

## Side Letter of Agreement

### I. Parties

The Parties to this Side Letter of Agreement (herein after "Side Letter") are the County of Amador (hereinafter referred to as the "County") and Service Employees International Union, Local 1021 (hereinafter referred to as the "Union").

### II. Background

The Parties are the signatories to a Memorandum of Understanding (hereinafter referred to as the "MOU") setting forth terms and conditions of employment for certain County employees within what is commonly referred to as the "General Employee Unit" (hereinafter referred to as the "General Unit"). The terms set forth below amend the existing MOU. The Parties agree as follows:

### III. MOU Amendments

A. For Purposes of the MOU amendments set forth below, language that is overstruck (e.g. ~~overstruck~~) will be omitted from the MOU. Language that is *italicized* and **boldfaced** will be added to the MOU as indicated. Appendix B, attached hereto and referred to below, will replace the existing appendix B in its entirety. The existing MOU will, in all other respects, remain in effect without change through the new term specified below.

B. Section 22, sub-section 22.11 of the MOU is hereby amended to read as follows:

"In calendar years 2018 *and 2019* only, an employee may elect to convert up to twenty-four (24) hours of accumulated vacation to a cash payment at the employee's base hourly rate of pay for each such hour so converted, payable in October 2019 *for elections made in 2018 and payable in October 2020 for elections made in 2019*. Upon payment of the hours converted by the employee, the County will simultaneously reduce the employee's vacation balance by the corresponding number of hours. To qualify for the foregoing conversion option, the employee must make the election in writing, irrevocably, on a form provided by the County's Human Resources Department. Such election must be made and the form completed and delivered to the Human Resources Department in the month of October, 2018 *for payment in 2019, or in the month of October 2019 for payment in 2020*. An employee may not receive a cash out of vacation under this provision if and to the extent that it would reduce the employee's vacation balance below forty (40) hours at the time the payment is made. Payment on an election for a cash out that would violate the forty (40) hour requirement will be reduced to the extent necessary to conform to the forty (40) hour minimum balance requirement."

C. Section 25, sub-section 25.11 of the MOU is hereby amended to read as follows:

"The wage schedule designated as the schedule for October 1, 2017 in the attached Appendix B shall take effect October 1, 2017. It reflects a base wage rate increase of two percent (2%) of the base wage rates in effect on September 30, 2017. The wage schedule designated as the wage schedule for October 1, 2018 in the attached Appendix B will take effect on October 1, 2018 and reflects a base wage rate increase of one percent (1%) of the base wage rates in effect as of September 30, 2018. *The wage schedule designated as the schedule for October 1, 2019 in the*

*attached Appendix B shall take effect October 1, 2019. It reflects a base wage rate increase of two percent (2%) of the base wage rates in effect on September 30, 2019."*

D. Section 30, sub-section 30.1 of the MOU is hereby amended to read as follows:

"Except as otherwise provided herein, the provisions of this Agreement shall become effective on October 1, 2017 or the date it is adopted by the Board of Supervisors, whichever is later, and shall remain in effect through September 30, 20192020. Thereafter, the provisions of this Agreement shall remain in effect year by year unless either the County or the Union notifies the other not later than August 1, 20192020 or, in the case of automatic renewal, the applicable August 1 of its request to modify, amend, or terminate this Agreement."

#### IV. General Provisions

A. Upon adoption of this Side Letter of Agreement by the County Board of Supervisors, the Parties' respective duty to meet and confer over wage increases, effective October 1, 2017, as provided in the Parties' MOU prior to amendment as set forth above, shall be deemed to have been exhausted and concluded.

B. This Side Letter will take effect immediately upon approval by the County Board of Supervisors.

C. The written terms herein embody the entire Side Letter of Agreement between the Parties.

In witness hereof, this Side Letter of Agreement was ratified and adopted by a vote of the Board of Supervisors on July 9, 2019, 2019.

COUNTY OF AMADOR, CALIFORNIA:

By: Brian Cheto

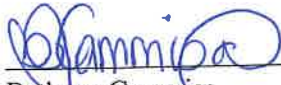
Chairperson, Board of Supervisors

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021:

By: Dennis Mallory  
Dennis Mallory, Representative

John Stead-Mendez  
John Stead-Mendez, Executive Director

Robert Taylor  
Robert Taylor



Bethany Cammisa



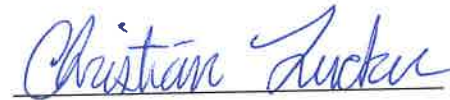
Nathan Hill



Carol Hobson



Patricia Orey



Christian Tucker

## Side Letter of Agreement Addendum

### I. Parties

The Parties to this Side Letter of Agreement (herein after "Side Letter") are the County of Amador (hereinafter referred to as the "County") and Service Employees International Union, Local 1021 (hereinafter referred to as the "Union").

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### III. MOU Amendments

- A. For Purposes of the MOU amendments set forth below, language that is overstruck (e.g. ~~overstruck~~) will be omitted from the MOU. Language that is *italicized* and **boldfaced** will be added to the MOU as indicated. The existing MOU will, in all other respects, remain in effect without change through the term specified below.
- B. New language to memorialize the Parties agreement on the issuance and maintenance of uniforms to read as follows:

***"The Parties agree to commence discussion regarding the expenses related to the Sheriff's Office and Probation Department Dress Policies for bargaining unit members, not later than sixty (60) days from the date of Board adoption."***

### IV. General Provisions

- A. This Side Letter of Addendum will take effect immediately upon approval by the County Board of Supervisors.
- B. The written terms herein embody the entire Side Letter of Agreement between the Parties.
- C. This Side Letter of Agreement will expire on September 30, 2020.


In witness hereof, this Side Letter of Agreement was ratified and adopted by a vote of the Board of Supervisors on July 9, 2019, 2019.

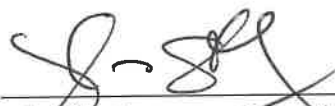
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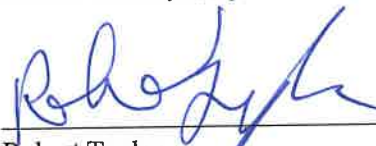
By: 

Chairperson, Board of Supervisors

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021:

By:   
Dennis Mallory, Representative

  
John Stead-Mendez, Executive Director

  
Robert Taylor

  
Bethany Cammisa

  
Nathan Hill

  
Carol Hobson

  
Patricia Orey

  
Christian Tucker

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- B. Section 25, sub-section 25.10 of the MOU is hereby amended to read as follows:

#### "Positions with Automatic Progression"

Classes	Progression	Department
Behavioral Health Clinician	I-II	Health and Human Services
Building Inspector	I-II	Building
Eligibility Worker	I-II	Health and Human Services
Employment & Training Worker	I-II	Health and Human Services
Finance Assistant	I-II	Health and Human Services
Administrative Assistant	I-II	Health and Human Services
Planner	I-II	Community Development
<b><i>Public Works Maintenance Worker</i></b>	<b><i>I-II</i></b>	<b><i>Public Works Department</i></b>
Social Worker	I-II	Health and Human Services"

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- B. The written terms herein embody the entire Side Letter of Agreement between the Parties.

In witness hereof, this Side Letter of Agreement was ratified and adopted by a vote of the Board of Supervisors on July 9, 2019, 2019.

COUNTY OF AMADOR, CALIFORNIA:

By: Brian Cheto  
Chairperson, Board of Supervisors

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021:

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Christian Tucker  
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