

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
COUNTY OF SISKIYOU
AND
DEPUTY SHERIFFS' ASSOCIATION



September 15, 2024, through September 25, 2027

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Preamble

This agreement between the County of Siskiyou (County) and the Deputy Sheriffs' Association (DSA) promotes harmonious labor relations between the County and the DSA and establishes rates of pay, hours of work, and other conditions of employment.

Article 1- Recognition

The County recognizes DSA as the exclusive representative for employees in the classifications listed in Appendix "A" Recognition as amended.

Article 2- County Rights

2.1. Management Rights

The rights of the County include but are not limited to, the exclusive right to determine the mission of its constituent departments, commissions, and boards; set standards of service; determine the procedures and standards of selection for employment and promotion; direct its employees; take disciplinary action; relieve its employees from duty because of lack of work or for other legitimate reasons; maintain the efficiency of governmental operation; determine the methods, means, and personnel by which government operations are to be conducted; determine the content of job classifications; take all necessary action to carry out its mission in emergencies, and exercise complete control and discretion over its organization and the technology of performing its work.

2.2. Volunteers and Contracting Out

The County has an existing practice of using volunteers. Should the County intend to significantly expand the use of volunteers and, as a result, cause the displacement of employees, the County will notify the Association and, upon request, meet and confer with the Association on the impact of the expanded volunteer use. The County reserves the right to contract out at its sole discretion.

Article 3- Employee Rights

3.1. Right to Join or Abstain

Employees have the right to join or refuse to join the Association. No employee will be interfered with, intimidated, restrained, coerced, or discriminated against by the County or by the Association for exercising these rights.

3.2. Right to Representation

When an employee reasonably believes that a supervisor or manager's investigative questions could lead to discipline, the employee is entitled to have a representative present.

An employee is allowed a reasonable amount of time to contact their representative during work hours to report a grievance, violation of this Memorandum of Understanding or applicable rules in a manner that does not materially disturb the employee's work. Representatives must obtain permission from the employee's supervisor or manager before contacting the employee during work time or in the work area.

Article 4- Association Rights

4.1. Dues

Upon certification from the Association that an employee has signed an authorization for the deduction of dues, the County will make payroll deductions in an amount to be determined by the Association and communicated to the County annually. The County promptly remits deductions to the Association with a list of dues-paying members. Employee requests to cancel membership dues deductions must be directed to the Association. Upon notification from the Association that an employee has canceled membership dues, the County will promptly cease dues deductions from the employee's paycheck. The Association must hold the County harmless from any and all claims and will indemnify it against any unusual costs in implementing these provisions and indemnify the County for any claims and costs of legal defense made by the employee for deductions made in reliance on that certification, in accordance with Government Code §1157.12(a).

4.2. Notice of Meet and Confer

The County will notify the Association President regarding changes in job classifications or policy that fall within the scope of representation under the MMBA. The Association has fifteen (15) days to request a meet and confer.

4.3. Officers

The Association will provide a list of their Association leadership to the County annually in January. The list includes the name of the employee, the Association position, and contact information. Upon any change in leadership, the Association will immediately update this list.

4.4. Association Release Time

Association representatives may be released from their assigned work duties by their supervisors for a reasonable period to process specific grievances or appeals on behalf of employees or the Association. The employee will submit a request for release time via email to their supervisor and copy the Deputy County Administrator – Personnel and Risk Management Officer as soon as the need for it is known. Release time will be scheduled to minimize disruption of the work of the employee; however, request for such time may not be unreasonably denied. Where the supervisor cannot approve the specific time requested, the supervisor will inform the employee of the reason, and establish an alternate time when the employee can be released.

4.5. Association Time Bank

Association members may donate vacation and compensatory time off to the DSA Association Time Bank. Only Association Officers or bargaining team members may draw from the bank. Requests to use time from the bank must be made reasonably in advance of the use and is subject to approval of the DSA President and the operational needs of the department.

