

**SIDE LETTER AGREEMENT BETWEEN THE COUNTY OF PLACER AND
PLACER PUBLIC EMPLOYEES ORGANIZATION (PPEO)
REGARDING BUS DRIVER I/II SALARY AND BENEFITS**

This Side Letter of Agreement is entered into between the County of Placer and the PPEO ("Parties") to amend the current Memorandum of Understanding (MOU) covering the term July 1, 2022 to June 30, 2025, regarding Bus Driver I/II Salary and Benefits.

The Parties have met and conferred in good faith concerning the terms and conditions of this side letter agreement and its implementation, and now therefore mutually agree that the provisions herein will become effective upon the first full pay period after adoption by the Board of Supervisors.

BUS DRIVER I/II – MARKET RATE ADJUSTMENT AND SIGNING BONUS

a) **Market Rate Adjustment.** Salaries of the following classifications shall receive a one-time market rate adjustment resulting in a salary grade increase of 5% which will be transacted by placement into the following existing salary grades:

- Bus Driver I: Salary Grade GNRL 25 to Salary Grade GNRL 31
- Bus Driver II: Salary Grade GNRL 49 to Salary Grade GNRL 55

b) **Signing Bonus.** Permanent employees in the classification of Bus Driver I or Bus Driver II, hired on or after the effective date of this provision and in their initial probationary period, shall be eligible to receive a signing bonus, up to \$2,000. This amount, less appropriate withholding taxes, will be paid out as follows:

1. Bus Driver I:

- A. \$1,000 will be paid at the beginning of the pay period in which the employee provides proof of a valid Class A or B driver's license with passenger endorsements and no air brake restrictions.
- B. \$1,000 will be paid upon completion of 2,080 paid hours.

2. Bus Driver II:

- A. \$1,000 will be paid upon completion of 160 paid hours.
- B. \$1,000 will be paid upon completion of 2,080 paid hours.

3. All existing permanent employees in the classification of Bus Driver I or Bus Driver II in their initial probationary period at the enactment of this side letter

may be eligible for a one-time \$1,000 signing bonus upon completion of 2,080 paid hours.

- c) Employees who terminate employment prior to meeting the applicable criteria are not eligible for any future bonus.
- d) The maximum combined bonus amount to be paid to each qualified employee shall not exceed \$2,000.

The terms and conditions set forth in this Side Letter Agreement have been mutually agreed upon by the designated bargaining representatives of the County and PPEO and will apply to all employees covered by the MOU between the County and PPEO. This Side Letter Agreement shall expire upon the operative effect of the current MOU.

Authorized and approved by the Placer Public Employees Organization, International Union of Operating Engineers, Stationary Engineers Local 39:

By:  Date: 2/23/23
Bart Florence - Business Manager

By:  Date: 2/23/23
Jeff Gladioux - President

By:  Date: 2/17/2023
Brandy Johnson - Director of Public Employees

By:  Date: 2/13/23
Laura LeSieur - District Representative

By:  Date: 2/10/23
Stephen Hatch - Business Representative

By:  Date: 2/13/23
Scott Lupo - Business Representative

By:  Date: 2/7/2023
Jeremy Burch - President, Placer Public Employees Organization

By:  Date: 2/8/2023
Evan Cloutman - Vice President, Placer Public Employees Organization

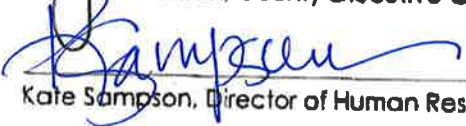
Authorized and approved by the County of Placer:

By: 
Jim Holmes, Chair, Board of Supervisors

Date: 3/2/2023

By: 
Jane Christenson, County Executive Officer

Date: 3/1/23

By: 
Kate Sampson, Director of Human Resources

Date: 2/28/23