SIDE LETTER AGREEMENT
BETWEEN THE COUNTY OF CONTRA COSTA & DEPUTY SHERIFFS ASSOCIATION, PROBATION SUPERVISORS UNIT

This Side Letter is by and between the Deputy Sheriffs Association (DSA), on behalf of its Probation Supervisors Unit, and the County of Contra Costa (County) and is effective the first day in the month following Board of Supervisors approval of this Side Letter.

The DSA and the County (Parties) agree to amend Section 43 (Special Benefits), subsection D. Vacation Buy Back Plan of the Memorandum of Understanding between the County and the DSA Probation and Probation Supervisors Units (MOU) (July 1, 2023-June 30, 2027) as follows:

D. Vacation Buy Back Plan. The County will reimburse up to one-third (1/3) of an employee's annual vacation accrual, subject to the following conditions: (a) the choice can be made only once in each calendar year; (b) payment shall be based on an hourly rate determined by dividing the employee's monthly salary by 173.33; and (c) the maximum number of hours that may be reimbursed in any year is one-third (1/3) of the annual accrual at the time of reimbursement. ~~Employees promoted or hired by the County into any classification represented by the Association on and after January 1, 2012, are not eligible for the Vacation Buy-Back benefit. However, any employee who was eligible for a Vacation Buy-Back benefit before promoting into a classification represented by the Association will retain that benefit after promoting into a classification represented by the Association.~~

This Side Letter will remain in effect for the term of the current MOU between the County and DSA Probation and Probation Supervisors Units (July 1, 2019 – June 30, 2023). The terms of this Side Letter will be incorporated into the successor MOU unless otherwise negotiated by the parties. All other terms and conditions of the current MOU between the County and DSA Probation and Probation Supervisors Units remain unchanged by this Side Letter.

Date: 9-25-2023

Contra Costa County:
(Signature/Printed Name)

David Sanford

Deputy Sheriffs Association
Probation Supervisors Unit:
(Signature/Printed Name)

James M. Bickert Jim BICKERT

Shawn Welch