4.6. New Hire Orientation

Employees will be allowed sixty (60) minutes to attend an Association orientation scheduled by DSA within sixty (60) days of hire. The employee must notify their supervisor reasonably in advance to secure this paid release time. Release time will not be unreasonably denied.

4.7. Membership List

The County will provide the Association quarterly with a list containing the full name, job classification, work, home and personal cellular telephone numbers, home address, and personal and work email addresses. This does not require the County to provide information they do not possess.

4.8. Bulletin Boards

The Association has the right to use designated bulletin boards for the Association's exclusive use. All material posted will not be obscene, defamatory, or of a partisan political nature, misleading, or violate any federal, state or local ordinance, law, statute, or rule.

4.9. Use of Facilities

The Association may be afforded use, subject to availability and the approval of the Deputy County Administrator Personnel and Risk Management Officer or Sheriff, County buildings at reasonable times for Association business. The Association may be required to reimburse the County for the cost of using County facilities.

4.10. Association Communications

The Association may utilize the County's interoffice mail system, for the conducting of Association business. Association communications, phone calls, emails, etc. will not unduly interrupt or interfere with normal County operations.

Article 5- Wages

5.1. Salary Schedule

The salary schedule consists of five (5) steps. The salary schedule will be attached as Appendix "B." Employees advance steps upon completion of a satisfactory performance evaluation. This section does not apply to the Deputy Sheriff I classification.

5.2. Ranges

<u>Classification</u>	<u>Range</u>
Correctional Deputy	SG050
Correctional Corporal	SG060
Correctional Sergeant	SG071
Deputy Sheriff I	SG057
Deputy Sheriff II	SG066
District Attorney Investigator	SG084
Sheriff Sergeant	SG079
Supervising District Attorney Investigator	SG094

5.3. Increases

Effective January 5, 2025, all classifications will receive a three percent (3.0%) base wage increase.

Effective September 28, 2025, all classifications will receive a three percent (3.0%) base wage increase.

Effective September 27, 2026, all classifications will receive a three percent (3.0%) base wage increase.

5.4. Overtime

The County implemented a twenty-eight (28) day 207(k) Fair Labor Standards Act (FLSA) exemption. Forty (40) hour employees will receive overtime for hours in excess of forty (40) in a seven (7) day work period. Employees working a 3-12/4-12 schedule, will receive overtime for hours in excess of eighty-four (84) in a fourteen (14) day work period. All paid time will count towards the calculation of overtime except for sick leave. Overtime will be paid at one and one-half times the employee's regular rate of pay. Employees may elect with approval of management to receive Compensatory Time Off (CTO) rather than payment.

5.5. Compensatory Time Off (CTO)

Employees may have a maximum of three hundred (300) hours of CTO. Effective August 31, 2025, employees may have a maximum of two hundred (200) hours of CTO. Effective August 31, 2026, employees may have a maximum of one hundred (100) hours of CTO. Effective August 31, 2027, employees may no longer earn CTO. Employees who have CTO above the caps listed above may maintain those hours until used or paid out upon separation. Upon separation, CTO will be paid out at the employee's current regular rate pay or the average of the final three (3) years, whichever is greater.

Article 6- Hours

6.1. Hours of Work

The workweek is established as Sunday through Saturday.

6.2. Schedule Changes

Employees will be provided fourteen (14) days' notice of a schedule change.

6.3. Daylight Savings

Employees assigned to the night shift during spring daylight savings have the following options:

Employees may use one (1) hour of accumulated leave accruals (vacation or CTO) to receive a full paycheck; or

Employees may choose not to be paid for one (1) hour they will not work and receive a paycheck minus the one (1) hour (one (1) hour of doc time).

6.4. Flexible Work Schedule

Employees may work a flexible work schedule upon approval of the Department Head or designee and the written approval of the Deputy County Administrator – Personnel and Risk Management Officer or designee. Flexible work schedules will be for a minimum of three (3) months.

Article 7- Other Pays

7.1. Longevity Pay

Employees will receive longevity pay as follows:

Upon completion of ten (10) years of service with the County the employee will receive longevity pay in the amount of two and a half percent (2.5%) of their base hourly rate of pay.

