

**SIDE LETTER AGREEMENT BETWEEN CONTRA COSTA COUNTY SUPERIOR COURT  
("Court") AND SEIU LOCAL 1021 ("SEIU 1021")**

As agreed during the bargaining meeting on February 16, 2023, the parties enter into this side letter agreement, which reflects the mutual agreement of the parties concerning the allocation of \$650,187 to the Court pursuant to Senate Bill 154 (Budget Act of 2022) ("SB 154") for the 2022-2023 fiscal year.

The primary purpose of this side letter is to increase the number of official Court Reporters in family and civil law cases. Pursuant to SB 154, the funding may be used for "recruitment and retention purposes, filling existing vacancies, converting part-time positions to full-time positions, increasing salary schedules, and providing signing and retention bonuses to enable trial Courts to compete with private employers in the labor market."

The parties hereby agree as follows:

**One-Time Lump Sum Payment:**

1. For each Court Reporter employed by the Court as of the effective date of this side letter and still employed by the Court at the end of the 2022-2023 fiscal year, a one-time lump sum payment equal to ten percent (10%) of the Court Reporter's base salary for January 1, 2023 to June 30, 2023 will be paid on the final pay period of the fiscal year. The pay date for the final pay period of 2023 will be July 14, 2023.
2. For each Court Reporter employed by the Court after the effective date of this side letter and still employed at the end of the 2022-2023 fiscal year, a one-time lump sum payment equal to ten percent (10%) of the Court Reporter's base salary, pro-rated from the date of employment to June 30, 2023. The pay date for the final pay period of 2023 will be July 14, 2023.
3. The one-time payment shall be pensionable for all Court Reporters employed by the Court who are considered Legacy Tiered employees. The one-time payment is not pensionable for Court Reporters subject to the California Public Employees' Pension Reform Act of 2013 (PEPRA).

**Retention Bonus:**

1. For each Court Reporter employed by the Court as of the effective date of this side letter and still employed by the Court at the end of the 2022-2023 fiscal year, a \$10,000 retention bonus will be paid on the final pay period of the fiscal year.

**Finder's Fee:**

1. Each Court employee who successfully refers a Court Reporter to the Court for full-time employment will be eligible for a finder's fee, as follows:
  - a. \$10,000 upon employment of a Court Reporter recruited from another trial Court in California not previously employed by Contra Costa Superior Court; and
  - b. \$20,000 upon employment of a Court Reporter recruited from the private sector.

2. The finder's fee does not limit the Court's discretion in making hiring decisions.

Hiring Bonus:

1. For each full-time Court Reporter hired after the effective date of this side letter, the Court shall provide a hiring bonus as follows:
  - a. \$15,000 upon hiring; and
  - b. \$15,000 upon successful completion of probation.
2. The hiring bonus is not applicable to Court Reporters who were previously employed by the Court and subsequently rehired by the Court.

Salary for Additional Family and/or Civil Court Reporter:

1. \$80,000 of the SB 154 funds shall be allocated for the partial salary of a Court Reporter hired for a family or civil department.

Advertisement:

1. \$15,000 of the SB 154 funds shall be allocated for advertisement of vacant positions.

This side letter agreement is not applicable to any funding other than funding allocated pursuant to SB 154 for the 2022-2023 fiscal year. If similar, additional funding is later allocated to the Court, the parties agree to meet and confer over the allocation of such funding.

Dated: 3/1/2023

Dated: 3/2/23

FOR SEIU 1021

FOR THE COURT

Michelle Wright  
Michelle Wright  
Union Representative

A. Flowers  
Alison S. Flowers  
Chief Negotiator

Sarah Thompson  
Sarah Thompson  
Bargaining Team Member

Melissa Carolanello  
Melissa Carolanello  
Bargaining Team Member

Sandy Walden  
Sandy Walden  
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