

SIDE LETTER AGREEMENT

Superior Court of California, County of San Francisco (the Court) and
The Municipal Executives Association (MEA)
Ratified March 17, 2020

I. TERM

The Court and the MEA agree to extend their current Memoranda of Understanding through August 31, 2021.

II. HEALTH BENEFITS

The Court will contribute the following amounts biweekly for employee and dependent health flex 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. Covered employees will be eligible to "cash out" up to a total five days of any accrued leave credits (i.e., Vacation, Floating Holiday, Sick Leave, or Executive Leave) in FY19/20. The Court will inform employees what process they should follow for cashing out the five days under this section.
- d. Retroactive to October 8, 2019, a 1.5% salary increase shall occur for represented classifications.
- e. Effective July 1, 2020, a 0.5% salary increase shall occur for represented classifications.

IV. ECONOMIC COMMITMENT

Through 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.