Upon completion of fifteen (15) years of service with the County the employee will receive an additional two and a half percent (2.5%) of their base hourly rate of pay for a total of five percent (5.0%).

Upon completion of twenty (20) years of service with the County the employee will receive an additional two and a half percent (2.5%) of their base hourly rate of pay for a total of seven and a half percent (7.5%).

Upon completion of twenty-five (25) years of service with the County the employee will receive an additional two and a half percent (2.5%) of their base hourly rate of pay for a total of ten percent (10.0%).

7.2. Education Pay

Employees who possess a bachelor's degree receive five percent (5.0%) of their base hourly rate of pay.

7.3. POST Pay

Employees who possess an Intermediate POST Certificate will receive POST Certificate pay in the amount of five percent (5.0%) of their base hourly rate of pay.

Employees who possess an Advanced POST Certificate will receive POST Certificate pay in the amount of five percent (5.0%) of their base hourly rate of pay.

7.4. Sheriff's Office Special Assignment Pays

The Sheriff has the sole discretion to make special assignments and transfers. Employees may submit interest cards for special assignments and transfers. Interest cards will be reviewed by the Sheriff before making special duty assignments or transfers. Interest cards submitted by employees will be valid for one (1) year.

7.5. Detective Premium

Sheriff employees who are routinely and consistently assigned to detectives or as a background investigator will receive detective premium in the amount of five percent (5.0%) of their base hourly rate of pay for the duration of the assignment.

7.6. Field Training Officer (FTO) Premium

Employees who are routinely and consistently assigned to train employees will receive training premium in the amount of five percent (5.0%) of their base hourly rate of pay.

7.7. Training Premium

Employees who are assigned as a Range Master, Taser Instructor, or Weaponless Defense/Impact Weapon Instructor are routinely and consistently assigned to train employees and will receive Training Premium in the amount of five percent (5.0%) of their base hourly rate of pay.

7.8. Narcotic Premium

Deputies who are routinely and consistently assigned to drug enforcement, including the Narcotics Task Force and Marijuana Eradication Team will receive Narcotic Premium in the amount of five percent (5.0%) of their base hourly rate of pay.

7.9. Explosive Ordinance Disposal Team

Deputies who are routinely and consistently assigned to handle hazardous and explosive materials will receive hazard premium in the amount of five percent (5.0%) of their base hourly rate of pay.

7.10. Dive Team

Deputies who are routinely and consistently assigned to the Dive Team will receive two and a half percent (2.5%) of their base hourly rate of pay.

7.11. Special Response Team

Deputies who are routinely and consistently assigned to the Special Response Team will receive two and a half percent (2.5%) of their base hourly rate of pay.

7.12. Detention Response Team

Employees who are routinely and consistently assigned to the Detention Response Team will receive two and a half percent (2.5%) of their base hourly rate of pay.

7.13. Search and Rescue Team

Deputies who are routinely and consistently assigned to the Search and Rescue Team will receive two and a half percent (2.5%) of their base hourly rate of pay.

7.14. Canine Pay

Employees who are routinely and consistently assigned to handle, train, and board a canine will receive an additional three and a half (3.5) hours of overtime per week.

7.15. Officer-in-Charge Pay

Employees assigned to serve as an Officer-in-Charge (OIC) of a shift will receive supervisor premium in the amount of five percent (5.0%) of their base hourly rate of pay for hours worked as an OIC.

7.16. Bilingual Pay

Employees who are routinely and consistently required to speak a language other than English, and who can do so fluently will receive bilingual premium in the amount of five percent (5.0%) of their base hourly rate of pay.

7.17. Shift Differential

Employees assigned to a scheduled shift where at least 50% of the shift is between 1600 and 0600 will receive three and a half percent (3.5%) of their base hourly rate of pay for the entire shift.

7.18. Rural Area Premium Pay

Employees who are routinely and consistently assigned to Butte Valley or Happy Camp will receive Branch Assignment Premium in the amount of five percent (5.0%) of their base rate of pay for their scheduled shifts.

