

**First Amendment – Compensation**  
**2023-2025 Memorandum of Understanding (MOU)**

**Between the County of Shasta**

**and the**

**Deputy Sheriffs Association – Deputy Sheriffs, Sergeants and  
District Attorney’s Investigators (DSA – DSS/DAI)**

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The County of Shasta (“County”) and the Deputy Sheriffs Association – Deputy Sheriffs, Sergeants and District Attorney’s Investigators (“Association”) hereby agree to terms as outlined in the terms of the original agreement adopted on October 17, 2023.

The Association and the County agree to this First Amendment (“Amendment”), which amends the Hiring Sign-On Bonus Program for Deputy Sheriff positions and District Attorney Investigators I/II positions in Sections 8.N and 8.O to Article 8, *Compensation*, to extend the program retroactively to the 2024-2025 fiscal year effective July 1, 2024, and to continue the program each subsequent fiscal year contingent on the County’s Board of Supervisors appropriating funds for the program in the County’s budget for that fiscal year, along with the County reserving the right to discontinue the program during any fiscal year.

The amended Sections 8.N and 8.O read as follows and are hereby incorporated into the existing MOU by this Amendment:

**N. Hiring Sign-On Bonus ~~Pilot~~ Program – Deputy Sheriff Positions.**

The Association and the County agree to allow the County to implement a Hiring Sign-On Bonus ~~Pilot~~ Program that will provide a hiring sign-on bonus payment to new hires in the following job classifications at the specified amounts:

- Deputy Sheriff – Entry Level: \$7,500
- Deputy Sheriff – Journey Level/Lateral: \$15,000

The hiring sign-on bonus payment will be split into two payments: 50% of the sign-on bonus payment will be paid in the affected employee’s first payroll check upon hire or as soon as reasonably practicable thereafter. 50% of the sign-on bonus payment will be paid in the employee’s payroll check for the first full pay period following successful completion of the probationary period.

Only one hiring sign-on bonus is available to an employee who is newly hired to Shasta County in the above-referenced job classifications. A former County employee who applies in the above-referenced job classifications will only qualify for the hiring sign-on bonus if the employee had a

minimum break in service of at least 3 years from their previous County employment. A County employee who promotes into one of the above-referenced job classifications, including a Deputy Sheriff Trainee who promotes into the Deputy Sheriff – Entry Level job classification, is not considered a newly hired employee and is not eligible for this 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 Shasta County Sheriff’s Office as a Penal Code section 830.1 peace officer for a minimum of three (3) years. If the employee voluntarily resigns or quits his or her employment in the Shasta County Sheriff’s Office as a Penal Code section 830.1 peace officer during that time, the employee agrees to repay in a pro-rata amount any part of the sign-on bonus received. The agreement shall be signed on behalf of the County by the Sheriff, the Director of Support Services, and the County Executive Officer.

The hiring sign-on bonus payment will only apply to qualified employees hired into the above-referenced job classifications during the 2024-2025 fiscal year from January 2, 2022 July 1, 2024 through June 30, 2023 2025. Upon the written approval of the County Executive Officer and after written notification to the Association, this ~~Pilot-Program~~ may be extended to apply to qualified employees hired into the above-referenced job classifications in any subsequent fiscal year thereafter, through June 30, 2024. However, the County reserves the right to discontinue this ~~Pilot-Program~~ during any fiscal year and the continuation of this ~~Pilot-Program~~ is contingent on the County’s Board of Supervisors appropriating funds for this program in the County’s budget for that fiscal year.

**O. Hiring Sign-On Bonus ~~Pilot-Program~~ – District Attorney Investigator Positions.**

The Association and the County agree to allow the County to implement a Hiring Sign-On Bonus ~~Pilot-Program~~ that will provide a hiring sign-on bonus payment to new hires in the following job classifications at the specified amounts:

- District Attorney Investigator I: \$15,000
- District Attorney Investigator II: \$15,000

The hiring sign-on bonus payment will be split into two payments: 50% of the sign-on bonus payment will be paid in the affected employee’s first payroll check upon hire or as soon as reasonably practicable thereafter. 50% of the sign-on bonus payment will be paid in the employee’s payroll check for the first full pay period following successful completion of the probationary period.

Only one hiring sign-on bonus is available to an employee who is newly hired to Shasta County in the above-referenced job classifications. A former County employee who applies in the above-referenced job classifications will only qualify for the hiring sign-on bonus if the employee had a minimum break in service of at least 3 years from their previous County employment. A County employee who promotes into one of the above referenced job classifications, including a Deputy Sheriff – Journal Level/Lateral who promotes into the District Attorney Investigator I/II job classification, is not considered a newly hired employee and is not eligible for this 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 Shasta County District Attorney's Office as a Penal Code section 830.1 peace officer for a minimum of three (3) years. If the employee voluntarily resigns or quits his or her employment in the Shasta County District Attorney's Office as a Penal Code section 830.1 peace officer during that time, the employee agrees to repay in a pro-rata amount any part of the sign-on bonus received. The agreement shall be signed on behalf of the County by the District Attorney, the Director of Support Services, and the County Executive Officer.


The hiring sign-on bonus payment will only apply to qualified employees hired into the above-referenced job classifications during the 2024-2025 fiscal year from December 4, 2022 July 1, 2024 through June 30, 2024~~2025~~. Upon the written approval of the County Executive Officer and after written notification to the Association, this ~~Pilot~~ Program may be extended to apply to qualified employees hired into the above-referenced job classifications in any subsequent fiscal year thereafter~~through June 30, 2025~~. However, the County reserves the right to discontinue this ~~Pilot~~ Program during any fiscal year and the continuation of this ~~Pilot~~ Program is contingent on the County's Board of Supervisors appropriating funds for this program in the County's budget for that 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.

For the County:

For the Association:

  
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Monica Fugitt  
Director of Support Services

  
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Ben Estill  
DSA – DSS/DAI President

7/30/24  
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Date

7.30-24  
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Date