

**Side Letter of Agreement  
between  
County of Santa Clara  
&  
SEIU, Local 521**

The County of Santa Clara ("County") and the Service Employees International Union, Local 521 ("521") agree to the following measures to incentivize new hires and lateral hires from other law enforcement agencies into sworn classifications employed in the Santa Clara County Sheriff's Office:

**I. Referral Bonus:**

- a. Any current 521 represented employee of the Sheriff's Office who refers an employee, hired under the "lateral hire bonus" program as a peace officer pursuant to either California Penal Code Section 830.1(a) or 830.1(c), shall be paid a one-time, non-PERSable, lump-sum payment of \$5,000. The Referral Bonus shall be subject to all required payroll deductions and withholdings and shall be paid in compliance with the California Public Employees' Pension Reform Act (PEPRA) of 2013. An employee must be in an active employment status to receive payment. The funding for the Referral Bonus shall be administered by the County and the Referral Bonus may be terminated at the County's sole discretion for any reason, including but not limited to, funding being exhausted.
- b. In order for a current 521 represented employee to be eligible for the Referral Bonus, the current 521 represented employee must: 1) identify the referred employee hired under the "lateral hire bonus" program by name on a form provided by the Sheriff's Office no later than thirty (30) calendar days after the date the referred employee is hired by the Sheriff's Office; and 2) the referred employee hired under the "lateral hire bonus" program must successfully complete the Sheriff's Office's Field Training Officer program or Jail Training Officer program prescribed for that referred employee.
- c. Any Sheriff's Office employee providing either background investigation services or recruitment services is ineligible to receive a Referral Bonus unless an exception is authorized in writing by the Sheriff of Santa Clara County.

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All other terms and conditions of the MOU between the County and 521, effective from August 14, 2023 through June 21, 2026, are still in effect. This side letter of agreement shall terminate pursuant to Section I. a. If this side letter of agreement has not already been terminated before June 21, 2026, it shall expire on that date.

Date: \_\_\_\_\_

County of Santa Clara

DocuSigned by:  
U/S Ken Binder 1/8/2024  
Kenneth Binder  
Undersheriff

DocuSigned by:  
Mitchell Buellbach 1/8/2024  
Mitchell L. Buellbach  
Principal Labor Relations Representative

SEIU, Local 521

DocuSigned by:  
Debbie Narvaez 1/8/2024  
Debbie Narvaez  
Executive Representative to the CEO

DocuSigned by:  
Liz Lacey 1/8/2024  
Liz Lacey  
Steward

DocuSigned by:  
Gillis, Trevor 1/8/2024  
Trevor Gillis  
Steward

Approved as to Form and Legality:

DocuSigned by:  
Michael J. Leon Guerrero 1/9/2024  
Michael J. Leon Guerrero  
Deputy County Counsel

County of Santa Clara:

DocuSigned by:  
James R. Williams 1/31/2024  
James R. Williams Date  
County Executive

DocuSigned by:  
Tony LoPresti 1/31/2024  
Tony LoPresti Date  
County Counsel