

**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 the County of Contra Costa (County) and is effective upon the Board of Supervisors' approval of this Side Letter.

DSA and the County (Parties) agree to amend Section 18 (Probationary Period) of the Memorandum of Understanding between the County and DSA Rank & File Unit (MOU) (July 1, 2023-June 30, 2027) as set forth below:

**(New subsection added.)**

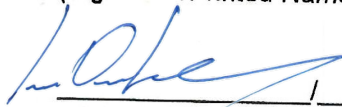
**18.9 Deputy Sheriff – Recruit.** Deputy Sheriff Recruits will be appointed to the classification of Deputy Sheriff Recruit – Fixed Term (6X7A) for the duration of their academy training period. Advancement to Deputy Sheriff (6XWA) is at the discretion of the Sheriff's Office and will be made upon the affirmative recommendation of the Sheriff's Office following the successful completion of academy training.

**(All other portions of Section 18 remain unchanged.)**

This Side Letter will remain in effect for the term of the current MOU between the County and DSA Rank & File Unit (July 1, 2023 – June 30, 2027). 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 Rank & File Unit remain unchanged by this Side Letter.

Date: 4/9/2024

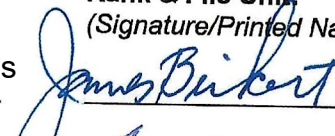
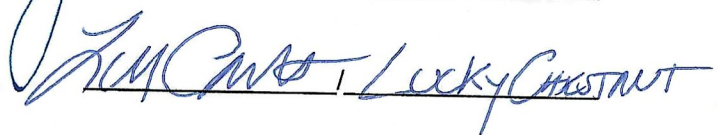
**Contra Costa County:**  
(Signature/Printed Name)

 / \_\_\_\_\_ Jeremie Jenkins

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

 / James BICKERT, Jim BICKERT  
 / Lucky CONSTANT

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