



## Mendocino County Human Resources Department

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### **Side Letter of Agreement between the County of Mendocino and Mendocino County Deputy Sheriffs' Association**

**August 3, 2026**

This Side Letter is entered into between the County of Mendocino ("County") and the Mendocino County Deputy Sheriffs' Association ("DSA"), collectively referred to as "Parties."

The Parties have resolved meet and confer obligations, and, by this Side Letter, confirm the intent to offer a hiring incentive for Deputy Sheriff-Coroner and Sheriff's Sergeant classifications, effective upon ratification by the Board of Supervisors, as follows:

#### Background

Mendocino County is experiencing ongoing challenges with the recruitment and retention of experienced Deputy Sheriff-Coroner and Sheriff's Sergeant classifications.

Both state-wide and locally, other agencies offer experienced lateral transfers various incentives. To allow the County to remain competitive, decrease incumbent burnout, and attract qualified experienced applicants, the Sheriff sought approval for a (1) one-time sick leave accrual transfer and (2) matching of vacation leave accrual rate for years of service.

The parties agree that, effective upon Board ratification through three years from ratification date, the County will allow newly-hired Deputy Sheriff-Coroners or Sheriff's Sergeants lateral transfers to transfer sick leave accruals and accrue vacation leave upon hire, in accordance with the following criteria.

#### Hiring Incentive

The sick leave accruals transfer shall be as follows:

1. Lateral transfer shall receive sick leave hours equivalent to the balance of sick leave accruals at the end of their employment with another law enforcement agency.
2. There is no cap to the number of sick leave hours that may be transferred.
3. Sick leave accruals are available for use upon start of employment.

The vacation leave accrual rate shall be as follows:

Upon start of employment, the lateral shall accrue vacation leave with the County consistent with their years of combined law enforcement service as a sworn officer or deputy sheriff.

Example: If the lateral has ten (10) years of combined law enforcement experience as a sworn officer, they shall accrue vacation leave as a County employee with ten (10) years of continuous service.

Lateral transfers must meet the eligibility requirements:

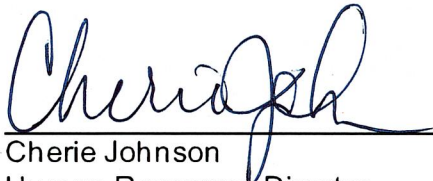
- Demonstrate current sick leave accrual balance at the time of the job offer.
- Demonstrate that the sick leave balance was not applied as service credit towards

retirement at another law enforcement agency.

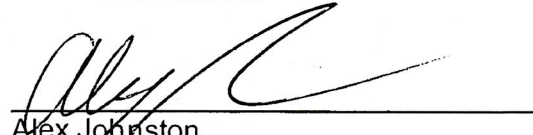
- Demonstrate years of service as a sworn officer or deputy sheriff.
- Currently employed by another law enforcement agency on good terms, or left employment with their most recent law enforcement agency on good terms.
- When previously employed by the Mendocino County Sheriff's Office, have a minimum of three (3) years since the end of their employment, and left Mendocino County Sheriff's Office employment on good terms.
- Must not receive or have received an alternate hiring incentive connected to their hire.

The Sheriff retains discretion in determining eligibility for the incentive, designated and disclosed to the applicant prior to the start of employment.

For the County of Mendocino:

  
Cherie Johnson  
Human Resources Director

For the Mendocino County Deputy Sheriffs'  
Association:

  
Alex Johnston  
President, Mendocino County Deputy  
Sheriffs' Association

Date: 8/31/26

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