

Side Letter of Agreement
Deputy Sheriff New Hire Incentive Program 2023

I. Parties

The Parties to this Side Letter of Agreement (herein after “Side Letter”) are the County of Amador (hereinafter referred to as the “County”) and Amador County Deputy Sheriffs’ Association (hereinafter referred to as the “Association”).

II. Background

The Parties are the signatories to a Memorandum of Understanding (hereinafter referred to as the “MOU”) setting forth terms and conditions of employment for certain County employees within the Association.

As a result of staffing vacancies in the Deputy Sheriff classification and to incentivize recruitment of new Deputy Sheriff employees, the Parties have agreed to implement a “New Hire Incentive Program” that will become effective as of March 1, 2023, and run through September 30, 2024, unless extended for an additional year by the County Administrative Officer. The County and the Association, have met and conferred and have agreed to amend and modify the existing MOU terms by a side letter and hereby agree as follows:

III. MOU Amendment

New Hire Incentive Program 2023

The Association and the County agree to allow the County to implement a “New Hire Incentive Program” that will provide a hiring sign-on bonus payment to new hires in the Deputy Sheriff job classifications in the amount of seven thousand five hundred dollars (\$7,500).

The hiring sign-on bonus payment will be split into two payments: \$3,000 of the sign-on bonus payment will be paid to a new employee in the employee’s first payroll check following, or as soon as reasonably practicable thereafter upon: 1) satisfactory completion of the Sheriff’s Office Field Training Program. The remaining \$4,500 of the new employee sign-on bonus payment will be paid in the employee's payroll check the first full pay period, or as soon as reasonably practicable thereafter, following successful completion of the employee’s probationary period.

Only one hiring sign-on bonus is available to an employee who is newly hired to Amador County in the above-referenced job classifications. A former County employee who applies in the above- referenced job classifications will only qualify for a new hiring sign-on bonus if the employee had a minimum break in service of at least 3 years from the date they were previously separated from County employment. A County employee who promotes into the job classification is not considered a newly hired employee and is not eligible for the hiring sign-on bonus.

Receipt of the hiring sign-on bonus is contingent on the employee executing an individual "Sign-On Bonus Agreement" that requires the employee to remain employed in the Amador County Sheriff's Office for a minimum of three (3) years. If the employee voluntarily resigns or quits their employment in the Amador County Sheriff's Office during that time, the employee agrees to repay in a pro-rata amount any part of the sign-on bonus received. The employee agreement shall be signed on behalf of the County by the Sheriff, the Human Resources Director, and the County Administrative Officer.

The hiring sign-on bonus payment will only apply to qualified employees hired into the above-referenced job classifications from March 1, 2023, through September 30, 2024. Upon the written approval of the County Administrative Officer and after written notification to the Association, this Program may be extended to apply to qualified employees hired into the above-referenced job classifications through September 30, 2025. However, the County reserves the right to discontinue this Program during any fiscal year and the continuation of this Program is contingent on the County's Board of Supervisors appropriating funds for this program in the County's budget for the fiscal year.

This Amendment may be executed in one or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument. A photocopy or facsimile transmission of the Amendment, including signatures, shall be deemed to constitute evidence of the Amendment having been executed.

IV. General Provisions

- A. This Side Letter of Agreement will take effect as of March 1, 2023, after execution by the Association and upon approval and adoption by the County Board of Supervisors.
- B. The written terms herein embody the entire Side Letter of Agreement between the Parties.
- C. The Side Letter of Agreement modified language herein will not be incorporated into any successor MOU by the Parties unless and until it has been negotiated, agreed to, ratified and adopted.

[Signatures on next page]

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Deputy Sheriff New Hire Incentive Program 2023

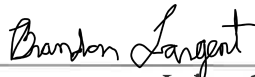
In witness hereof, this Side Letter of Agreement was approved and adopted by a vote of the Board of Supervisors on March 28, 2023.

COUNTY OF AMADOR, CALIFORNIA:

By: 
Chairperson, Board of Supervisors

AMADOR COUNTY SHERIFF'S OFFICE ASSOCIATION:

By: 
Joseph Bresciani, President


, Labor Consultant