

**SIDE LETTER AGREEMENT BETWEEN THE
COUNTY OF GLENN (COUNTY)
AND
GLENN COUNTY DEPUTY SHERIFFS' ASSOCIATION (DSA)
10/01/20 through 9/30/22**

The County and the Deputy Sheriffs' Association (DSA) hereby agree to this Side Letter Agreement regarding Article 5.03 Uniform and Equipment Allowance and Replacement Costs

Pursuant to the provisions of the Meyers-Milias-Brown Act, this Side Letter of Agreement is entered into on April 6, 2021, between the County of Glenn (County) and the Glenn County Deputy Sheriffs' Association (DSA) as an amendment to the Memorandum of Understanding (MOU) covering the term October 1, 2020 through September 30, 2022. It is agreed and understood that the specific provisions contained in this Side Letter Agreement shall supersede any previous agreements, whether oral or written, regarding the matters contained herein. Except as provided herein, all wages, hours, and other terms and conditions of employment presently provided to the affected employees in the MOU shall remain in full force and effect.

Replace the language contained in Article 5.03 with the following language:

ARTICLE 5.03 - UNIFORM AND EQUIPMENT ALLOWANCE AND REPLACEMENT COSTS:

The County agrees to provide Employees in the Deputy Sheriff's and Sheriff's Detectives positions an annual uniform allowance of \$2,000 per year to pay for the purchase, replacement, and cleaning of uniforms and equipment.

The County shall advance the first installment of \$1,000 with the first pay period in January and the second installment of \$1,000 will be advanced with the first pay period in July of each year.

Employees shall provide receipts for the expenditures within 120 days of receiving the \$1,000 advance. The receipts/supporting documentation of funds must be provided to the Department of Finance, Accounts Payable, and should equal the total amount of funds advanced. Amounts unaccounted for will be reported as taxable.

Additionally, the County agrees to provide newly hired Deputy Sheriff's a one-time payment of \$2,000 to defray the cost of uniforms and equipment. Newly hired Deputy Sheriff's must provide receipts/supporting documentation of the \$2,000 advanced funds within 120 days, from the date of hire, to the Department of Finance, Accounts Payable. Amounts unaccounted for will be reported as taxable.

The County will allow a reimbursement for the reasonable value of personal property and equipment lost or damaged in the performance of his/ her duties. Payment shall be made only if the following conditions are met:

1. The employee must present the original sales receipt for the article to the Department Head. If the original receipt is not available, the officer must present the new sales receipt for the purchase, or a written estimate of replacement cost.
2. The damaged article must be turned in to the Department Head before payment is made, unless for good cause it is not available and the Department Head agrees to waive this condition.

3. A written report relating the reason for the lost or damaged article must be presented to the Department Head. If witnesses are known, their names shall be included in the report.

Uniform allowance shall not be paid to an employee who is in a Leave of Absence without pay (LWOP).

For the Union:

Date:

Barbara Ramsey, LRR, UPEU 792 4/8/21

For the County:

Date:

[Signature] 4/7/21