

SIDE LETTER BETWEEN CONTRA COSTA COUNTY AND PUBLIC EMPLOYEES UNION, LOCAL ONE

This side letter is by and between Public Employees Union, Local One ("Local One") and the County of Contra Costa ("County") and is effective on the first day of the month following approval by the Board of Supervisors.

The County and Local One have agreed to the following MOU corrections:

I. Update Section 1 – Union Recognition to change the name of the Family & Children Services Unit to Community Services Bureau Unit.

II. Update Section 13.3 – Vacation Accrual Rates by adding the vacation accrual rate chart for the Community Services Bureau Unit and removing the Community Services Bureau Unit from Section 13.3.A. There is no change to the remainder of Section 13.3.B through F.

13.3 Vacation Accrual Rates. For employees hired into a class in the Community Services Bureau Unit, the rates at which vacation credits accrue and the maximum accumulation thereof are as follows:

<u>Length of Service</u>	Monthly Accrual <u>Hours</u>	Maximum Cumulative <u>Hours</u>
Under 11 years	10	240
11 years	10-2/3	256
12 years	11-1/3	272
13 years	12	288
14 years	12-2/3	304
15 through 19 years	13-1/3	320
20 through 24 years	16-2/3	400
25 through 29 years	20	480
30 years and up	23-1/3	560

A. Vacation Accruals for Agriculture-Animal Services Unit and Building Trades Unit. For employees hired into a class in the Agriculture-Animal Services Unit and Building Trades Unit, the rates at which vacation credits accrue, and the maximum accumulation thereof, are as follows:

<u>Length of Service</u>	Monthly Accrual <u>Hours</u>	Maximum Cumulative <u>Hours</u>
Under 5 years	6-2/3	160
5 through 10 years	10	240
11 years	10-2/3	256
12 years	11-1/3	272
13 years	12	288
14 years	12-2/3	304
15 through 19 years	13-1/3	320

20 through 24 years	16-2/3	400
25 through 29 years	20	480
30 years and up	23-1/3	560

III. Update Attachment A – Class and Salary Listing to reflect the correct unit titles. Change Agriculture and Animal Control Unit to Agriculture and Animal Services Unit. Change Family and Children Services to Community Services Bureau Unit.

This Side Letter will remain in effect for the term of the current Memorandum of Understanding ("MOU") between the County and Public Employees Union, Local One (July 1, 2016 – June 30, 2019). The terms of this Side letter will be incorporated into the successor MOU unless otherwise negotiated by the parties. All other terms and conditions of the current MOU between Contra Costa County and Public Employees Union, Local One remain unchanged by this Side Letter.

Date: 5/10/17

Contra Costa County:
(Signature / Printed Name)

Alvin Hughes, Glynis Hughes

Public Employees Union, Local One:
(Signature / Printed Name)

[Signature], Genevieve Vigil

