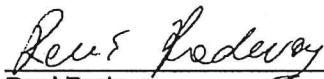


**Tentative Agreement between Contra Costa County and PEU, Local One  
Re: the Community Services Bureau and CSB-Site Supervisor Units'  
2018 Salary Adjustment**

Pursuant to Section 53.3.A in the PEU, Local One MOU and Section 5.1 in the PEU, Local One CSB-Site Supervisor Unit MOU, representatives from Contra Costa County (County) and PEU, Local One (Union) have met and conferred regarding the 2018 salary adjustment for employees in the Community Services Bureau (CSB) and CSB-Site Supervisor units. As a result of these discussions, the parties have reached a Tentative Agreement on this issue with the following terms.

- Effective September 16, 2018, the base rate of pay for all classifications in the CSB and the CSB-Site Supervisor units of PEU, Local One will be increased by three percent (3%) if the Union provides notice to the County that it has ratified this Tentative Agreement by 5 p.m., September 24, 2018. If the Union ratifies this Tentative Agreement any time after September 24, 2018, the base rate of pay for all classifications in the CSB and the CSB-Site Supervisor units of PEU, Local One will be increased by three percent (3%) effective the first of the month following adoption by the Board of Supervisors.
- The County will provide a letter to the Union that acknowledges the CSB and CSB Site Supervisor Units' value to the County and its residents.

Date: September 12, 2018.



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Reni Radeva  
Community Services Bureau



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LaKeesha Johnson  
PEU, Local One CSB-Site Supervisor Unit



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Alvan Mangalindan  
Labor Relations – Contra Costa County



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Genevieve Vigil  
PEU, Local One (CSB Unit)



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Jennifer Kirby  
PEU, Local One CSB-Site Supervisor  
President



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Lynda Middleton  
PEU, Local One CSB President