

**TENTATIVE AGREEMENT BETWEEN CONTRA COSTA COUNTY AND THE
WESTERN COUNCIL OF ENGINEERS
May 21, 2026**

The following contains the agreement between the County and The Western Council of Engineers, regarding a one-year extension and across-the-board salary adjustments, subject to approval by the Board of Supervisors and Union ratification.

1. Duration – Section 47.4

The duration of the Memorandum of Understanding (MOU) will be extended from the current expiration date of June 30, 2026, to June 30, 2027.

2. Salaries – Section 5.1.A

On the effective date described in paragraph 4 below, the base rate of pay for classifications represented by the Union shall be increased by three percent (3%).

3. One-Time Lump Sum

A. Full-time Permanent and Project employees in positions represented by the Union and who are employed by the County on July 1, 2026, will receive a one-time lump sum payment in the amount of one thousand dollars (\$1,000) on the August 10, 2026, pay warrant. Part-time Permanent and Project employees who are employed by the County on July 1, 2026, will receive the amount prorated based on the employee's regular position hours. The lump sum will be subject to any required deductions and/or withholdings.

B. Temporary employees represented by the Union who are employed by the County on July 1, 2026, will receive a one-time lump sum payment in the amount of five hundred dollars (\$500) on the August 10, 2026, pay warrant, subject to the following conditions:

- a. The temporary employee worked at least eighty (80) hours between May 1, 2026, and May 31, 2026, and
- b. The lump sum will be subject to any required deductions and/or withholdings.
- c. Per Diem and Retiree Temporary employees are not eligible for the lump sum payment.

- 4. This Tentative Agreement is subject to ratification by the membership of the Union and to adoption by the Board of Supervisors. If ratified and adopted by the Board of Supervisors on or before July 7, 2026, it shall be effective July 1, 2026. Otherwise, it shall be effective on the first day of the month following adoption by the Board of Supervisors.

- 5. This Tentative Agreement sets forth all proposed new terms for the period of this extension. It reflects the entirety of the across-the-board salary adjustments and one-time lump sum payment that will be granted during the term of this one-year extension. Language in the MOU and existing side letters not amended by this agreement will remain unchanged.

Date: 6/1/2026

CONTRA COSTA COUNTY:

(Signature / Printed Name)

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David Sanford / David Sanford
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WESTERN COUNCIL OF ENGINEERS

(Signature / Printed Name)

Signed by:
Diane Dillon / Diane Dillon
06339470...

Signed by:
Christopher Penny / Christopher Penny
016060EF37EF4AF...

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