



Mendocino County Human Resources Department

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

July 31, 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, agree to amend the Article 29, Uniform Allowance and Replacement, effective upon ratification by the Parties, as follows:

ARTICLE 29. UNIFORM ALLOWANCE AND REPLACEMENT

Those employees that are required to wear and maintain a uniform shall receive a uniform allowance of Six Hundred Dollars (\$600.00) twice per year, paid in the pay period containing September 30 and the pay period containing March 30. In addition, the Department will replace protective vests within five (5) years of initial use.

It is understood that this allowance is to be applied to all uniforms and equipment maintenance expenses and replacement of uniforms due to normal wear.

The county agrees to reimburse for uniforms and uniform equipment of employees represented by the Association that are damaged or stolen, during duty hours or while stored at a County facility, providing that the employee made a reasonable effort to safeguard the uniform and/or uniform equipment. Reimbursement shall be based upon the residual value of the item, based upon its current cost.

Such reimbursement shall be made within thirty (30) calendar days from the date of submission of the claim and related required reports to the Department. Failure of the Department to deny a claim in writing within thirty (30) calendar days will result in a determination that the claim is accepted and shall be paid. Uniform and uniform equipment to be carried is defined as said equipment or uniform authorized by the Sheriff or his/her designee.

If the Department denies the claim, at the Association's member's request, a Special Board will be convened of one representative from the Sheriff's Office, one from the Association, and any one member of the County Civil Service Commission that both parties agree to as the third member. If no agreement is possible between the Association and the Sheriff's Office representatives as to a third party, the third party will be selected by placing the names of the Commission in a container and selecting a name at random without viewing contents of the container; said person shall act as the chairperson of the Board.

The decision of this Board shall be final.

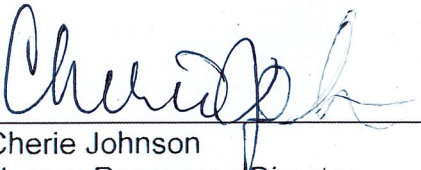
SWAT TEAM EQUIPMENT

Upon approval of the Sheriff, the County agrees to reimburse assigned SWAT Team members up to Five Hundred Dollars (\$500.00) per fiscal year for approved SWAT Team equipment.

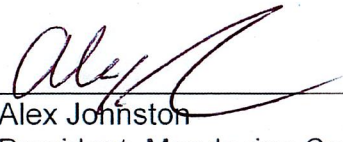
UNIFORM REIMBURSEMENT

The County agrees to reimburse with receipts provided, or purchase on behalf of D.A. Investigators, Welfare Fraud Investigators, Sheriff's Evidence Technician, Sheriff's Evidence Unit Supervisor, and Investigative Technician, up to Six Hundred Dollars (\$600.00) annually for uniforms.

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: 8/21/26