

First Amendment – Wages

2023-2025 Memorandum of Understanding (MOU)

Between the County of Shasta

and the

**Deputy Sheriffs Association – Correctional Officer – Deputy Sheriffs Unit
(DSA – CO)**

The County of Shasta (“County”) and the Deputy Sheriffs Association – Correctional Officer – Deputy Sheriffs Unit (“Association”) hereby agree to terms as outlined in the terms of the original agreement adopted on January 23, 2024.

The Association and the County agree to this First Amendment (“Amendment”), which amends the Hiring Sign-On Bonus Program in Section 8.6 to Article 8, *Wages* 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 Section 8.6 reads as follows and is hereby incorporated into the existing MOU by this Amendment:

8.6. Hiring Sign-On Bonus ~~Pilot~~ Program.

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:

- Correctional Officer I – Deputy Sheriff: \$5,000
- Correctional Officer II – Deputy Sheriff: \$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 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.

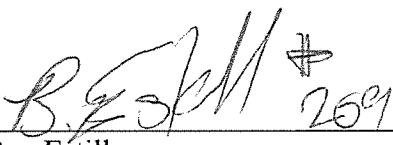
This Amendment may be executed in one or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument. A photocopy or facsimile transmission of the Amendment, including signatures, shall be deemed to constitute evidence of the Amendment having been executed.

For the County:

For the Association:



Monica Fugitt
Director of Support Services



Ben Estill
DSA President

7/30/24

Date

7-30-24

Date