



Mendocino County Human Resources Department

Side Letter of Agreement between the County of Mendocino and Mendocino County Deputy Sheriffs' Association November 6, 2024

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, agree to amend the language in the 2023-2026 DSA Memorandum of Understanding, Article 23 Bereavement Leave, effective the first full period following approval, as follows:

ARTICLE 23. BEREAVEMENT LEAVE

In the event of the death of an immediate family member (defined as employee's spouse, domestic partner, child, stepchild, grandchild, parent, brother, sister, grandparent or spouses'/domestic partner's parent, grandparent, brother or sister) an employee may be allowed five (5) days of bereavement leave. The five (5) days may be used non-consecutively within three (3) months and shall be considered paid leave, up to maximum of forty (40) hours.

Employees who work a shift of longer than eight (8) hours, and more than forty (40) hours in five (5) days, may use accrued leave for the hours absent in excess of forty (40) hours (i.e., an employee regularly scheduled ten (10) hour shifts may be absent five (5) days or fifty (50) hours, may receive a maximum of 40 hours of paid bereavement leave, and use ten (10) hours of accrued leave).

An employee may use two (2) additional days of bereavement leave charged against sick leave, vacation or compensatory time off balance up to a maximum of 16 hours.

For the County of Mendocino:

A handwritten signature in blue ink, appearing to read "Cherie Johnson".

Cherie Johnson, HR Director

Date: January 17, 2025

For the Mendocino County Deputy Sheriffs' Association:

A handwritten signature in blue ink, appearing to read "Dennis M. Wallach".

Dennis M. Wallach, Mastagni Holstedt

A handwritten signature in blue ink, appearing to read "J. VANOVEN 1286".

Jay Vanoven

A handwritten signature in blue ink, appearing to read "Zohar Zaied".

Zohar Zaied

A handwritten signature in blue ink, appearing to read "Bryan Arrington".

Bryan Arrington