

RESOLUTION NO. 2025- 8979

**RESOLUTION APPROVING AND RATIFYING THE SIDE LETTER TO THE
MEMORANDUM OF UNDERSTANDING BETWEEN THE COUNTY OF PLUMAS
AND THE PLUMAS COUNTY SHERIFF'S EMPLOYEES ASSOCIATION SHERIFF'S
DEPARTMENT UNIT**

WHEREAS, the negotiation team for the Board of Supervisors and the negotiation team for Plumas County Sheriff's Employees Association have met and conferred in good faith and reached a tentative Side Letter for Article (6.16, SPECIALTY PAY) of the Parties' 2023 to 2025 Memorandum of Understandings for the Sheriff's Department Unit to add a 20% pay incentive for qualified employees in the Deputy Sheriff class who are assigned additional duties as a Dispatch Supervisor; and

WHEREAS, this resolution shall be retroactive to October 20, 2024, due to ongoing negotiations which provided a justifiable uncertainty regarding compensation; and

WHEREAS, the Board of Supervisors has reviewed and concurs with the terms and conditions of the Side Letter to the Memorandum of Understanding for the Sheriff's Department Unit.

NOW THEREFOR, IT BE RESOLVED by the Plumas County Board of Supervisors as Follows:

1. Board of Supervisors ratifies and approves the Side Letter to the Memorandum of Understandings for the Plumas County Sheriff's Employees Association, as set forth in the copy of the Side Letter attached to this Resolution as Exhibit A.
2. The County Auditor/Controller and Human Resources Director are hereby directed to implement the provisions of this Side Letter to their Memorandum of Understanding and the Board Chair is authorized to execute the Side Letter to the Memorandum of Understanding related hereto in order to carry out this ratification.


The foregoing Resolution was duly passed and adopted by the Board of Supervisors of the County of Plumas, State of California, at a regular meeting of said Board held on the 14th day of January 2025 by the following vote:


AYES: Supervisor(s) Hall, Ceresola, McGowan, Goss, Engel

NOES: Supervisor(s)

ABSESNT: Supervisor(s)

ATTEST:


Allen Hiskey, Clerk of the Board


Chair, Board of Supervisors

Approved as to form:



Sara James, Attorney
County Counsel's Office

EXHIBIT A

SIDE LETTER OF AGREEMENT

Plumas County and the Plumas County Sheriffs Employees Association have met and conferred in good faith regarding the establishment of a Dispatch Supervisor incentive. This side letter amends Article 6.16 (Specialty Pay) of the Parties' 2023 to 2025 Memorandum of Understanding for the Sheriff's Department Unit to add the Dispatch Supervisor incentive. The Parties agree to amend Article 6.16 as follows (new content is underlined):

"ARTICLE 6.16 SPECIALTY PAY:

- (1) Qualified employees in the classification of Deputy Sheriff, who, at the sole discretion of the Sheriff, are assigned the additional duties of a Field Training Officer shall receive additional pay in an amount equal to five percent (5%) of the employee's base wage while so assigned.
- (2) Qualified employees in the classification of Correctional Officer, who, at the sole discretion of the Sheriff, are assigned the additional duties of Jail Training Officers shall receive additional pay in an amount equal to five percent (5%) of the employee's base wage while so assigned.
- (3) Qualified employees in the classification of Sheriff Dispatcher, who, at the sole discretion of the Sheriff, are assigned the additional duties of a Dispatcher Training Officer, shall receive additional pay in an amount equal to five percent (5%) of the employee's base wage while so assigned.
- (4) Employees identified by the Director of Human Resources that have been assigned duties involving regular use of bilingual skills, a stipend of thirty-five dollars (\$35.00) per month shall be provided. Bilingual pay differential shall cease when the position is determined by the Human Resource Director to no longer require the bilingual skills.
- (5) Qualified employees in the classification of Deputy Sheriff, who, at the sole discretion of the Sheriff, are assigned the additional duties of a Dispatch Supervisor shall receive additional pay in an amount equal to twenty percent (20%) of the employee's base wage while so assigned.

This side letter constitutes the Parties' entire agreement regarding the Dispatch Supervisor incentive. All other terms and conditions of the existing MOU will remain in full force and effect during the term of the agreement.

For the Association: *[Signature]*

For the County: *[Signature]*

Date: 12 / 8 / 24

Date: 12-9-24