



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 LCDSCA; or
- 2) The County and LCDSCA agree to amend the applicable sections of the current MOU, whichever is sooner.

COUNTY OF LAKE

Chairman,
Board of Supervisors

LAKE COUNTY DEPUTY
SHERIFF'SASSOCIATION

James Rhine
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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