

Side Letter

San Joaquin County and San Joaquin County Law Enforcement Management Association

[Subject to approval by the Board of Supervisors.] San Joaquin County (County) and the San Joaquin County Law Enforcement Management Association (LEMA) representing employees in the Sheriff's 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

The Lieutenant assigned to the Critical Incident Management Team, Patrol Administrative Lieutenant, Metro/NARC Administrative Lieutenant, Investigations Administrative Lieutenant, and the Special Services Division Administrative Lieutenant shall receive a pay supplement of 5% of base salary in addition to their regular rate of pay.

One Lieutenant assigned to serve as "chief" for a contracted city's Police Services shall receive a pay supplement of 7.5% of base in addition to the regular rate of pay.

One Lieutenant assigned full-time to Mountain House Police Services is eligible for the following Retention Incentive Program and will receive a monthly stipend of 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.

The one Lieutenant 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.

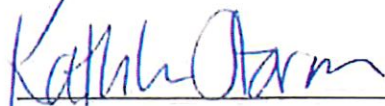
The Sheriff may make personnel changes for the needs of the Sheriff's Office. Members of this bargaining unit are not entitled to an administrative appeal (White Hearing) when they are transferred from any Mountain House Police Services assignment.

San Joaquin County Law Enforcement Management Association

By:  _____

Date: 7/7/26

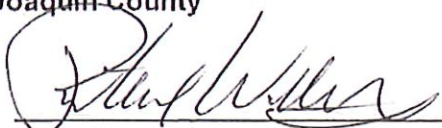
Ross Remus, SDSA President

By:  _____

Date: 7-7-26

 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