

**ADDENDUM # 3  
TO THE  
2022-2027 AGREEMENT  
BETWEEN  
COUNTY OF SACRAMENTO  
AND  
SACRAMENTO COUNTY DEPUTY SHERIFFS' ASSOCIATION  
IN THE  
NON-SUPERVISORY LAW ENFORCEMENT UNIT**

This Addendum #3 is to the 2022-2027 Agreement between the County of Sacramento and Sacramento County Deputy Sheriffs' Association representing the employees in the Non-Supervisory Law Enforcement Unit.

*Revise Section 10.11 and 11.9 as follows:*

**10.11 PARENTAL LEAVE**

a. Employees shall be eligible for Parental Leave in accordance with County Policy 0837, "Parental Leave". Any violations of County Policy 0837, "Parental Leave" are subject to the Grievance procedure set forth in Article 5 of this agreement. Should the County make changes to either Section 2.78.767 and/or County Policy 0837, it will first provide notice and opportunity to bargain under the Meyers Millias Brown Act. Any dispute that results in impasse is subject to Art. XVIII, section 94 of the Sacramento County Charter.

**11.9 STATE DISABILITY INSURANCE**

a. Upon request of the Union, the County will enroll the Law Enforcement Non-Supervisory Unit in the State Disability Insurance plan at employee cost for employees in classes represented by the Union. Enrollment shall be in accordance with Section 710.5 of the Unemployment Insurance Code as amended in 1980. Such enrollment shall take place in the first quarter following notification by the Union of its request to be enrolled.

b. Once eligibility is established for State Disability Insurance benefits and upon request of the Association, the County will include the Law Enforcement Non-Supervisory Unit within any standardized integration of State Disability Insurance with other County benefits.

c. Employees who are absent from duty because of illness or injury and have been authorized to use County-paid leave benefits, sick leave, vacation, compensating time off, holidays and holiday-in-lieu time, shall be eligible to integrate the payment of State Disability Insurance benefits with such County-paid leave benefits. Integration of leave benefits will be governed by Personnel Ordinance Section 2.78.792 and corresponding policy. Should the County make changes to either Section 2.78.792 and/or corresponding policy, it will first provide notice and opportunity to bargain under

the Meyers Miliias Brown Act. Any dispute that results in impasse is subject to Art. XVIII, section 94 of the Sacramento County Charter.

This Addendum shall remain in full force and effect to and including June 30, 2027.

12.3.2025  
Date

Sacramento County Deputy  
Sheriffs' Association



Nathan Seger,  
President

County of Sacramento



Jerry Camous,  
Labor Relations Officer