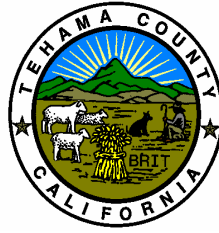


Gabriel Hydrick
Chief Administrator



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Coral Ferrin
Personnel Director

TEHAMA COUNTY

January 7, 2025

Side Letter of Agreement
Between the County of Tehama and the
Joint Council of International Union of Operating Engineers
Beginning May 1, 2023

Re: Side Letter Regarding Salary Anniversary Dates

This letter is for a Side Letter of Agreement revising the language in Article 9.2: Salary Step Advancement within the memorandum of understanding between the Joint Council of International Union of Operating Engineers and the County of Tehama. The parties have followed the grievance procedure in accordance with the contract dispute resolution process and through that process have agreed to the revised language below:

9.2 Salary Step Advancement

Upon one (1) full year of employment ~~at~~ ~~on~~ salary steps A, B, C, or D, and with employee evaluations of satisfactory or better which have been approved by the employee's Department Head, an employee shall be advanced to the next salary step, effective the first day following completion of one (1) full year of employment at the previous step. **One (1) full year of employment will be measured as 365 calendar days (366 calendar days for a leap year) for full-time employees and 2080 hours for part-time employees.**

Employees hired on or before June 30, 1990, shall receive an increase of 5% in lieu of being placed at salary step EL after five (5) full years of service at salary step E.

The parties further agree and understand approval by the Board of Supervisors is required for this side letter of agreement to be put into effect.

Coral Ferrin, Personnel Director
Tehama County

Date

Garrett Dickinson, Business Representative
Joint Council / Local 39

Date

Bart Florence, Business Manager
Joint Council / Local 39

Date

Brandy Johnson, Director of Public Employees
Joint Council / Local 39

Date