

**Sideletter of Agreement between County of Mendocino
And Mendocino County Law Enforcement Management Association**

May 27, 2022

This letter confirms the intent of the County of Mendocino (County) and Mendocino County Law Enforcement Management Association (MCLEMA) to establish a hiring bonus on a trial basis.

Background

Mendocino County is experiencing challenges with the recruitment and retention of Deputy Sheriff-Coroner I / II classifications (Job Class Codes 7097 and 7113, respectively). The COVID-19 pandemic resulted in the temporary shutdown of the Police Academy, which reduced the hiring pool. At the same time, due to shifts in public perception towards law enforcement as a profession, there has been an increase in early retirements and a nationwide decline in the number of individuals seeking law enforcement jobs.

Both state-wide and locally, other agencies offer entry-level and lateral transfers a one-time hiring bonus. To allow the County to remain competitive, decrease incumbent burnout, and attract qualified applicants the Sheriff sought approval for a one-time, hiring bonus. During the April 5, 2022, Board of Supervisors meeting, the Board approved a one-time hiring bonus as a pilot program, with the Sheriff's Office to report to the Board in six months, and again at twelve months, with an update as to the results of the pilot program.

The parties agree that, effective upon Board ratification and for a period not to exceed 12 months, the County will establish a one-time, hiring bonus payable upon successful completion of the probationary period for Job Class Code 7097 Deputy Sheriff-Coroner I and Job Class Code 7113 Deputy Sheriff-Coroner II. The amount of the bonus shall be as follows:

1. Police Academy graduates who self-financed their attendance shall receive \$7,000; and,
2. Lateral transfers from another agency shall receive \$20,000.

The incentive will be paid in an off-cycle check separate from the normal/regular paycheck, and taxed at the fixed "Bonus Pay" rate for the relevant year. Incumbents in Job Class Code 7097 Deputy Sheriff-Coroner I and Job Class Code 7113 Deputy Sheriff-Coroner II on the date of Board ratification are ineligible for the hiring bonus.

Darcio Antle
County of Mendocino

5/31/22
Date

County of Mendocino

Date

Andrew Porter
MCLEMA Representative

05/30/2022
Date

[Signature]
MCLEMA Representative

5/31/2022
Date