

## **SIDE LETTER** **(Public Service Officers/Rangers)**

Effective upon signing and continuing until cancelled, amended in writing and signed by both parties or the termination of employment of all of the individuals identified below as a Public Service Officer, this Side Letter is entered into by and between Public Employees Union, Local One ("Local One") and Contra Costa County ("County").

Local One and the County have met and conferred about the County's desire to replace, through attrition, Public Services Officers ("PSOs") with Sheriff's Rangers ("Rangers"). As a result of the meet and confer, the parties have agreed as follows:

1. Each current PSO, Julie Ambriz, Christopher M. Fisco, Anthony Franchi, Tambra Gutierrez, Charles S. Lowary, Kenneth Randall, Henry Smith, Jr., and John Ward, will continue to work for the County as a PSO until he/she retires, voluntarily resigns, voluntarily accepts another position within the County or is terminated for cause pursuant to the Memorandum of Understanding between Local One and the County and/or the Personnel Management Regulations.
2. The County may replace a PSO who retires, voluntarily resigns, accepts another position or is terminated for cause with a Sheriff's Ranger.
3. No PSO will be laid off unless all Rangers assigned to EHSD other than one assigned to the North Richmond Service Integration Team site located at 1535D Third Street have either been laid off or reassigned to an assignment not at EHSD.
4. PSOs shall be rehired from the layoff list before any Ranger is recall or reassigned to an EHSD site.
5. If a position occupied by a PSO or a Ranger assigned to the Employment and Human Services Department other than the position at the North Richmond Service Integration Team site located at 1535D Third St. becomes vacant during the term of this Side Letter, and one or more PSOs bids for it the position will be awarded to a PSO. If more than one PSO bids for the position the bid will be awarded pursuant to Section 22.4 of the Local #1 MOU except that if two PSOs bid one of the two will be awarded the position.
6. The bidding for vacant positions described in paragraph 5 above, will not include the North Richmond Service Integration Team site located at 1535D Third Street.
7. The work schedule for any vacancy described in paragraphs 5 and 6 above is within the unfettered discretion of the County.
8. All of the provisions set forth in paragraphs 1 through 6 above shall apply only to the individuals identified in paragraph 1 above.

9. To the extent that the provisions of this Side Letter are in conflict with any applicable MOU, the provisions of this Side Letter shall control.

FOR LOCAL ONE

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FOR THE COUNTY

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