

**County Proposal on all issues involved in the meet and confer on terms and conditions related to Community Services Officers and Forensic Autopsy Technicians joining the Law Enforcement Unit (LEU).**

1. Wages: Effective the first full pay period following Board of Supervisors' approval of this Sideletter, employees in the classification of Community Services Officer and Forensic Autopsy Technician will receive a five percent (5%) cost of living increase.
2. Market Adjustments: Effective the first full pay period following Board of Supervisors' approval of this Sideletter, employees in the classification of Community Services Officer will receive a 2.9% equity adjustment (factored based on the SMC Survey Data of -7.9% market position and the 5% COLA stated above)
3. Uniform Allowance: Section 28. Uniform Allowance/Safety equipment/Clothes Laundering is amended as follows:

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28.2 Effective the first full pay period following Board of Supervisors' approval of a successor MOU in 2023, or the first full pay period following December 23, 2023, which ever is later, Supervising Sheriff's Identification Technicians and Sheriff's Identification Technicians working in the Sheriff's Department who are required to wear uniforms shall receive a uniform allowance as follows: An initial payment of six hundred fifty dollars (\$650) shall be made when the employee is hired by or transferred into a Division requiring uniforms. A maintenance allowance of six hundred fifty dollars (\$650) shall be made each year on their anniversary date for current employees. The above payments shall be made on the employment or transfer anniversary date for new employees. Such payments are made for uniform needs for the preceding year and employees shall make any required purchases to maintain uniforms within thirty (30) days of receipt of payment. Should the Sheriff's Department change its required uniform, the County shall meet and confer concerning such change and the cost of purchasing new uniforms.

Effective the first full pay period following Board of Supervisor's approval of this Sideletter, the uniform allowance stated in the above paragraph will also apply to employees in the classification of Community Services Officer who work in the Sheriff's Department and are required to wear uniforms.

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SMCO Proposal to LEU  
Distributed via email 5/22/2025

4. Training Pay: Section 32.2 Training Pay is modified as follows:

Effective the first full pay period following Board of Supervisor's approval of a successor MOU in 2023, for the first full pay period following December 23, 2023, whichever is later, employees in the classifications of Criminalist II, Deputy Coroner, Sheriff's Identification Technician, and Sheriff's Property Officer II who are assigned in writing by a manager to train new hire(s) or outside agency personnel will receive an additional 5.74% base pay only for time spent directly training the assigned personnel.

Parties agree to commence a meet and discuss by September 2025, following written request by either party, to review the applicability of a Training Pay premium for the training programs of Community Services Officers and Forensic Autopsy Technicians.

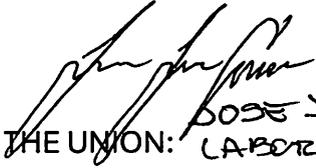
5. Retiree Health

[Placeholder]

APPROVED AND ACCEPTED:

FOR THE COUNTY: *Michelle Kunkin*

Date: 6/5/2025

  
FOR THE UNION: JOSE S. CUERVO  
LABOR REP

Date: 5/23/25