

Side Letter Agreement

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 the one Sheriff's Lieutenant assigned as the Sheriff's Mounted Patrol Unit Program Manager spends additional time each week maintaining and caring for their Mounted Unit Service animal as well as other extraneous duties related to the Program. This Lieutenant assigned as the Program Manager will receive an eight hundred fifty (\$850.00) biweekly stipend if the assigned Lieutenant has a mounted unit service animal used in service to the Program. This agreement will become effective the first full pay period following Board of Supervisors approval.

Section 4 of the existing Memorandum of Understanding is amended to include the following new subsection titled **4.2.16 Mounted Patrol Unit Stipend**.

4.2.16 Mounted Patrol Unit Stipend

The one Sheriff's Lieutenant assigned by the Sheriff or designee as the Mounted Patrol Unit Program Manager, and who has a mounted service animal used in service to the Program, does spend time each week maintaining and caring for their Mounted Unit service animal as well as other extraneous duties related to the Program. This Lieutenant acting as the Program Manager shall receive an eight hundred fifty dollar (\$850.00) biweekly stipend. It is further understood this stipend is not considered as compensation earnable for purposes of pension calculations.

The Mounted Patrol Unit Program may be canceled at any time at the discretion of the Sheriff without further obligation to meet and confer.

San Joaquin County Law Enforcement Management Association

By:  Date: 11/3/25
Ross Remus, LEMA President

By:  Date: 11/4/25
Dan Koontz, Labor Representative

San Joaquin County

By: Patrick Withrow Date: 11-5-25
Patrick Withrow, Sheriff

By:  Date: 11-06-2025
Jennifer Goodman, Director, Human Resources