



County of Lake

State of California

**Side Letter Agreement with the Lake County Deputy Sheriff's Association (LCDSA) Unit  
16 Regarding Amendment to the July 1, 2025 – June 30, 2028 MOU.**

The County and LCDSA agree that effective December 21, 2025 the Lake County Deputy Sheriff's Association Unit 16 July 1, 2025 – June 30, 2028 MOU shall be adjusted as follows:

**1. GENERAL PROVISIONS**

**1.3 RECOGNITION**

The ASSOCIATION is hereby acknowledged as the recognized employee organization for permanent positions in Unit 16, a peace officer unit, with the limited exception for civilians only while employed as a Deputy Sheriff Trainee or a DA Investigator Trainee, as shown in both Attachment "A" to this MOU pursuant to the Lake County Employer- Employee Relations Ordinance, Article II of Chapter 14 of the Lake County Code, and Section 3500 et seq of the Government Code of the State of California.

**3. HOURS OF WORK**

**3.4 OVERTIME**

**3.4.3 Mandatory Overtime**

**3.4.3.1 Mandatory Overtime Defined**

Mandatory overtime is defined as any work hours **mandated by the Sheriff's Office** beyond an employee's regularly scheduled shift, which the employee is required to work.

**3.4.3.2 Authority to Assign**

The Sheriff's Office reserves the right to require mandatory overtime when operational needs demand, including but not limited to staff shortages, emergencies, or workload surges.

**3.4.3.3 Mandatory Overtime Compensation**

Mandatory overtime shall be paid at the rate of one and one-half (1 1/2) time the employee's regular hourly rate of pay, or compensatory time off at time and one-half, at the employee's option.

This side letter shall apply to the current MOU and any successor agreements and shall continue until such time as either:

- 1) A successor MOU is ratified by both the County and LCDSA; or
- 2) The County and LCDSA agree to amend the applicable sections of the current MOU, whichever is sooner.

COUNTY OF LAKE

\_\_\_\_\_  
Chairman,  
Board of Supervisors

LAKE COUNTY DEPUTY  
SHERIFF'S ASSOCIATION

  
James Rhine (Dec 18, 2025 11:10:00 PST)

\_\_\_\_\_  
LCDSA President

  
Steve Allen (Dec 18, 2025 13:01:14 PST)

\_\_\_\_\_  
LCDSA Representative

ATTEST: SUSAN PARKER

SUSAN PARKER  
Clerk to the Board of Supervisors

APPROVED AS TO FORM:

LLOYD GUINTIVANO  
County Counsel

By: \_\_\_\_\_

  
Lloyd Guintivano (Dec 18, 2025 13:37:51 PST)


# Unit 16 Side Letter Agreement LCDSA Unit 16 Regarding Mandatory Overtime with LCSO FINAL


Final Audit Report

2025-12-18


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Agreement completed.

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