Employees who live in Butte Valley or Happy Camp and are routinely and consistently assigned to Butte Valley or Happy Camp will receive an additional \$230.77 per pay period for Branch Assignment Premium.

7.19. Call Back Pay

An employee who is called back to work will receive either a minimum of three (3) hours at the applicable overtime rate or, if the hours are contiguous to their normal work shift, the actual hours worked at the applicable rate of pay. An employee who is called back and canceled before leaving for work will receive one (1) hour at the applicable overtime rate.

7.20. Remote Response Pay

Employees who can perform work remotely will be paid for a minimum of thirty (30) minutes at their overtime rate per incident or actual time worked, whichever is greater.

7.21. Uniforms

Upon hire, new employees will be provided with two (2) uniform pants, two (2) short-sleeved shirts, and two (2) long-sleeved shirts.

7.22. Meals

Employees assigned to POST or STC training will receive meal reimbursement at POST or STC rate.

The Sheriff will make a reasonable effort to provide employees assigned to the jail a thirty (30) minute meal break away from their workstation during the middle third of their shift.

Article 8- Leaves

8.1. Holidays

The County observes the following holidays:

- | | |
|----------------------------------|-------------------------------|
| 1. New Year's Day | 7. Labor Day |
| 2. Martin Luther King's Birthday | 8. Veteran's Day |
| 3. President's Day | 9. Thanksgiving |
| 4. Cesar Chavez Day | 10. Day after Thanksgiving |
| 5. Memorial Day | 11. December 24 th |
| 6. Independence Day | 12. December 25 th |

8.2. Holidays (District Attorney's Office)

When an observed holiday falls on a Sunday, the following Monday is observed as the holiday. When an observed holiday falls on a Saturday, the preceding Friday is observed as the holiday. When Christmas Day falls on a Saturday, December 23rd is observed as the holiday.

Full-time employees accrue twenty-four (24) floating holiday hours on the paycheck that includes January 1 of each year. Part-time accrue a pro-rata of floating holiday hours on the paycheck that includes January 1 of each year. Employees hired during the year will receive prorated floating holiday hours, with the hours being rounded to the nearest one-third (4 months) of the year. Floating holiday hours must be used in the year they are accrued, if unused they will be paid out on the final paycheck in December.

8.3. Holiday-in-lieu (Sheriff's Office)

Employees are in positions that are scheduled to work without regard for the holidays listed above. Employees receive holiday-in-lieu in the amount of seven percent (7.0%) of their base hourly rate of pay in lieu of receiving any other form of holiday compensation.

8.4. Vacation Accrual

Employees with less than five (5) years of continuous employment will accrue 3.08 hours of vacation leave per pay period.

Employees with five (5) years but less than ten (10) years of continuous employment will accrue 4.62 hours of vacation leave per pay period.

Employees with ten (10) years of continuous employment will accrue 6.16 hours of vacation leave per pay period.

The maximum vacation accrual is 312 hours. Employees are allowed to accrue above their vacation accrual limits during the calendar year. Employees who exceed the vacation maximum of 312 hours on the first full pay period in January of any year will not accrue additional vacation hours until the vacation balance is reduced to the limit allowed.

8.5. Sick Leave

Employees will accrue sick leave at the rate of 3.7 hours per pay period. Part-time employees will accrue sick leave on a pro-rated basis. Correctional Deputies, Correctional Corporals, and Correctional Sergeants receive an additional four point eight (4.8) hours annually on the first full pay period in January.

Employees may use up to forty-eight (48) hours annually for the care of an immediate family member. "Family Member" is defined as parent, child (biological, adopted, foster, step, legal ward, or a child to whom the employee stands in loco parentis), spouse, registered domestic partner, parent-in-law, sibling, grandchild, or grandparent.

Upon retirement, employees may convert unused sick leave to CalPERS service credit.

Employees with five (5) or more years of continuous service, upon death or retirement may receive 33 1/3% of the monetary value of their accrued and unused sick leave in excess of 96 hours with a maximum payout of \$1500.

