

August 12, 2026

**SIDE LETTER
BETWEEN
CONTRA COSTA COUNTY AND TEAMSTERS 856**

This Side Letter is by and between the Teamsters Local 856 and the County of Contra Costa ("County") and is effective on the first of the month when adopted by the Board of Supervisors.

During the term of this MOU, the County will contract with one (1) or more outside consultants to conduct a compensation survey of classifications represented by the Union and to identify benchmark classifications. The County will request proposals for the compensation survey no later than September 30, 2026 and will include a request for quarterly progress updates.

A. County and Union Collaboration

The parties will meet no later than September 18, 2026 to review the current classification listing for the purpose of identifying historically unused or inactive classifications that may be excluded from the scope of the survey. The parties will meet to discuss compensation factors for comparison and complete discussions no later than October 16, 2026.

Throughout the survey, the County will meet with the Union every ninety (90) days (quarterly progress meetings), upon request, to review the consultant's progress with the survey and provide input.

B. Comparator Agencies:

The following comparator agencies will be utilized in the classification survey: Alameda County, Marin County, Napa County, City and County of San Francisco, San Mateo County, Santa Clara County, Solano County, and Sonoma County. If fewer than four (4) comparable classifications are identified, the County will work with the consultant to expand the search to include other comparable agencies as identified by the consultant. If the expanded search still results in fewer than four (4) comparable classifications, the survey provided to the Union will document the expanded search and its results.

C. Completion of Survey:

The survey will be completed and delivered to the Union no later than sixty (60) days prior to the expiration of the MOU. The Union and the County recognize that this is an accelerated timeline that will require third parties to perform tasks related to the completion of the survey. The County and Union share an interest in receiving quality work product in a timely manner. Accordingly, the parties will work in good faith to facilitate the timely completion of the survey, recognizing that the timing of completion may be affected by its scope and complexity, as well as factors outside

August 12, 2026

the parties' control. If there are concerns about the timely completion of the survey the parties will discuss potential solutions during the quarterly progress meetings. Upon the Union's request, the parties will meet to collaboratively review the findings.

Nothing in this Section requires the County to provide a salary adjustment to any classification, achieve or maintain any specific market position, or implement any recommendation or finding resulting from a compensation survey.

All other terms and conditions of the MOU between Contra Costa County and Teamsters, Local 856 remain unchanged by this Side Letter.

Date: 8/12/2026

Contra Costa County:
(Signature / Printed Name)

Em / Emily Pasroth
Dea / Dea Seidl
Tia / TIA WILBORN
/
/
/
/

Union Name:
(Signature / Printed Name)

Matthew Fenneghan / MATTHEW FENNEGHAN
Mark Jones / Mark Jones
Cheryl Wiggins / Cheryl Wiggins
Greg Eastwood / GREG EASTWOOD
Arushi Kishor / ARUSHI KISHOR
M.V. / MARIA VASQUEZ
April Loveland / April Loveland
Steven Fowler / Steven Fowler
Ed Moore / Ed Moore
Jaiver Gutierrez / Jaiver Gutierrez
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