

**First Amendment to Agreement #2021-189
Between
County of Del Norte
And
Del Norte County Employees Association/SEIU Local 1021
Miscellaneous and Professional Units**

The County and the Del Norte County Employees Association/SEIU Local 1021 (Union) agreed to reopen the current MOU (#2021-189) to amend Article I, "Term" and Article IV, section 4.2 and Article IX, Health and Welfare Benefits of the Memorandum of Understanding ("MOU") for the period of 09/01/2021-02/28/2025. The parties have met and conferred in good faith and agree to the following:

The salary adjustment under Article IV of this Amendment shall be effective the first full pay period as amended and approved by the Union and Board of Supervisors.

The Vision Plan under Article IX of this Amendment shall become available the first day of the month following approval by the Union and Board of Supervisors. Employees must complete and return the VSP Vision Plan enrollment form in order to receive the vision benefit for their dependents.

It is understood that this Agreement is not binding on the parties until the Del Norte County Board of Supervisors act, by majority vote to approve and adopt this First Amendment.

Article I as amended:

TERM

This Memorandum of Understanding is entered on the 1st day of September 2021, by the County of Del Norte (hereafter County) and Service Employees International Union Local 1021 (hereafter Union). This agreement is entered into under the authority of the Meyers-Milias-Brown Act (MMBA) Government Code §3500 et seq. Nothing in this article is intended to derogate from legal protections enjoyed by employees under Federal or State law, except to the extent that variance, exception or exclusion is permitted through collective bargaining. This MOU shall expire on February 28, 2025, unless extended by mutual agreement. Either party may file a written notice to bargain for contract renewal no later than December 1, 2024.

The remaining sections in Article I of the Memorandum of Understanding dated 9/1/2021 – 2/28/2025 (Agreement 2021-189) were not amended and shall remain in effect unless and until otherwise modified through collective bargaining.

Article IV as amended:

4.2 Salary Adjustment

F. Effective the first full pay period in September 2024, all bargaining unit members will receive a two percent (2%) salary increase.

The remaining sections in Article IV of the Memorandum of Understanding dated 9/1/2021 – 2/28/2025 (Agreement 2021-189) were not amended and shall remain in effect unless and until otherwise modified through collective bargaining.

Article IX as amended:

9.3 A. Vision Plan: The County shall provide vision coverage under its health plan to employees and their qualified dependents. Employees hired on or after ratification of this Agreement by DNCEA/SEIU and the Board of Supervisors, shall be enrolled upon completion of two (2) months of active employment in an eligible status. For specific plan benefits, co-pays, and continuation coverage provisions, refer to the County's Intranet site under Human Resources/Health Insurance/Vision Plan or contact Human Resources.

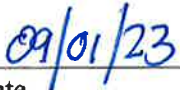
The remaining sections in Article IX of the Memorandum of Understanding dated 9/1/2021 – 2/28/2025 (Agreement 2021-189) were not amended and shall remain in effect unless and until otherwise modified through collective bargaining.



County of Del Norte



DNCEA/SEIU 1021



Date