Article 9- Health and Welfare

9.1. Medical and Dental Insurance

The County contracts for employees, dependents, retirees and their dependents medical insurance benefit plans through the CalPERS Public Employees Medical and Hospital Care Program. Employees may enroll in any of the available plans provided by CalPERS.

The County contributes up to the following amounts towards employee medical insurance coverage and cafeteria plan benefits:

Tier	Medical Benefit	Cafeteria Benefit	Total Benefit
Employee only	Note 1	Note 2	Note 3
Employee plus one	Note 1	Note 2	Note 3
Employee plus family	Note 1	Note 2	Note 3

Note 1: The Medical Benefit is equal to the minimum established annually by CalPERS.

Note 2: Cafeteria Plan Benefit is equal to the difference between the Medical Benefit and the Total Benefit.

Note 3: The total benefit is equal to 90% of the Region 1 CalPERS Gold health plan plus 90% of the dental premium.

Effective plan year 2025, the County contributes up to the following amounts towards employee medical insurance coverage and cafeteria plan benefits:

Note 1: The Medical Benefit is equal to the minimum established annually by CalPERS.

Note 2: Cafeteria Plan Benefit is equal to the difference between the Medical Benefit and the Total Benefit.

Note 3: The total benefit is equal to 85% of the Region 1 CalPERS Gold health plan plus 85% of the dental premium.

9.2. Vision Insurance

The County provides vision insurance for employees and their dependents.

9.3. Retiree Medical Insurance

Employees hired before October 2, 2022, who retire from the County and maintain medical insurance through the County will receive reimbursement of insurance from the Auditor's Office equal to one half of employee only CalPERS Region 1 Platinum premium minus the Minimum Employer Contribution.

9.4. Retiree Dental Insurance

Employees hired before January 1, 2022, who retired from the County may maintain dental insurance for twenty-five dollars (\$ 25.00) per month.

Employees hired after December 31, 2021, who retired from the County may maintain dental insurance for the employee only for twenty-five dollars (\$ 25.00) per month

9.5. Life Insurance

The County provides employees with a \$50,000 life insurance policy.

9.6. Employee Assistance Program

The County provides employees with an Employee Assistance Program (EAP).

Article 10- CalPERS Retirement

Employees hired before February 5, 2012, will receive the 3% at 50 safety CalPERS formula with the one (1) year final average compensation period. These employees pay the required nine percent (9%) member contribution on a pre-tax basis.

Employees hired after February 4, 2012, who are not classified as new members will receive the 3% at 55 safety CalPERS formula with the three (3) year final average compensation period. These employees pay the required nine percent (9%) member contribution on a pre-tax basis.

Employees hired after December 31, 2012, who are classified as new members will receive the 2.7% at 57 safety CalPERS formula with the three (3) year final average compensation period. These employees pay one-half of the total normal cost as determined annually by CalPERS on a pre-tax basis.

All safety retirement formulas have the following optional CalPERS retirement benefits:

- Sick Leave Service Credit
- Non-Industrial Disability Standard
- Industrial Disability Standard
- Pre-Retirement Death Benefits:
 - 1959 Survivor Benefit Level 4
 - Special
- Post-Retirement Death Benefits:
 - \$500 Lump Sum
 - Survivor Allowance (PRSA)
- 2% Retirement COLA

Article 11- Deferred Compensation

For employees who contribute at least twenty dollars (\$20.00) per pay period into their deferred compensation account, the County will contribute twenty dollars (\$20.00) per pay period.

Employees in the District Attorney's Office receive one hundred dollars (\$100.00) per pay period to their deferred compensation account.

Employees in the Sheriff's Office receive one hundred dollars (\$100.00) per pay period to their deferred compensation account.

Article 12- Miscellaneous

12.1. Tuition Reimbursement

Employees will be reimbursed for the cost of books and tuition for pre-approved classes, courses, seminars, and conferences that would enhance their job skills or qualifications for promotion or transfer, up to a maximum of \$500.00 per fiscal year.

