



County of San Diego

DEPARTMENT OF HUMAN RESOURCES

LABOR RELATIONS DIVISION

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**LETTER OF UNDERSTANDING
BETWEEN THE
COUNTY OF SAN DIEGO
AND THE
DEPUTY SHERIFFS' ASSOCIATION OF SAN DIEGO COUNTY
(DS UNIT)**

**IN THE MATTER OF
THE SHERIFF'S DEPARTMENT OPEN ENROLLEE INCENTIVE
PROGRAM**

I. This attests to and records the agreement of the County of San Diego and the Deputy Sheriffs' Association of San Diego County (DS Unit) regarding the Open Enrollee Incentive Program.

II. Open Enrollee Incentive Program:

The Open Enrollee Incentive Program is intended to mitigate certain costs involved when an individual is responsible for self financing their attendance at a Law Enforcement/Detentions Academy.

An Open Enrollee is defined as a law enforcement/detentions student, who has self-enrolled in and is currently attending a Law Enforcement/Detentions Academy, or who has graduated in the last six months, but who has not yet been hired or sponsored by a law enforcement agency.

A. Eligibility Requirements:

1. An Open Enrollee student as defined above, who is subsequently hired by the Sheriff's Department into one of the following classifications:

5747 – Deputy Sheriff Cadet

5797 – Deputy Sheriff Cadet – Detentions/Court Services

5746 – Deputy Sheriff
5757 – Deputy Sheriff – Detentions/Court Services

2. Employees receiving the Open Enrollee Incentive are ineligible for the lateral incentive program.

B. Procedure for Payment:

1. Open Enrollee Incentive payments will be paid at the following intervals:
 - \$1,275 – 45 days following completion of the hiring process (payment will be made in the next regular check).
 - \$1,275 – At the successful completion of the applicable probationary period (payment will be made in the next regular check).
2. In no event will an employee receive more than the maximum of \$2,550 in Open Enrollee Incentive payment.
3. The decision to award or deny payment under this Open Enrollee Incentive Program shall be at the sole discretion of the County and shall not be subject to appeal or grievance.

III. Upon agreement and ratification by the Deputy Sheriffs' Association of San Diego County (DSA), this provision shall be effective upon the Board of Supervisors' approval and adoption of a Compensation Ordinance revision through June 18, 2009.


FOR THE COUNTY OF SAN DIEGO:



LYNETTE M. MERCADO
Senior Labor Relations Officer

12/06/07
Date

**FOR THE DEPUTY SHERIFFS'
ASSOCIATION OF SAN DIEGO
COUNTY (DS UNIT):**



ERNIE CARRILLO
President

12/06/07
Date