

Side Letter

San Joaquin County and San Joaquin County Sheriff Sergeants Association

[Subject to approval by the Board of Supervisors,] San Joaquin County (County) and the San Joaquin County Sheriffs Sergeants Association (Sergeants) representing employees in the Sheriff's Sergeants 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

A Sergeant assigned to the Critical Incident Management Team, Explosive Ordinance Detail, Training, Internal Affairs, Detectives, Patrol Administration, ~~Mountain House Patrol Administration~~, Patrol Field Training, Court Services Administration, Boating Safety, Transportation, Animal Services and Alternative Work Programs shall receive a pay supplement of five percent (5%) of base salary in addition to their regular rate of pay.

A Sergeant assigned to the Unmanned Aerial System, (UAS) shall receive a pay supplement of two- and one

Sergeants 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.

Sergeants 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.

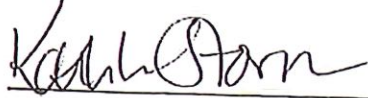
The Sheriff may make personnel changes for the needs of the Sheriff's Office. Members of this bargaining unit are not entitled to an administrative appeal (White Hearing) when they are transferred from any Mountain House Police Services assignment.

San Joaquin County Sheriff Sergeants Association

By: 

David LeCompe, SDSA President

Date: 7/10/2026

By: 
for Dan Koontz, Labor Representative

Date: 7/10/26

San Joaquin County

By: 

Patrick Withrow, Sheriff

Date: 7/22/26

By: 

~~Jennifer Goodman, Director, Human Resources~~

Robert Bonner, Interim Director, Human Resources

Date: 7/22/26