

SIDE LETTER TO  
MEMORANDUM OF UNDERSTANDING  
BETWEEN THE COUNTY OF HUMBOLDT &  
THE HUMBOLDT COUNTY SHERIFFS' ORGANIZATION

LAW ENFORCEMENT NON-MANAGEMENT UNIT  
(REPRESENTATION UNIT 6)

EFFECTIVE OCTOBER 1, 2021 THROUGH AND INCLUSIVE OF DECEMBER 31, 2024

The County of Humboldt and the Humboldt Deputy Sheriffs' Organization have met and conferred to amend the provisions of **Sections 9.C., 10 and 11** in the current Memorandum of Understanding (2021 – 2024). Underlined sections are additions and strikethrough indicates deletion.

**9. WAGES**

- C. Effective the first full pay period following Board of Supervisors approval, the following HDSO bargaining unit members in the below specified job classifications shall receive base wage equity increases as follows:
- a. Deputy Coroner – Public Administrator (Class #0445): shall receive an eight (8) percent or sixteen (16) salary ranges increase to base pay.
  - b. Senior Probation Officer (Class #: 0471 and 0469): shall receive a one (1) percent or (2) salary ranges increase to base pay.
  - c. Sheriff's Investigator (Class #0423): shall receive an eight (8) percent or sixteen (16) salary ranges increase to base pay.
  - d. Investigator (District Attorney) (Class #0412): shall receive a five (5) percent or ten (10) salary range increase to base pay.

**10. FIELD TRAINING OFFICER (FTO)/~~ROTATIONAL DETECTIVE~~**

- A. An employee, including Sergeants, assigned to function as a Field Training Officer, ~~effective the first full pay period in January 2018,~~ shall receive ten (10) range salary increase above base salary during the period of such assignment.

- B. A Sergeant assigned to be in charge/supervise the FTO program shall receive a five percent (5%) (ten salary range) base wage increase during the period of such assignment.
- C. A Field Training Officer will have the responsibility for training and evaluating new deputy sheriffs when assigned to do so and for acting as part of the chain of command by scheduling, assigning and reviewing the work of Deputy Sheriffs I and II when assigned to do so in the absence of a Sheriff's Sergeant.
- D. ~~The County shall meet and confer with the H.D.S.O. prior to a substantive change in the selection process for Field Training Officer.~~
- D. Assignments by the Sheriff to function as a Field Training Officer ~~or Rotational Criminal Detective~~ are made solely at the discretion of the Sheriff and are on an at-will basis. The County shall meet and confer with the H.D.S.O. prior to a substantive change in the selection process for Field Training Officer.
- E. ~~Rotational Criminal Investigations Division positions shall receive a ten (10) salary range increase while performing or fulfilling said assignment. Staffing in the Criminal Investigation Division shall consist of:~~ Staffing in the Criminal Investigation Division shall consist of:
- ~~• one (1) Sergeant (Class #0414),~~
  - ~~• three (3) Sheriff's Investigator (Class #0423) positions and~~
  - ~~• two (2) rotational detective positions (Class #0416).~~
- ~~The three (3) Sheriff's Investigator positions shall be compensated by receiving an additional twenty (20) ranges (approximately 10%) above their base rate. The two (2) rotational detective positions shall be compensated by receiving an additional ten (10) ranges (approximately 5%) above their base rate.~~
- F. ~~Effective the first full pay period of January 2018, the Sergeant in charge of the Criminal Investigation Division and the Sergeant in charge of the FTO program shall receive a five percent (5%) base wage incentive while assigned to either of those positions.~~

## 11. CRIMINAL INVESTIGATION DIVISION (CID) ROTATIONAL ASSIGNMENTS

- A. Sheriff's Sergeants (Class #0414) and Deputy Sheriffs (Class #0416) assigned to the Criminal Investigations Division shall receive a ten (10) salary range increase above base pay during the period of such assignment.

B. Assignment by the Sheriff to the rotational Criminal Investigations Division assignments are made solely at the discretion of the Sheriff and are on an at-will basis.

C. Staffing in the Criminal Investigation Division shall consist of:

- one (1) Sergeant (Class #0414),
- three (3) Sheriff's Investigator (Class #0423) positions and;
- two (2) rotational detective positions (Class #0416).

All sections following the addition of the new section 11 shall be renumbered accordingly.

FOR THE COUNTY:

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Virginia Bass, Chair  
Humboldt County Board of Supervisors



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Elishia Hayes  
County Administrative Officer



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Zachary O'Hanen  
Director of Human Resources

FOR THE HDSO:

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John Noble  
Senior Labor Relations Representative



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Destry Henderson  
President, HDSO