12.2. Personal Property Reimbursement

Personal property destroyed or damaged during the course of employment will be repaired or replaced by the County. Personal property which the County determined has been destroyed will be reimbursed at the following schedule:

Prescription eyeglasses	\$ 250.00
Sunglasses	\$ 175.00
Watches	\$ 400.00
Cell phone	\$ 1,000.00
Wedding ring	\$ 500.00
One tasteful ring	\$ 500.00

Earrings	\$ 250.00
Personal clothing (per item)	\$ 40.00
Required uniform components	at cost

12.3. California Concealed Weapons Fees

The County will reimburse concealed weapons permit fees for Correctional Deputies who are required by the Sheriff to carry a gun while on duty.

Article 13- Probationary Period

The Deputy Sheriff I is an 830.1(c) classification that is a probationary classification. Employees must start POST academy within one (1) year of hire or within six (6) months of turning twenty-one (21). Upon completion of the Academy, the employee will be promoted to Deputy Sheriff II or released from probation. Effective April 1, 2024, all employees hired as a Deputy Sheriff I must be twenty-one (21) upon hire.

The Deputy Sheriff II is an 803.1(a) classification. A Deputy Sheriff II must complete their field training program and pass their probation within twelve (12) months, or they will be released from probation.

Article 14- Layoffs

14.1. Grounds for Layoff

Employee(s) may be laid-off when the position is no longer necessary, for reasons of economy, lack of work, lack of funds, if the position can be consolidated with another position, or for reason(s) that the County deems sufficient for abolishing the position(s).

14.2. Layoff Procedure

When a reduction in workforce becomes necessary, layoff(s) will be accomplished by first determining the number of positions within each class that is reduced. Layoffs are determined by classification seniority, which is defined by time in class plus higher class within the classification series. An employee who is being laid off has the option of bumping to a previously held position based on classification seniority. Laid-off employees will be placed on a recall list for a period of two (2) years.

14.3. Recall Procedure

When a vacancy exists, and employees are to be recalled, a notice of the opening(s) will be sent to the last mailing address as furnished by the laid-off employee. To expedite the recall, more than one (1) employee may be notified of an opening, but priority will be given to the employee who was laid off last. This recall notice will be by certified mail, and the

employee has twenty-one (21) days to accept the offer of reemployment from the postmark date. Employees are required to report to work within forty-five (45) days of the postmark date. Employees are allowed to decline a recall one (1) time during the duration of the recall list. Declining a second recall opportunity permanently removes an employee from the recall list.

Article 15- Personnel Files

The County maintains one (1) official personnel file for each employee. Employees have the right to inspect their personnel files and may do so by scheduling review with the Deputy County Administrator – Personnel and Risk Manager during regular business hours of the County. No adverse comment will be entered into the employees personnel file without the employee first receiving a copy of the document and the opportunity to read and sign the document except the document may be entered into the file if the employee refuses to sign the document, which shall be so noted.

The employee may submit a rebuttal to any information placed in their personnel file within thirty (30) days.

If the employee wishes to have a representative review their personnel file, the employee will provide the County written authorization.

Article 16- Grievance Procedure

This procedure aims to establish an orderly process for reviewing and resolving employee grievances at the lowest possible administrative level in the shortest possible time.

A grievance is a complaint of one (1) or more employees or a dispute between the Association and the County involving the interpretation, application, or enforcement of the express terms of this Agreement.

Excluded from the grievance procedure are performance evaluations and disciplinary actions.

16.1. Procedural steps

Grievances must be filed on a form provided by the Deputy County Administrator – Personnel and Risk Management Officer under the following procedure:

16.2. Step 1: Immediate Supervisor

Employees who believe they have a grievance, before filing the grievance, must discuss their grievance with their immediate supervisor in an attempt to resolve the matter. The grievance must be discussed with the immediate supervisor within fifteen (15) calendar

days of the situation giving rise to the grievance or from the date the employee should have reasonably known of the situation giving rise to the grievance.

