

**SIDELETTER OF AGREEMENT  
BETWEEN THE COUNTY OF ALAMEDA  
AND THE  
DEPUTY SHERIFF'S ASSOCIATION OF ALAMEDA COUNTY**

**October 4, 2023**

The County of Alameda ("County") and the Deputy Sheriff's Association of Alameda County ("Union"), collectively herein, "Parties", have reached agreement on this Sideletter of Agreement ("Sideletter") to the 2012-2025 Memorandum of Understanding ("MOU") regarding Section 22. (Leaves of Absence) and Section 24. (Sick Leave) by amending subsection 22.K. (Death in the Immediate Family) and subsection 24.K (Family Sick Leave). This Sideletter is intended to memorialize the agreement reached between the Parties and is not intended to supersede any other terms and conditions of employment contained in the MOU.

The parties agree to amend subsection 22.K. (Death in Immediate Family) and subsection 24.K. (Family Sick Leave) as follows:

**SECTION 22. LEAVES OF ABSENCES**

**22.K. BEREAVEMENT LEAVE.** A regular scheduled employee may be granted up to five (5) days leave of absence with pay by the Sheriff because of death in the immediate family. Employees are required to complete and submit the Bereavement Leave Statement within 30-days of the start of the bereavement leave, and the bereavement leave shall be completed within three (3) months of the date of the death of the immediate family member.

For purposes of this subsection 22.K. (Bereavement Leave) , "immediate family" means a:

- Parent, (biological, adoptive, step, in-law, foster or legal guardian) of an employee, the employee's spouse, or domestic partner.
- Spouse or Domestic Partner as defined in the Appendix C (Domestic Partners Defined),
- Child (biological, adopted, step, foster, legal ward, or child of a Domestic Partner),
- Grandparent,
- Grandchild,
- Sibling,
- Any other person sharing the relationship of in loco parentis; or,
- When living in the household of the employee, a brother-in-law or sister-in-law.

Entitlement to bereavement leave under subsection 22.K (Bereavement Leave) shall be only for all hours the employee would have been scheduled to work for those granted and shall be in addition to any other entitlement for sick leave, emergency leave, or any other leave.

For employees assigned to a biweekly work schedule defined in subsection 7.K. (Alternate Biweekly Work Schedules), the hours charged against a leave of absence under this subsection 22.K. (Bereavement Leave) shall be as provided in Section 7 (Alternate Biweekly Schedules) subsections 7.K.3. and 7.K.4.

**SECTION 24. SICK LEAVE**

**24.K. FAMILY SICK LEAVE.** Leave of absence with pay shall be granted by the Sheriff to care for family members who are ill or injured, including emergency or routine medical/dental appointments. Effective January 1, 2010, employees are eligible to use, in each calendar year, nine (9) days of accumulated sick leave to attend to immediate family members who are ill or injured. For the purpose of this subsection, "immediate family" means a:

- Spouse of Domestic Partner, as defined in Appendix C (Domestic Partners Defined),
- Parent (biological, adoptive, foster, step, in-law, or legal guardian) of an employee, or the employee's spouse or domestic partner;
- Child (biological, adopted, step, foster, legal ward, or child of domestic partner)
- Grandparent,
- Grandchild,
- Sibling, or
- Any other person sharing the relationship of in loco parentis, or,
- When living in the household of the employee, a brother-in-law or sister-in-law.

Effective January 1, 2023, an "immediate family" member also includes a "designated person". The employee shall identify their "designated person" at the time the employee requests the leave. Employees are limited to one (1) "designated person" per 12-month period.

We have read, understand, and agree to the contents of this Sideletter on October 4, 2023.

For the County:

DocuSigned by:  
*Gil Dong* 10/4/2023  
9C48E44EAB5C472  
\_\_\_\_\_  
Gil Dong, Labor Relations Analyst Date

For the Union:

DocuSigned by:  
*Shaughn Park* 10/4/2023  
AE51358CC887466  
\_\_\_\_\_  
Shaughn Park, President Date