

Side Letter Agreement

San Bernardino County Public Attorney Association

Attorney Unit

March 15, 2022

1. COVID-19 Premium Pay

Introduction

The County proposes to establish an ad hoc, Premium Pay Incentive not to exceed \$2,000 per employee to certain assignments/classifications who meet each of the following criteria:

- Must have reported to the worksite between April 9, 2022 and June 30, 2023. For the purpose of the COVID-19 Premium Pay, worksite does not include teleworking from an employee's residence.
- Have regular, in-person interactions with patients, the public, or coworkers.
- Have regular physical handling of items that were handled by, or are to be handled by, patients, the public, or coworkers of the individual that is performing the work.
- The funding for the payment must be reimbursable under the American Rescue Plan Act (ARPA).

Due to the restrictive nature of the ARPA funds the COVID-19 Premium Pay will not be subject to the Grievance Procedure article of the MOU.

Incentive/Payment

Payment #1:

Eligible employees who meet the above established criteria and work at least 560 hours at a worksite between April 9, 2022, and July 29, 2022, shall receive a premium payment up to \$1,000, and paid as a lump sum on or about August 24, 2022.

Eligible employees who meet the above established criteria and work at least 280 hours but less than 560 hours at a worksite between April 9, 2022, and July 29, 2022, shall receive a premium payment up to \$500, and paid as a lump sum on or about August 24, 2022.

Payment #2:

Eligible employees who meet the above established criteria and work at least 560 hours at a worksite between July 30, 2022, and November 18, 2022, shall receive a premium payment up to \$1,000, and paid as a lump sum on or about December 14, 2022.

Eligible employees who meet the above established criteria and work at least 280 hours but less than 560 hours at a worksite between July 30, 2022, and November 18, 2022, shall receive a premium payment up to \$500, and paid as a lump sum on or about December 14, 2022.

Payment #3:

Eligible employees who meet the above established criteria and work at least 560 hours at a worksite between November 19, 2022, and March 10, 2023, shall receive a premium payment up to \$1,000, and paid as a lump sum on or about April 5, 2023.

Eligible employees who meet the above established criteria and work at least 280 hours but less than 560 hours between November 19, 2022, and March 10, 2023, shall receive a premium payment up to \$500, and paid as a lump sum on or about April 5, 2023.

Payment #4:

Eligible employees who meet the above established criteria and work at least 560 hours at a worksite between March 11, 2023, and June 30, 2023, shall receive a premium payment up to \$1,000, and paid as a lump sum on or about July 26, 2023.

Eligible employees who meet the above established criteria and work at least 280 hours but less than 560 hours between March 11, 2023, and June 30, 2023, shall receive a premium payment up to \$500, and paid as a lump sum on or about July 26, 2023.

****Premium pay incentives shall not exceed \$2,000 per employee in total regardless of time worked and payment eligibility.**

2. SALARY ADJUSTMENTS

- Effective July 30, 2022, the District shall provide an additional one percent (1%) across-the-board salary increase.

3. Medical and Dental Coverage

Effective 7/30/22:

Section 1 – Medical and Dental Plan Coverage

(a) All eligible employees scheduled to work forty (40) hours or more per pay period in a regular position must enroll in a medical and dental plan offered by the County. Employees who fail to elect medical and dental plan coverage will be automatically enrolled in the medical and dental plan with the lowest biweekly premium rates available in the geographical location of the employee's primary residence. Medical and dental plan coverage will become effective on the first day of the pay period following the first pay period in which the employee is ~~scheduled to work for forty (40) hours or more and received pay for at least one-half plus one hour of~~ scheduled hours in paid status.²

(b) To continue enrollment in a County-sponsored medical and dental plan, an employee must remain in a regular position ~~scheduled to work for a minimum of forty (40) hours per pay period and have received pay for at least one-half plus one hour of scheduled hours in paid status,~~ or be on an approved leave for which continuation of medical and dental coverage is expressly provided under Section 5 of this Article, or be eligible for and have timely paid the premium for COBRA continuation coverage.