If the grievant is unsatisfied with their Supervisor's decision, they may submit the grievance within fifteen (15) calendar days to the next Step. Step 2: Department Head

If The grievance must be submitted within fifteen (15) calendar days after the Step 1 decision to their Department Head. Within seven (7) calendar days after submission, the Department Head or designee may meet with the employee. Within twenty-one (21) calendar days of receiving the grievance, the Department Head will provide a written decision to the employee. If the grievant is not satisfied with the Department Head's decision, they may submit the grievance within fifteen (15) calendar days to the next Step.

16.3. Step 3: State Mediation

The grievance must be submitted to the Deputy County Administrator – Personnel and Risk Manager. Within seven (7) calendar days after receipt of the appeal, the Deputy County Administrator Personnel and Risk Management Officer will contact the State Mediation and Conciliation Service, and a mediation date will be scheduled at the soonest possible date. If the parties cannot reach an agreement in mediation, then the Step 2 decision will be binding on the parties.

If an employee does not appeal the decision rendered regarding the grievance or complaint within the time limits, the grievance is considered resolved.

If a County representative does not render a decision to the employee within the time limitations, the employee may advance to the next step in the procedure within fifteen (15) calendar days thereafter.

If the management representative does not feel they have the authority to resolve the grievance or complaint, the grievance or complaint may be referred to the next step in the procedure.

The parties may agree to extend all time limits in writing.

Any grievance petition resolved at any step of the grievance procedure is final and binding on the County and the grievant.

The grievant may withdraw any grievance at any time, in writing, without prejudice.

Article 17- Concerted Activities

17.1. Peaceful Performance Clause

The parties to this Memorandum recognize and acknowledge that the services performed by the County employees covered by this Agreement are essential to the public health,

safety, and general welfare of the residents of the County of Siskiyou. The Association agrees that under no circumstances will it recommend, encourage, cause, or permit its members to initiate, participate in, nor will any member of the bargaining unit take part in any strike, sympathy strike, sit-down, stay-in, sick-out, slow-down, or picketing (hereinafter collectively referred to as work stoppage), in any office or department of the County nor to curtail any work or restrict any production, or interfere with any operation of the County. Picketing is prohibited on matters involving wages, insurance coverage, and leaves from work during the term of the MOU. In the event of any work stoppage by any employee, the County is not required to negotiate on the merits of any dispute which may have given rise to such work stoppage until the work stoppage has ceased.

17.2. Work Stoppage

The County agrees not to lock out employees.

In the event of any work stoppage during the term of this Memorandum of Understanding, whether by the Association or any employee, the Association, through its officers, must immediately declare in writing and publicize that the work stoppage is illegal and unauthorized, and further direct its members in writing to cease the said conduct and resume work. Copies of such written notice must be served upon the County. If, in the event of any work stoppage, the Association promptly and in good faith performs the obligations of this paragraph, providing the Association has not otherwise authorized, permitted, or encouraged such work stoppage, the Association will not be liable for any damages caused by the violation of this provision. The County, however, has the right to discipline, including discharge any employee who instigates, participates in, or gives leadership to any work stoppage activity herein prohibited, and the County also has the right to seek full legal redress, including damages, against any employee. It is understood that employees who are disciplined retain appeal rights under this Memorandum of Understanding.

Article 18- Academy Reimbursement

If an academy student accepts employment with the County as a Deputy Sheriff I, the County will pay the student while attending the California Peace Officer Standards and Training (POST) approved police academy (the Academy). Upon successful completion of the Academy, the County will reimburse the employee for the full cost of the Academy tuition. If the employee separates employment within three (3) years of being promoted to Deputy Sheriff II, the employee will be responsible for reimbursing the County a prorated portion of the cost of the Academy.

If the County hires an employee as a Deputy Sheriff I and sends them to the Academy and the employee separates employment within three (3) years of being promoted to Deputy Sheriff II, the employee will be responsible for reimbursing the County a prorated portion of the cost of the Academy.

Article 19- Severability

Should any provision of this Memorandum of Understanding be found to be inoperative, void, or invalid by a court of competent jurisdiction, all other provisions of this Memorandum of Understanding remain in full force and effect.

