimum of sixty (60) but less than eighty (80) hours in a biweekly pay period, or qualify for health benefits under the Affordable Care Act (ACA) the County will pay eighty-five percent (85%) of the County-offered group High Deductible Health Plan (HDHP) or three-fourths (3/4) of the County contribution to hospital and medical care premiums described above.

For part time employees working half time or more who are enrolled in the High Deductible Health Plan, the County will annually contribute a pro-rated amount of fifty percent (50%) of the cost of the deductible amount for the plan to a Health Savings Account, based on the employee's part time status.

(c) Healthcare Legislation Changes

Upon request from the County or Union, the parties will reopen Section 21 during the term of the agreement to address changes (including changes to taxation) under the Affordable Care Act or other healthcare legislation.

(d) In an effort to offset the employee cost for healthcare costs, effective the first full pay period in January 2027 until the first pay period in January 2029, the County will contribute \$59 per month (\$29.50 each for the first 2 pay periods of each month) (the equivalent of 0.5% of pay Countywide) as a "Premium Only" contribution to each benefit-eligible employee's Section 125 account to be used for premium expenses.

Dated:

SO AGREED.

**FOR THE COUNTY**



Charles Sakai

12 January, 2026

**FOR THE ASSOCIATION**

 1/13/2026

Stephen Leonesio

## Side Letter Agreement Re: Work Shifts and Assignments:

This letter shall confirm certain understandings reached in negotiations for a Memorandum of Understanding covering the period of January 11, 2026, through January ~~XX~~, 2029~~6~~.

### 1. Work Shifts and Assignments

- a. Work shifts are subject to modification by the Sheriff should economic or staffing contingencies dictate revisions, or in the case of an emergency. Should the Sheriff desire to effect a change they shall give advance written notice to the Association of the proposed change(s), the reason(s) therefore, the proposed schedule(s), and shall provide a reasonable opportunity to discuss such change(s) prior to implementation.

Currently, the shifts and hours of work are as follows:

- Court Services - the 5 x 8 work schedule.
- Detention and Custody Division, and Patrol - the Twelve (12) work schedule
- Training Bureau, Detective, Bureau of Professional Standards, School Resource Unit (SRU)/ Community Policing Unit (CPU), Civil Bureau, Admin Classification, and Transportation - the 4x10 work schedule

- b. Employees assigned to the Patrol and Corrections Divisions shall be allowed to continue to bid for their work shift assignment, in the same manner as in presently practiced, described as follows:

1. Seniority

For the purposes of bidding for vacations, shifts (excluding the Detention Division), on call and overtime signups shall be based on classification seniority. For the purpose of this section, classification seniority is defined as time in class plus higher class.

2. Patrol Deputy Shift Bids

Deputies shall bid annually during the month of ~~March~~ January for their shifts within their assignment based on time in classification plus higher classification.

3. Detention Division Shift Bid

Employees assigned to the Detention Division shall bid annually during the month of ~~March~~ January for their shifts based on cumulative time in the classification of Correctional Officer, Deputy Sheriff and higher classifications.

4. Shift changes shall occur in April ~~Such selection shall occur at least annually and normally on January 1 of each year.~~

- c. The above procedure shall also be used for those employees assigned to the Detention and Custody Division and shall be applied within each facility in that

division.

2. No written transfer policy exists at present and the Sheriff agrees not to implement a written transfer policy during the term of the MOU without the agreement of the Association. As a matter of policy, however, employees shall be given two weeks' notice of a permanent transfer between divisions except in cases of emergency.

If the foregoing is in accordance with your understanding, please indicate your acceptance and approval in the space provided below.

**APPROVED AND ACCEPTED:**

FOR THE COUNTY

FOR THE ASSOCIATION



Date: March 6, 2026

Date: 2/20/2026