Section 2 – Opt-out and Waive

To receive the opt-out or waive amounts of this Section the employee must be ~~paid for a minimum of one-half plus one of his/her scheduled hours in paid status. For instance, an employee scheduled to work eighty (80) hours per pay period must be paid for a minimum of forty one (41) hours during a pay period to receive the opt-out or waive amounts.~~

Section 3 – Medical and Dental Premium Subsidies

(c) Eligibility - Employees in a regular position ~~scheduled for a minimum of forty (40) hours per pay period in paid status,~~ who are enrolled in a County-sponsored medical plan, are eligible to receive the MPS towards the cost of medical coverage. Employees in a regular position ~~scheduled for a minimum of forty (40) hours per pay period in paid status,~~ who are enrolled in a County-sponsored medical and dental plan, are eligible to receive the DPS towards the cost of dental coverage. However, employees must be ~~paid for at least one-half plus one hour of their~~

~~scheduled hours in paid status in order to actually receive the benefits of this Section. For instance, an employee scheduled to work eighty (80) hours per pay period must be paid at least forty-one (41) hours to actually receive the benefits of this Section. For purposes of this Sub-section (c), paid hours shall not include disability payments such as short-term disability and workers' compensation.~~

4. Medical Emergency Leave

- Revise (g) as follows:

The employee on an approved medical leave of absence who is receiving Medical Emergency Leave can continue to earn benefit monies (i.e., MPS, Opt-out, and Waive amounts) per the minimum paid hours (i.e., ~~one-half plus one hours~~) per pay period requirement of the Medical and Dental Coverage Article, or the requirement of the Federal and State Family Leave Acts, as applicable to the individual employee.

Date Agreed: 3/15/2022

San Bernardino County

SBCPAA



Leo Gonzalez
Deputy Director/Labor Relations Chief



Evan Acker
Print & Sign

Effective 07/30/2022

4% Across the Board

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
60															
Hourly	37.34	38.24	39.17	40.04	40.41	40.50	40.59	40.67	40.75	40.82	42.93				
Bi-Weekly	2,987.20	3,059.20	3,133.60	3,203.20	3,232.80	3,240.00	3,247.20	3,253.60	3,260.00	3,265.60	3,434.40				
Monthly	6,472.27	6,628.27	6,789.47	6,940.27	7,004.40	7,020.00	7,035.60	7,049.47	7,063.33	7,075.47	7,441.20				
Annual	77,667.20	79,539.20	81,473.60	83,283.20	84,052.80	84,240.00	84,427.20	84,593.60	84,760.00	84,905.60	89,294.40				
71															
Hourly	45.01	46.10	47.25	48.22	48.38	48.52	48.65	48.80	49.78	50.73	51.75				
Bi-Weekly	3,600.80	3,688.00	3,780.00	3,857.60	3,870.40	3,881.60	3,892.00	3,904.00	3,982.40	4,058.40	4,140.00				
Monthly	7,801.73	7,990.67	8,190.00	8,358.13	8,385.87	8,410.13	8,432.67	8,458.67	8,628.53	8,793.20	8,970.00				
Annual	93,620.80	95,888.00	98,280.00	100,297.60	100,630.40	100,921.60	101,192.00	101,504.00	103,542.40	105,518.40	107,640.00				
77															
Hourly	50.26	51.49	52.02	52.53	53.04	53.58	54.11	54.63	55.19	55.73	56.27	56.84	57.40	57.97	
Bi-Weekly	4,020.80	4,119.20	4,161.60	4,202.40	4,243.20	4,286.40	4,328.80	4,370.40	4,415.20	4,458.40	4,501.60	4,547.20	4,592.00	4,637.60	
Monthly	8,711.73	8,924.93	9,016.80	9,105.20	9,193.60	9,287.20	9,379.07	9,469.20	9,566.27	9,659.87	9,753.47	9,852.27	9,949.33	10,048.13	
Annual	104,540.80	107,099.20	108,201.60	109,262.40	110,323.20	111,446.40	112,548.80	113,630.40	114,795.20	115,918.40	117,041.60	118,227.20	119,392.00	120,577.60	
82															
Hourly	61.35	62.86	64.43	66.02	67.64	69.34	71.05	72.81	74.62	76.48	78.37	80.32	82.32	84.36	86.50
Bi-Weekly	4,908.00	5,028.80	5,154.40	5,281.60	5,411.20	5,547.20	5,684.00	5,824.80	5,969.60	6,118.40	6,269.60	6,425.60	6,585.60	6,748.80	6,920.00
Monthly	10,634.00	10,895.73	11,167.87	11,443.47	11,724.27	12,018.93	12,315.33	12,620.40	12,934.13	13,256.53	13,584.13	13,922.13	14,268.80	14,622.40	14,993.33
Annual	127,608.00	130,748.80	134,014.40	137,321.60	140,691.20	144,227.20	147,784.00	151,444.80	155,209.60	159,078.40	163,009.60	167,065.60	171,225.60	175,468.80	179,920.00

