

SIDE LETTER AGREEMENT
BETWEEN
CONTRA COSTA COUNTY
AND
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021, RANK & FILE UNIT

This Side Letter is by and between the County of Contra Costa ("County") and Service Employees International Union, Local 1021 Rank and File Unit ("Union") and is effective following approval of the Board of Supervisors.

The County and Union agree to the following conditions for any recruitment of a position in a classification represented by the Union:

RANK ORDER IN CASE OF IDENTICAL SCORES. If two (2) or more successful examinees have final scores which are identical, they shall be ranked in the order of their scores in that portion of the examination which had the greatest weight, provided that if the percentage scores in the portion of the test having the greatest weight are identical, then the rank order shall be determined by random selection at the time the employment list is established. However, in the case of a continuous employment list where a new eligible has the same score as an eligible already on the list, the eligible who was placed on the list at the earliest date will be ranked highest.

CERTIFICATION LIMIT. If an individual is certified to three (3) departments at any one time, that person shall be considered unavailable for referral until the person's name becomes active on less than three (3) personnel requests.

The terms of this Side Letter shall supersede inconsistent provisions of the County's Personnel Management Regulations.

This Side Letter shall automatically terminate at the expiration of the current Memorandum of Understanding between the County and the Union on June 30, 2022, unless otherwise mutually agreed by the parties.

Date: 2-20-2020

Contra Costa County:
 (Signature/Printed Name)

[Signature] / Jeff Bailey
[Signature] / David Sanford
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 _____ / _____

SEIU, Local 1021 Rank and File Unit:
 (Signature/Printed Name)

[Signature] / Millie Cleveland
[Signature] / Nardawill
[Signature] / Ashley Payne
 _____ / _____