

SIDE LETTER BETWEEN CONTRA COSTA COUNTY AND AFSCME, Local One

This Side Letter is by and between AFSCME, Local One ("Union") and the County of Contra Costa ("County") (herein after "the Parties"). This Side Letter is effective on September 1, 2026, or the first of the month following Board of Supervisors approval, whichever is later.

The Parties agree to amend the Memorandum of Understanding (MOU) between the County and AFSCME, Local One (July 1, 2022 – June 30, 2027) to (1) replace all references to the classifications of Agricultural Biologist II and Weights & Measures Inspector II with Agricultural Biologist/Weights & Measures Inspector II, (2) replace all references to the classifications of Agricultural Biologist I and Weights & Measures Inspector I with Agricultural Biologist/Weights & Measures Inspector I, and (3) amend Subsection 53.1.A. – Department of Agriculture Personnel of Section 53 – Unit Items as follows:

SECTION 53 - UNIT ITEMS

Specific working conditions for the various units represented by the Union are listed in Sections 53.1 through 53.5.

53.1 Agriculture - Animal Services Unit

A. Department of Agriculture Personnel

1. As circumstances dictate, the Safety Committee for the Department of Agriculture will remain in effect and will continue to be constituted as follows: ~~One (1)~~ Two (2) Agricultural Biologist, ~~one (1)~~ Weights & Measures Inspectors and one (1) Pest Detection Specialist and appropriate management representatives.
2. Permanent employees in the classifications of Agricultural Biologist/Weights & Measures Inspector II, and Agricultural Biologist/Weights & Measures Inspector III who possess a valid license as a Deputy Agricultural Commissioner shall receive a salary differential of three and one-half percent (3 ½%) of base pay. Employees who have both the Deputy Agricultural Commissioner license and a Deputy Sealer of Weights and Measures license will only be eligible for one three and one-half percent (3 ½%) salary differential.
3. In recognition of the fact that they work full-time for a significant portion of each year, Permanent-Intermittent employees in the classes of Lead Pest Detection Specialist – Project (B9T1), Pest Detection Specialist-Project (B9W1) and Glassy-Winged Sharpshooter Specialist – Project (B9W3) shall be paid for eight (8) hours on any recognized County holiday that occurs in a month where they are in a pay status for eight (8) hours on each work day in that month. In those months in which the employees are continuously employed, both at the beginning and the end of the month, but are not in a pay status for eight (8) hours on each work day, they shall be paid a pro rata share of the eight (8) hours holiday pay based on the portion of the work hours in the month that they

were in a pay status.

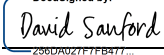
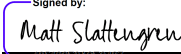
4. Permanent employees in the classification of Agricultural Biologist/Weights & Measures Inspector II, ~~Weights & Measures Inspector III~~ and Agricultural Biologist/Weights & Measures Inspector III who possess a valid license as a Deputy Sealer of Weights and Measures, shall receive a salary differential of three and one-half percent (3 ½%) of base pay. Employees who have both the Deputy Agricultural Commissioner license and a Deputy Sealer of Weights and Measures license will only be eligible for one three and one-half percent (3 ½%) salary differential.
5. Effective on [INSERT DATE], ~~Two~~ two (2) employees, as designated by the Department in the classification of Agricultural Biologist/Weights & Measures Inspector II or Agricultural Biologist/Weights & Measures Inspector III shall receive a two and one-half percent (2.5%) differential of base pay for operating specialized large capacity inspection equipment. A Class "A" California Driver's license ~~with a Hazardous Materials Endorsement~~ is required for this differential.

(All other portions of Section 53 remain unchanged)

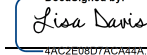
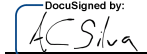
This Side Letter will remain in effect through the term of the current MOU between the County and AFSCME, Local One (July 1, 2022 – June 30, 2027). The terms of this Side Letter will be incorporated in the successor MOU unless otherwise negotiated by the parties. All other terms and conditions of the current MOU between the County and AFSCME, Local One remain unchanged by this Side Letter.

Date: 7/20/2026

CONTRA COSTA COUNTY:
(Signature / Printed Name)

DocuSigned by: 	/ David Sanford
Signed by: 	/ Matt Slattengren
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AFSCME, Local One:
(Signature / Printed Name)

DocuSigned by: 	/ Lisa Davis
DocuSigned by: 	/ Andrew Silva
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