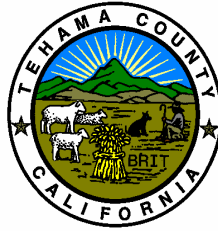


Gabriel Hydrick
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Coral Ferrin
Personnel Director

TEHAMA COUNTY

January 7, 2025

Side Letter of Agreement
Between the County of Tehama and the
Joint Council of International Union of Operating Engineers

Re: Side Letter Regarding Commercial Driver's License (CDL) Incentive Pay and Federal Motor Carrier Safety Administration (FMCSA) Trainer Incentive Pay

This letter represents the Parties' agreement to revise the Memorandum of Understanding between the County of Tehama and the Joint Council of International Union of Operating Engineers by adding Article 9.7: Commercial Driver's License (Class A or Class B) Incentive Pay and Federal Motor Carrier Safety Administration (FMCSA) Trainer Incentive Pay. The purpose of Article 9.7 is to provide incentive pay for those employees who are required to possess and maintain a California Commercial Driver's License (CDL) Class A or Class B license and for those employees who are certified and registered as trainers through the Federal Motor Carrier Safety Administration (FMCSA) program to train other employees to test for their CDL as a condition of their employment. This language will apply to eligible employees only, outlined in the criteria below.

Underlined sections are additions to the MOU.

Article 9.7: Commercial Driver's License (Class A or Class B) Incentive Pay and Federal Motor Carrier Safety Administration (FMCSA) Trainer Incentive Pay

Commercial Driver's License (Class A or Class B) Incentive Pay

An employee in a classification, required to possess and maintain a California Commercial driver's license (Class A), or California Commercial driver's license (Class B) shall receive an additional one dollar (\$1.00) per hour in addition to base pay.

If an eligible employee allows their Class A or Class B CDL to expire or the employee is prohibited through the FMCSA Drug & Alcohol Clearinghouse or the employee is unable or unwilling to perform safety-sensitive duties for any reason, they will become ineligible, and the incentive pay will be discontinued.

Federal Motor Carrier Safety Administration (FMCSA) Trainer Incentive Pay

Employees may request to be designated as an FMCSA Trainer by the Public Works Director and/or their designee. After assessing the organizational/business needs of the Department in performing its official functions, the Public Works Director and/or their designee must determine whether there is a need for an FMCSA Trainer. The number of FMCSA Trainers shall not exceed

two (2.00) FMCSA Trainers at one time. Employees must provide verification they meet FMCSA requirements to serve as an FMCSA Trainer.

While serving as an FMCSA Trainer, the selected employee will provide training and supervision in compliance with FMCSA standards to other employees working to obtain their Commercial Driver's License (CDL).

The incentive pay will only apply to hours worked while providing training in an FMCSA Trainer capacity. Eligible hours will be paid at one dollar (\$1.00) per hour in addition to base pay not to exceed two dollars (\$2.00) per hour under this section. If an employee becomes ineligible as an FMCSA Trainer at any time or for any reason, the incentive pay will be discontinued.

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

Tim Eggen, Business Manager
Joint Council / Local 39

Date

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

Date