

SIDE LETTER BETWEEN  
COUNTY of SONOMA AND  
ENGINEERS AND SCIENTISTS OF CALIFORNIA, LOCAL 20  
RE: EQUITY ADJUSTMENTS  
AUGUST 11, 2016

The County of Sonoma (County) and the Engineers and Scientists of California, Local 20 (ESC) have agreed to the following changes to the Memorandum of Understanding effective the second full pay period following adoption of this side letter by the Board of Supervisors.

- 1) In order to address recruitment and retention challenges, maintain internal class series relationships, ESC and the County agree to the following language changes to the 2016-2018 Memorandum of Understanding. These changes are effective the second full pay period following adoption of this side letter by the Board of Supervisors. These adjustments are deemed incorporated by reference into the 2016-2018 MOU in accordance with ESC MOU Section 17.4 – Side Letters.

A. Article 13, Section 13.19 Behavioral Health Mobile Support Team

Effective the second full pay period following adoption of this side letter by the Board of Supervisors, an employee in a class covered by this Memorandum who is assigned to the Behavioral Health Mobile Support Team shall receive five percent (5%) premium pay above the employee's base hourly rate for all hours worked in the field responding to a crisis.

- A.B. Equity Adjustments: Changes to Appendix A – Salary Table: Effective the second full pay period following adoption of this side letter by the Board of Supervisors, the salary schedules listed below shall be increased by the following equity adjustments:

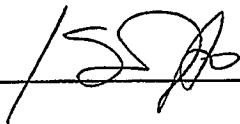
Job Code	Class Title	Change to A Step, Effective 10-11-16
2610	Environmental Health Specialist Trainee	5%
2611	Environmental Health Specialist I	5%
2612	Environmental Health Specialist II	5%
2614	Sr. Environmental Health Specialist (EHS III)	5%
2625	Dairy Inspector	5%
2563	Public Health Nurse I	5%
2564	Public Health Nurse II	5%
2565	Sr. Public Health Nurse <i>JA</i>	5%
2469	Behavioral Health Intern	5%
2503	Behavioral Health Clinician	5%
2505	Behavioral Health Clinical Specialist	5%
2534	Staff Psychiatrist	2%

- 2) This Side Letter sets forth the full and entire understanding of the parties regarding the matters set forth herein. Any other prior or existing understanding or agreements by the parties whether formal or informal regarding any such matters are hereby superseded or terminated in their entirety.

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- 3) ESC agrees that the County has met its obligation to meet and confer on the contents of this Side Letter.
- 4) No agreement, understanding, variation, waiver or modification of any of the terms or provisions contained herein shall in any manner be binding upon the parties hereto unless made and executed in writing by the parties hereto and, if required, approved and implemented by the County's Board of Supervisors.
- 5) The waiver of any breach, term or condition of this Side Letter by either party shall not constitute a precedent in the future enforcement of all its terms and provisions.

FOR THE COUNTY:

  
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Date: 8-11-16

FOR ESC:

  
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Date: 8/11/16