

**SIDE LETTER BETWEEN
CONTRA COSTA COUNTY AND
IFPTE, LOCAL 21**

This Side Letter is by and between the County of Contra Costa ("County") and IFPTE, Local 21 ("Local 21") and is effective July 1, 2016, following approval by the Board of Supervisors.

This Side Letter arises out of the elimination of performance pay resolutions during 2016-2019 negotiations with Local 21. Section 5.4 – Merit Adjustments and Increments Within Range of the current Memorandum of Understanding ("MOU") between the County and Local 21 (July 1, 2016 - June 30, 2019), must be updated to address the unintended impact on allowable merit step increases that resulted from the elimination of the performance pay resolutions.

This Side Letter amends the first sentence of the second paragraph of MOU Section 5.4 as follows:

Except as herein provided or except as otherwise provided in deep class resolutions, increments within range shall not be granted more frequently than once a year, nor shall more than two (2) steps within the range increment or five percent (5%), whichever is less, be granted at one time.

This Side Letter will remain in effect for the term of the current MOU between the County and Local 21 (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 the County and Local 21 remain unchanged by this Side Letter.

Date: 5/31/17

Contra Costa County:
(Signature / Printed Name)

Glynis Hughes / Glynis Hughes

IFPTE, Local 21:
(Signature / Printed Name)

Justin Decker / JUSTIN DECKER

