

## SIDE LETTER AGREEMENT

Superior Court of California, County of San Francisco (the Court) and  
IFPTE, Local 21 (Professionals) and IFPTE, Local 21/SFOCRA (Collectively, the Union)

February 10, 2020

The Court rejects the Union's proposal of 2/10/2020, and counters with the following:

### I. TERM

The Court and the Union agree to extend their current Memoranda of Understanding through August 31, 2021, for a two-year deal.

### II. HEALTH BENEFITS

The Court will contribute up to the following maximum amounts biweekly for employee and dependent health benefits:

|                    |         |
|--------------------|---------|
| Through 2020       | \$1,137 |
| Effective 1/1/2021 | \$1,231 |
| Effective 1/1/2022 | \$1,299 |

### III. WAGES

- a. As a result of the Court realizing assessment dollars from the Traffic revenue backlog, each full-time, permanent employee will receive a one-time payment of \$2,435 upon ratification. Eligible employees must be on paid status on the date this Side Letter is ratified by the Court. This amount will be prorated for less-than-full-time, permanent employees. Temporary and as needed employees will not be eligible for this payment, nor will retired annuitants. The payment will not be subject to retirement deductions.
- b. If the CPI-based percentage change adjustment of BCP 20-05 realizes its intended budget change, the Court will make the corresponding percentage adjustment to employees' salaries, effective July 1, 2020.
- c. Each represented employee who elected the Blue Shield Access+ (Employee + 2) health plan or the City plan (Employee +2) for calendar year 2020 will receive two lump sum payments in the amount of ~~\$442,443~~ each. The first payment will be processed upon ratification, and the second will be processed in July 2020. To be eligible for these payments, represented employees must be actively employed upon ratification of this Side Letter Agreement and must have made the election of the Blue Shield Access+

(Employee + 2) plan or the City plan (Employee +2) during open enrollment in October 2019. These lump sum payments will not be subject to retirement deductions.

- d. Effective July 1, 2020, covered employees will be eligible to "cash out" up to five days of any accrued leave credits (i.e., Vacation, Floating Holiday, Sick Leave, or Compensatory Time).
- e. Effective March 9, 2020 Upon ratification, a 1.5% salary increase shall occur for represented classifications.
- f. Effective July 1, 2020, a 0.5% salary increase shall occur for represented classifications.

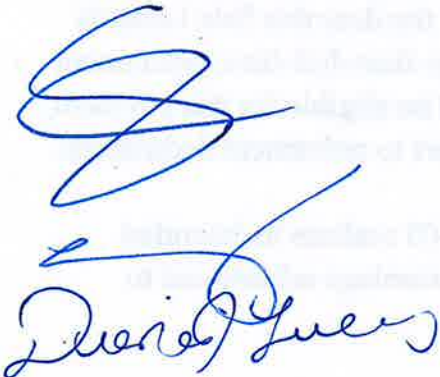
#### IV. ECONOMIC COMMITMENT

Through June 30 August 31, 2020, the Court commits to refrain:

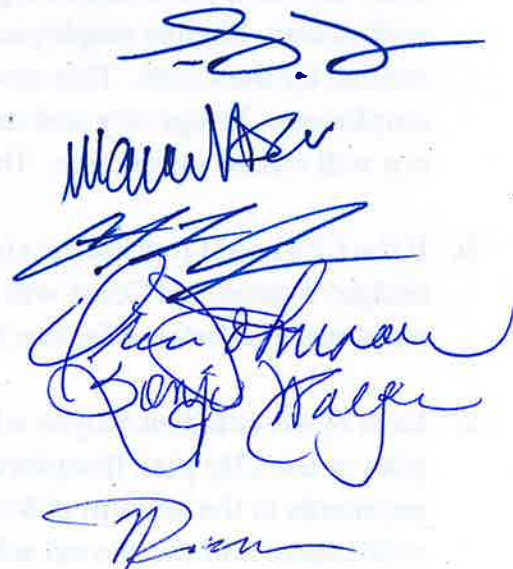
- a. From conducting layoffs of employees in the Union's represented classifications; and/or
- b. From seeking financial concessions from these employees in the form of unpaid, mandatory furloughs.

For the Court:

For the Union:



David Jones



Handwritten signatures of union representatives, including names like "Maurice" and "Boris" visible.