

**SIDE LETTER BETWEEN  
CONTRA COSTA COUNTY AND PDOCC**

This Side Letter is by and between the County of Contra Costa ("County") and the Physicians' and Dentists' of Contra Costa ("PDOCC") and is effective beginning November 1, 2019, following approval of the Board of Supervisors.

This Side Letter amends Exhibit B Classification Eligibility for Pay by adding night shift pay for classifications VPT5, VPT6, VPT1, and VPS9 as shown in the attached Exhibit B.

This Side Letter also amends Section 7 Holidays of the Memorandum of Understanding (MOU) (November 1, 2019 – October 31, 2022) between the County and PDOCC by deleting the current Section 7 in its entirety and replacing it with the following:

**SECTION 7 - HOLIDAYS**

**7.1 Holidays Observed.** The County will observe the following holidays:

- A. January 1st, known as New Year's Day  
Third Monday in January known as Dr. M. L. King, Jr. Day  
Third Monday in February, known as Presidents Day  
The last Monday in May, known as Memorial Day  
July 4th, known as Independence Day  
First Monday in September, known as Labor Day  
November 11th, known as Veterans Day  
Fourth Thursday in November, known as Thanksgiving Day  
The day after Thanksgiving  
December 25th, known as Christmas Day

Such other days as the Board of Supervisors may by resolution designate as holidays.

Any holiday observed by the County that falls on a Saturday is observed on the preceding Friday and any holiday that falls on a Sunday is observed on the following Monday.

- B. Each full-time employee will accrue two (2) hours of personal holiday leave per month. Each part time employee will accrue a pro-rated number of hours of personal holiday leave per month. No employee may accrue more than forty (40) hours of personal holiday leave. On separation from County service, an employee will be paid for any unused personal holiday leave at the employee's then current pay rate.
- C. Employees who are scheduled monthly shall have their obligate hours reduced by the number of holiday hours each month. Employees who are scheduled monthly and who work on any County observed holiday (as specified in Section 7.1.A), shall have those hours worked on the holiday count towards the employee's designated position hours for that month.

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- D. Full-time employees in classifications with weekly schedules shall be entitled to receive eight (8) hours of straight time pay in recognition of the holiday, whether the holiday is worked or not. Part-time employees in classifications with weekly schedules shall receive the same ratio of the eight hours (8) as his/her number of position hours bears to forty (40) hours. Employees who are scheduled weekly and who work on any County observed holiday (as specified in Section 7.1.A), shall be entitled to Additional Duty Pay.
  
- E. For employees in classifications with weekly schedules, if the employee is scheduled to work more hours on a County observed holiday than the employee's share of holiday hours (as described in 7.1.D above) and if the employee does not work on the holiday, the employee must account for the additional hours via hours worked that week or use non-sick leave accruals for the difference between the employee's scheduled work hours and the employee's pro-rated share of holiday hours. If the employee does not have any non-sick leave accrual balances, leave without pay (AWOP) will be authorized.

**7.2 Permanent Intermittent Employee.**

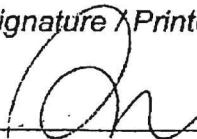
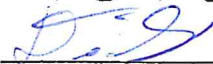
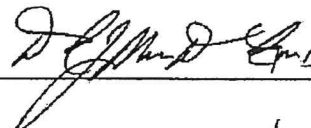
Holiday is Worked: Permanent intermittent employees who work on a holiday are entitled to receive straight time pay at the rate of one (1.0) times his/her base rate of pay (not including differentials) for all hours worked on the holiday.

The terms of this Side Letter will be incorporated into the next MOU between the County and PDOCC. Except as specifically amended or excluded by this Side Letter, all other terms and conditions of the MOU between the County and PDOCC (November 1, 2019 – October 31, 2022) remain unchanged.

Date: 6/19/2020

**Contra Costa County:**  
(Signature / Printed Name)

**PDOCC:**  
(Signature / Printed Name)

 / Samir B. Shah, MEd  / David S. Sargent <sup>CMO</sup>	 / David MacDonnell, MEd
/	/



Physicians', Dentists', and Optometrists' Unit

Classification Eligibility for Pay

Job Code	Classification Title	Additional Duty*	Clinical On-Call	Call-Back	Night Shift M-Th: 11pm-7am Fri-Sun & Holidays** 9pm-7am
VPT5	Primary Care Provider-Ex	Base Hourly Rate	\$28/hr	n/a	\$50/hr
VPT6	Primary Care Provider-LT-Ex	Base Hourly Rate	\$28/hr	n/a	\$50/hr
VPT1	Ambulatory Care Provider-Ex	Base Hourly Rate	\$28/hr	n/a	\$50/hr
VPT2	Dentist-Ex	Base Hourly Rate	n/a	n/a	n/a
VPS3	Emergency Medicine-Ex	\$190/hr	\$28/hr	n/a	\$50/hr
VPT3	Hospitalist-Ex	Base Hourly Rate	\$28/hr	1.2x Hourly Base	\$50/hr
VPS5	OBGYN-Full Spectrum-Ex	Base Hourly Rate	\$28/hr	1.2x Hourly Base	\$50/hr
VPS6	OBGYN-FM Adv Obstetrics-Ex	Base Hourly Rate	\$28/hr	n/a	\$50/hr
VPS7	Optometrist-Ex	Base Hourly Rate	n/a	n/a	n/a
VPS8	Oral Surgeon-Ex	Base Hourly Rate	\$28/hr	1.2x Hourly Base	n/a
VPT7	Pathologist-Ex	Base Hourly Rate	\$28/hr	1.2x Hourly Base	n/a
VPS9	Pediatrician-Ambulatory-Ex	Base Hourly Rate	\$28/hr	n/a	\$50/hr
VPS0	Pediatrician-Hospitalist-Ex	Base Hourly Rate	\$28/hr	n/a	\$50/hr
VPT8	Psychiatrist-Adult-Ex	Base Hourly Rate	\$28/hr	n/a	n/a
VPT9	Psychiatrist-Pediatric-Ex	Base Hourly Rate	\$28/hr	n/a	n/a
VPT0	Psychiatrist-Emg Svs/Det-Ex	Base Hourly Rate	\$28/hr	n/a	\$50/hr
VP71	Resident I	\$50/hr	n/a	n/a	n/a
VP72	Resident II	\$50/hr	n/a	n/a	n/a
VP74	Resident III	\$50/hr	n/a	n/a	n/a

\* Base hourly rate is determined using a 2080 hour work year

\*\* And the night before Christmas and New Year's Eve