

**LETTER OF AGREEMENT
BETWEEN
COUNTY OF STANISLAUS
AND
STANISLAUS SWORN DEPUTIES ASSOCIATION**

RE: RELEASE OF EXTRA HELP IN A REDUCTION-IN-FORCE

WHEREAS, the parties have negotiated a Reduction-in-Force (RIF) Policy covering all employees in the Sworn Deputies Bargaining unit represented by the Stanislaus Sworn Deputies Association (SSDA); and

WHEREAS, the policy currently requires extra help employees in the classifications represented by SSDA to be separated before regular full time employees; and

WHEREAS, the parties have identified a difference in interpretation between the time period that extra-help must remain separated before being rehired; and

WHEREAS, the parties have met in order to clarify existing language in the Reduction-in-Force Policy and to reach a mutual understanding of the intent of the policy language.

NOW THEREFORE, the parties agree to the following:

In the event of a "Reduction-In-Force" (RIF) any Deputy Sheriff-Coroner affected by the RIF shall be afforded the right to return as an Extra Help Deputy Sheriff-Level I Reserve. All Extra Help - Level I Reserves shall not be released from employment during the RIF process. Anyone hired as an Extra Help Level II or III Reserve shall not be reemployed as a Deputy Sheriff-Reserve until all Deputy Sheriff-Coroners affected by the RIF are rehired or the expiration of the rehire list.

Reserve Usages:

The Background Investigator shall be filled by the recruitment process as outlined in the SSDA MOU by a full-time Deputy Sheriff-Coroner.

Reserve Deputies may be used to fill the shift/assignment left vacant by the Background Investigator recruitment after the shift bidding process is complete. Reserves shall not be allowed to shift bid or receive a proxy bid.

Overtime

As soon as a vacant assignment or shift is identified, notification shall be sent out using the following procedures:

1. Known overtime shifts with notice of seven (7) days or greater shall be offered via HipLink for forty-eight (48) hours to full-time Deputy Sheriff-Coroners first, after which the overtime shifts can be offered via HipLink to Reserve Deputies.
2. Overtime with twenty four (24) hours to six (6) days notice shall be offered via HipLink to full time Deputy Sheriff-Coroners for twelve (12) hours first, after which the overtime shifts can be offered via HipLink to Reserve Deputies.
3. Vacancies of less than twenty-four (24) hours shall be offered via HipLink for a minimum of thirty (30) minutes to full-time Deputy Sheriff-Coroners first, after which the Department may fill the vacancy by any means necessary.

Exceptions to this notice requirement shall be Extra Help Deputy Sheriff-Level I Reserve positions in Court Services, Coroners Facility, District Attorney Liaison and High-Tech Crimes.

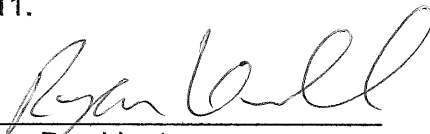
The wagon shift(s) shall be subject to the overtime notice requirement outlined above.

The parties further agree the Grievance filed by SSDA dated February 4, 2011 and the Reduction-In-Force Appeal dated February 4, 2011 and received in the Chief Executive Office on February 7, 2011 are hereby dismissed.

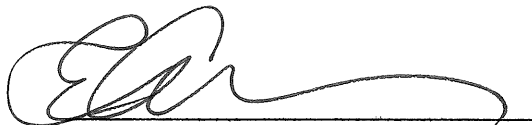
Agreed to this 22 day of FEBRUARY, 2011.



Richard W. Robinson,
Chief Executive Officer
Stanislaus County



Ryan Killian, President
Stanislaus Sworn Deputies Association



Adam Christianson, Sheriff-Coroner
Stanislaus County Sheriff's Department



Michael W. Jarvis, Labor Negotiator
Mastagni, Holstedt, Amick, Miller
& Johnsen