

SIDE LETTER
between
CONTRA COSTA COUNTY
and
PROFESSIONAL & TECHNICAL EMPLOYEES
AFSCME, LOCAL 512

This Side Letter is by and between Professional & Technical Employees, AFSCME, Local 512 ("AFSCME, Local 512) and Contra Costa County ("County") and is effective immediately following approval by the Board of Supervisors.

The County and AFSCME, Local 512 agree to amend subsection 51.C Special Benefits - Vacation Buy Back Plan of the memorandum of Understanding (MOU) between the County and AFSCME, Local 512 (July 1, 2022 – June 30, 2026) as follows:

Section 51 – Special Benefits

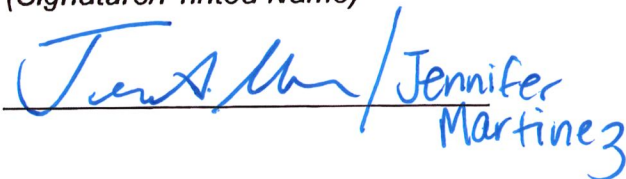
C. Vacation Buy Back Plan. The County will reimburse up to one-third (1/3) of an employee's annual vacation accrual, subject to the following conditions: (a) the choice can be made only once in each calendar year; (b) payment shall be based on an hourly rate determined by dividing the employee's monthly salary by 173.33; and (c) the maximum number of hours that may be reimbursed in any year is one-third (1/3) of the annual accrual at the time of reimbursement.

~~Employees promoted, hired or rehired by the County into any classification represented by AFSCME 512 on and after January 1, 2012, are not eligible for the Vacation Buy Back benefit. However, any employee who was eligible for a Vacation Buy Back benefit before promoting into a classification represented by AFSCME 512 will retain that benefit after promoting into a classification represented by AFSCME 512.~~

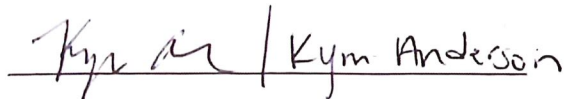
This Side Letter will remain in effect for the term of the current MOU between the County and AFSCME, Local 512 (July 1, 2022 – June 30, 2026). The terms of this Side Letter will be incorporated into the successor MOU unless otherwise negotiated by the parties. All other terms and conditions of the current MOU between the County and AFSCME, Local 512 remain unchanged by this Side Letter.

Date: 10.21.2022

Contra Costa County:
(Signature/Printed Name)

 Jennifer
Martinez

AFSCME, Local 512
(Signature/Printed Name)

 Kym Anderson