

Side Letter

San Joaquin County and San Joaquin County Deputy Sheriffs Association

[Subject to approval by the Board of Supervisors.] San Joaquin County (County) and the San Joaquin County Deputy Sheriffs Association (DSA) representing employees in the Sheriff's Non-Management bargaining unit, agree that continuity in assigned personnel to the City of Mountain House Police Services is beneficial to the provision of public-safety services in the City of Mountain House and mutually agree to the following Retention Incentive Program. Section 4.2.15 of the existing Memorandum of Understanding is amended to include the following modifications. This incentive plan will become effective one full pay period following Board of Supervisors adoption.

4.2.15 Additional Compensation

Employees assigned to the duties of Field or Custody Training Officer (FTO) shall receive a pay supplement of five percent (5%) of their base salary while performing such duties.

Employees in the class of Deputy Sheriff II assigned to the Sheriff's Department Detective Bureau shall receive a pay supplement of five percent (5%) of their base salary while assigned to the Bureau.

Employees assigned to the Tactical or Explosive Ordinance Team shall receive a pay supplement of five percent (5%) of their base salary while assigned to such teams.

Employees assigned to Boating Safety shall receive a supplement of five percent (5%) of base pay while performing boating safety duties.

Employees assigned to the Motor Unit shall receive a pay supplement of five percent (5%) of their base salary while assigned to the unit.

Employees assigned as a Bus Driver shall receive a pay supplement of five percent (5%) of their base salary while assigned to the unit.

Employees assigned as Pilots shall receive a pay supplement of thirteen percent (13%) of their base salary while assigned to the unit.

Employees assigned as Tactical Flight Officers shall receive a pay supplement of five percent (5%) of their base salary while assigned to the unit.

Employees assigned to Unmanned Aerial System (UAS) shall receive a pay supplement of two and one-half percent (2.5%) of their base salary while assigned to UAS.

Employees assigned full-time to Mountain House Police Services are eligible for the following Retention Incentive Program and will receive a monthly stipend of seven-and one-half percent (7.5%) of their base salary for their assigned eighty (80) hour, bi-

weekly pay period. Holidays, overtime, and approved time off will not have an impact or change the stipend amount.

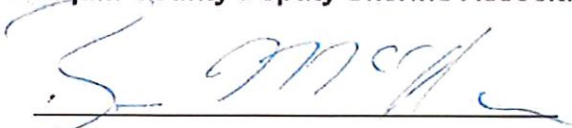
Employees participating in the Retention Incentive Program must commit to a minimum term of three (3) years; and cannot apply for or participate in any ancillary assignments, other than those identified by the City of Mountain House as acceptable. The City of Mountain House has identified the need to keep personnel in their regular assigned duty station as frequently as possible. Thus, the City of Mountain House has deemed the following ancillary assignments as acceptable for participation in the Retention and Incentive Program: Field Training Officer (FTO), Crisis Negotiations Team (CNT), Unmanned Aerial Systems (UAS), and Motors.

The Sheriff may make personnel changes for the needs of the Sheriff's Office, and as stipulated below, members of this bargaining unit are not entitled to an administrative appeal (White Hearing) when they are transferred from any Mountain House Police Services assignment.

Employees receiving multiple supplements shall not receive more than a total of fifteen percent (15%) in supplemental pay.

The association acknowledges that unit members are not entitled to an administrative appeal (White hearing) when they are transferred from a specialty pay position.

San Joaquin County Deputy Sheriffs Association

By: 

Date: 07/16/2026

Brian McElwain, DSA President

By: _____

Date: _____

Dan Koontz, Labor Representative

San Joaquin County

By: 

Date: 7/22/26

Patrick Withrow, Sheriff

By: 

Date: 7/22/26

~~Jennifer Goodman, Director, Human Resources~~

Robert Bonner, Interim Director, Human Resources