

SIDE LETTER AGREEMENT
Duration of Agreement

This Side Letter is by and between the County of Contra Costa ("County") and the Physicians' and Dentists' of Contra Costa ("PDOCC") and is effective upon approval of the Board of Supervisors.

This Side Letter modifies Section 32.4 Duration of Agreement of the Memorandum of Understanding (MOU) (November 1, 2022 – October 31, 2025) between the County and PDOCC by extending the current MOU from January 31, 2026 to February 28, 2026. The parties acknowledge that proper written notice was provided to commence negotiations for a successor MOU as required by Section 32.4.

The effect of this Side Letter is that all other terms and conditions of the MOU are extended accordingly for the new term of the MOU between the County and PDOCC (November 1, 2022 – February 28, 2026). This extension agreement is made without prejudice to PDOCC's bargaining demands that the terms and duration of the new MOU be made effective to November 1, 2025.

Date: 2/25/26

Contra Costa County:
 (Signature / Printed Name)

[Signature] / TIA WILSON
[Signature] / Kristin Owen
[Signature] / DAVID K. WILSON
[Signature] / Sergio Ucuyo, MD
[Signature] / Jett Sloan
 _____ / _____

PDOCC:
 (Signature / Printed Name)

[Signature] / David Macdonald
[Signature] / Michel SAM, MD
[Signature] / Nathan Brooks, MD
[Signature] / Carla G. Castillom
[Signature] / Darleen Garcia
[Signature] / David Lee
[Signature] / Joanna Chin