

**SIDE LETTER
BETWEEN
CONTRA COSTA COUNTY
AND
Teamsters, Local 856**

This side letter is by and between Teamsters, Local 856 ("Union") and the County of Contra Costa ("County") (herein after "the Parties"). This Side Letter is effective on the first day of the month in which the Board of Supervisors approves it.

The County and the Union have concluded their discussion of the findings of the salary study completed by June 30, 2023, which was conducted for specific classifications pursuant to Section 5.1.D. of the 2022-2026 Memorandum of Understanding ("MOU") between the Parties. As a result of the discussions, the parties agree to the following:

Effective the first day of the month in which this Side Letter is approved by the Board of Supervisors, the base rate of pay for the following classifications will be increased as follows:

<u>Job Code</u>	<u>Classification Title</u>	<u>Percentage Increase</u>
VKWC	Community Health Worker I	12.25%
VKW1	Community Health Worker I – Project	12.25%
VKVB	Community Health Worker II	12.25%
VKV1	Community Health Worker II – Project	12.25%
VKTA	Community Health Worker Specialist	12.25%
GK7A	Custodian I	8.50%
GKWB	Custodian II	8.50%
GKTB	Lead Custodian	8.50%
LTWA	Information Systems Specialist I	7.25%
LTVA	Information Systems Specialist II	7.25%
LTTA	Information Systems Specialist III	7.25%
GWVC	Stationary Engineer	6.25%
GWTC	Lead Stationary Engineer	6.25%
LD7A	Geographic Information Systems Technician	4.50%
PEWK	Telecommunications Infrastructure Specialist	13.25%
PSWB	Maintenance Worker I	3.00%
PSVC	Maintenance Worker II	3.00%
PSTE	Maintenance Worker III	3.00%
PSNA	Maintenance Worker IV	3.00%

The parties agree that this Side Letter concludes all discussions and obligations related to Section 5.1.D - Compensation Study of the MOU. Except as otherwise set forth herein, all other terms and conditions of the MOU between the County and the Union (July 1, 2022-June 30, 2026) remain unchanged by this Side Letter.

Date: 3/27/2024

CONTRA COSTA COUNTY:
(Signature / Printed Name)

<small>DocuSigned by:</small> <i>David Sanford</i>	/	David Sanford
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<small>DocuSigned by:</small> <i>Rebecca Cox</i>	/	Rebecca Cox
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Teamsters, Local 856:
(Signature / Printed Name)

<small>DocuSigned by:</small> <i>Juan Escobar</i>	/	Juan Escobar
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<small>DocuSigned by:</small> <i>Miguel Gallegos</i>	/	Miguel Gallegos
<small>B8B8C22B108E45C...</small>		
<small>DocuSigned by:</small> <i>Mark Jones</i>	/	Mark Jones
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<small>DocuSigned by:</small> <i>Javier Gutierrez</i>	/	Javier Gutierrez
<small>2FDF2C50173042B...</small>		
<small>DocuSigned by:</small> <i>Abnesh Kishor</i>	/	Abnesh Kishor
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<small>DocuSigned by:</small> <i>Conrad Fromme</i>	/	Conrad Fromme
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<small>DocuSigned by:</small> <i>Yahaira Galarza</i>	/	Yahaira Galarza
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<small>DocuSigned by:</small> <i>Sean Endriss</i>	/	Sean Endriss
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<small>DocuSigned by:</small> <i>Amber Beshears</i>	/	Amber Beshears
<small>8FEDDF1FD5F8458...</small>		
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