Effective 07/29/2023

3% Across the Board

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
60															
Hourly	38.46	39.39	40.35	41.24	41.62	41.72	41.81	41.89	41.97	42.04	44.22				
Bi-Weekly	3,076.80	3,151.20	3,228.00	3,299.20	3,329.60	3,337.60	3,344.80	3,351.20	3,357.60	3,363.20	3,537.60				
Monthly	6,666.40	6,827.60	6,994.00	7,148.27	7,214.13	7,231.47	7,247.07	7,260.93	7,274.80	7,286.93	7,664.80				
Annual	79,996.80	81,931.20	83,928.00	85,779.20	86,569.60	86,777.60	86,964.80	87,131.20	87,297.60	87,443.20	91,977.60				
71															
Hourly	46.36	47.48	48.67	49.67	49.83	49.98	50.11	50.26	51.27	52.25	53.30				
Bi-Weekly	3,708.80	3,798.40	3,893.60	3,973.60	3,986.40	3,998.40	4,008.80	4,020.80	4,101.60	4,180.00	4,264.00				
Monthly	8,035.73	8,229.87	8,436.13	8,609.47	8,637.20	8,663.20	8,685.73	8,711.73	8,886.80	9,056.67	9,238.67				
Annual	96,428.80	98,758.40	101,233.60	103,313.60	103,646.40	103,958.40	104,228.80	104,540.80	106,641.60	108,680.00	110,864.00				
77															
Hourly	51.77	53.03	53.58	54.11	54.63	55.19	55.73	56.27	56.85	57.40	57.96	58.55	59.12	59.71	
Bi-Weekly	4,141.60	4,242.40	4,286.40	4,328.80	4,370.40	4,415.20	4,458.40	4,501.60	4,548.00	4,592.00	4,636.80	4,684.00	4,729.60	4,776.80	
Monthly	8,973.47	9,191.87	9,287.20	9,379.07	9,469.20	9,566.27	9,659.87	9,753.47	9,854.00	9,949.33	10,046.40	10,148.67	10,247.47	10,349.73	
Annual	107,681.60	110,302.40	111,446.40	112,548.80	113,630.40	114,795.20	115,918.40	117,041.60	118,248.00	119,392.00	120,556.80	121,784.00	122,969.60	124,196.80	
82															
Hourly	63.19	64.75	66.36	68.00	69.67	71.42	73.18	74.99	76.86	78.77	80.72	82.73	84.79	86.89	89.10
Bi-Weekly	5,055.20	5,180.00	5,308.80	5,440.00	5,573.60	5,713.60	5,854.40	5,999.20	6,148.80	6,301.60	6,457.60	6,618.40	6,783.20	6,951.20	7,128.00
Monthly	10,952.93	11,223.33	11,502.40	11,786.67	12,076.13	12,379.47	12,684.53	12,998.27	13,322.40	13,653.47	13,991.47	14,339.87	14,696.93	15,060.93	15,444.00
Annual	131,435.20	134,680.00	138,028.80	141,440.00	144,913.60	148,553.60	152,214.40	155,979.20	159,868.80	163,841.60	167,897.60	172,078.40	176,363.20	180,731.20	185,328.00