

## SIDE LETTER AGREEMENT

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

### I. TERM

The Court and MEA agree to extend their current Memorandum of Understanding through August 31, 2020, for a one-year deal.

### II. HEALTH BENEFITS

The Court will contribute the following amounts biweekly for employee and dependent health flex benefits:

Through 2019	\$1,137
Effective 1/1/2020	\$1,163

### III. WAGES

- a. When the Court realizes assessment dollars from the Traffic revenue backlog for FY19/20, then each full-time, permanent employee will receive a one-time payment in an amount equal to the total amount realized divided evenly among all eligible employees who are 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. This amount will be paid by January 1, 2020, if possible, but by no later than June 30, 2020. The payment will not be subject to retirement deductions.

- b. "CASH OUT" FIVE DAYS OF ANY ACCRUED LEAVE CREDIT

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 Executive and/or Administrative Leave). Within 10 working days of ratification, the Court will inform employees what process they should follow for cashing out the five days under this section.

#### IV. ECONOMIC COMMITMENT

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

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

For the Court:

For MEA: