

**SIDELETTER AGREEMENT
BETWEEN YOLO COUNTY AND YOLO COUNTY DEPUTY SHERIFF'S
ASSOCIATION**

The County of Yolo and the Yolo County Deputy Sheriff's Association (Association) hereby enter into this Letter of Agreement to the Memorandum of Understanding between the parties covering July 1, 2020 through June 30, 2023. The parties agree to amend the following sections as follows:

**ARTICLE 12
SALARY AND RELATED**

Total Compensation Surveys.

12.1.2 During the month of September in contract years 2021 and 2022, the County shall conduct a total compensation salary and benefit survey of the following thirteen (13) benchmark agencies for the journey-level classifications of Deputy Sheriff and DA Investigator II:

- (1) County of Butte
- (2) County of El Dorado
- (3) County of Napa
- (4) County of Placer
- (5) County of Sacramento
- (6) County of San Joaquin
- (7) County of Solano
- (8) County of Sutter

Additionally, the following agencies will be included for the Deputy Sheriff survey:

- (9) City of Davis
- (10) City of West Sacramento
- (11) City of Winters
- (12) City of Woodland
- (13) University of California, Davis

12.1.2.1 The survey of total compensation shall include the cost of the following components paid by each of the benchmark agencies as of January 1, 2021 and January 1, 2022, respectively:

- (1) Top step salary;
- (2) Employer pick-up of employee's share of PERS contribution;
- (3) Health insurance;
- (4) Dental insurance;
- (5) Vision insurance;
- (6) Uniform allowance; and

(7) Deferred compensation

12.1.2.2 In the pay period including October 1, 2021 and October 1, 2022, respectively, the county shall adjust the salary range for each classification to an amount which equals ninety-five percent (95%) of the average salary as calculated above. In order to achieve the total compensation equal to ninety-five percent (95%) of the average total compensation of all benchmark agencies, all compensation costs which are fixed amounts shall be adjusted first. Next, all compensation costs which are a percentage of salary shall be adjusted simultaneously with the salary adjustment.

12.1.2.3 Should the total compensation survey required in Section 12.1.4 of the agreement result in a negative adjustment to salaries, no adjustment shall be made.

12.1.2.4 The DSA shall receive the same formula, if during the term of the contract any other bargaining unit recognized by the County which contains safety employees and using a similar total compensation methodology, receives a salary formula in excess of ninety-five percent (95%) of average of the selected surveyed agencies. Effective the pay period starting January 1, 2023, salaries will be adjusted to one hundred percent (100%) of average of the selected surveyed agencies pursuant to the September 2022 total compensation survey. This adjustment is a result of the change in the County's compensation philosophy.

12.1.2.5 During the term of this agreement, there shall be a minimum ten percent (10%) salary difference between Correctional Officer II, Step A and Deputy Sheriff, Step A.

12.1.2.6 By April 1, 2023 the County shall meet with the Association to discuss and agree upon a salary survey methodology for the upcoming contract.

Approved on this ____ day of _____, 2022.

COUNTY

Angel Barajas
Chair, Yolo County Board of Supervisors

YOLO COUNTY DEPTUY SHERIFF'S
ASSOCIATION



President