Article 20- Term

This Memorandum of Understanding supersedes and replaces all prior Memorandums of Understanding, agreements, and salary schedules, oral or written, express or implied, and is the full, final, and only agreement between the County and the Association. It is effective from September 15, 2024, through September 25, 2027.

Date: 2/25/2026

Date: _____

County of Siskiyou

DocuSigned by:

Angela Davis

F2688EA8968C43D...

Angela Davis

County Administrative Officer

Deputy Sheriffs' Association

Signed by:

Marquise Williams

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Marquise Williams

President

DocuSigned by:

Hayley Hudson

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Hayley Hudson

Deputy County Administrator

Personnel and Risk Management Officer

Ron Copeland

Labor Relations Representative

DocuSigned by:

Michael W. Jarvis

4790A6517664490...

Michael W. Jarvis

Liebert Cassidy Whitmore

Appendix "A" Recognition

Correctional Deputy

Correctional Corporal

Correctional Sergeant

Deputy Sheriff I/II

District Attorney Investigator

Sheriff Sergeant

Supervising District Attorney Investigator

Appendix "B" Salary Schedule

Effective January 5, 2025

Classification	Range	Step 1	Step 2	Step 3	Step 4	Step 5
Correctional Deputy	SG050	\$24.423	\$25.644	\$26.926	\$28.272	\$29.686
Deputy Sheriff I	SG057	\$26.185				
Correctional Corporal	SG060	\$26.978	\$28.327	\$29.743	\$31.230	\$32.792
Deputy Sheriff II	SG066	\$28.638	\$30.070	\$31.574	\$33.153	\$34.811
Correctional Sergeant	SG071	\$30.098	\$31.603	\$33.183	\$34.842	\$36.584
Sheriff Sergeant	SG079	\$32.591	\$34.221	\$35.932	\$37.729	\$39.615
District Attorney Investigator	SG084	\$34.253	\$35.966	\$37.764	\$39.652	\$41.635
Supervising District Attorney Investigator	SG094	\$37.837	\$39.729	\$41.715	\$43.801	\$45.991

Effective September 28, 2025

Classification	Range	Step 1	Step 2	Step 3	Step 4	Step 5
Correctional Deputy	SG050	\$25.157	\$26.415	\$27.736	\$29.123	\$30.579
Deputy Sheriff I	SG057	\$26.972				
Correctional Corporal	SG060	\$27.789	\$29.178	\$30.637	\$32.169	\$33.777
Deputy Sheriff II	SG066	\$29.498	\$30.973	\$32.522	\$34.148	\$35.855
Correctional Sergeant	SG071	\$31.003	\$32.553	\$34.181	\$35.890	\$37.685
Sheriff Sergeant	SG079	\$33.571	\$35.250	\$37.013	\$38.864	\$40.807
District Attorney Investigator	SG084	\$35.283	\$37.047	\$38.899	\$40.844	\$42.886
Supervising District Attorney Investigator	SG094	\$38.975	\$40.924	\$42.970	\$45.119	\$47.375

Effective September 27, 2026

Classification	Range	Step 1	Step 2	Step 3	Step 4	Step 5
Correctional Deputy	SG050	\$25.913	\$27.209	\$28.569	\$29.997	\$31.497
Deputy Sheriff I	SG057	\$27.782				
Correctional Corporal	SG060	\$28.624	\$30.055	\$31.558	\$33.136	\$34.793
Deputy Sheriff II	SG066	\$30.385	\$31.904	\$33.499	\$35.174	\$36.933
Correctional Sergeant	SG071	\$31.935	\$33.532	\$35.209	\$36.969	\$38.817
Sheriff Sergeant	SG079	\$34.581	\$36.310	\$38.126	\$40.032	\$42.034
District Attorney Investigator	SG084	\$36.345	\$38.162	\$40.070	\$42.074	\$44.178
Supervising District Attorney Investigator	SG094	\$40.148	\$42.155	\$44.263	\$46.476	\$48.800