

**SIDE LETTER AGREEMENT**  
**BETWEEN CONTRA COSTA COUNTY &**  
**DEPUTY SHERIFFS ASSOCIATION, RANK & FILE UNIT**

This Side Letter is by and between the Deputy Sheriffs Association (DSA), on behalf of its Rank & File Unit, and Contra Costa County (County) and is effective immediately following approval of the Board of Supervisors. The Parties agree to the following terms regarding an incentive plan which includes hiring bonuses for deputy sheriffs and dispatchers as defined below:

**A. Entry-Level Recruits**

1. Deputy Sheriff-Recruit – Fixed Term (6X7A) hired on or after the effective date of this side letter - Five thousand dollars (\$5,000) will be paid in the month following successful completion of the basic academy; Five thousand dollars (\$5,000) will be paid in the month following successful completion of probation as a Deputy Sheriff (6XWA).
2. Sheriff's Dispatcher I (64WK) hired on or after the effective date of this side letter - Twenty-five hundred dollars (\$2,500) will be paid the month following hire date; Twenty-five hundred dollars (\$2,500) will be paid the month following the successful completion of two years as a Sheriff's Dispatcher I/II (64WK/64WM).

**B. Experienced Employees Hired from Other Agencies (Lateral Transfers)**


1. Deputy Sheriff (6XWA) hired on or after the effective date of this side letter - Seven thousand dollars (\$7,000) will be paid the month following hire date; Eight thousand dollars (\$8,000) will be paid in the month following the successful completion of two years as a Deputy Sheriff (6XWA).
2. Sheriff's Dispatcher II (64WM) hired on or after the effective date of this side letter - Ten thousand dollars (\$10,000) will be paid the month following hire date; ten thousand dollars (\$10,000) will be paid in the month following successful completion of two years as a Sheriff's Dispatcher II/Supervising Sheriff's Dispatcher (64WM/64HD).

This Side Letter Agreement shall immediately upon approval by the Board of Supervisors supersede the current Side Letter Agreement between the County and DSA providing Sheriff's Dispatchers with employment incentives, which is set to expire on June 30, 2025.


This Side Letter Agreement only applies to new employees hired into the County on or after Board of Supervisors' approval of this side letter and will expire on June 30, 2027.

Date: 6/16/2025

**Contra Costa County:**  
(Signature/Printed Name)

 Jeremie Jenkins

**Deputy Sheriffs Association**  
**Rank & File Unit:**  
(Signature/Printed Name)

 Lucky Chestnut

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