

Side Letter of Agreement

New-Hire Sign-On Incentive Program

I. Parties

The Parties to this Side Letter of Agreement (herein after "Side Letter") are the County of Amador (hereinafter referred to as the "County") and Service Employees International Union, Local 1021 (hereinafter referred to as the "Union").

II. Background

The Parties are the signatories to a Memorandum of Understanding (hereinafter referred to as the "MOU") setting forth terms and conditions of employment for certain County employees within what is commonly referred to as the "General Employee Unit" (hereinafter referred to as the "General Unit"). The terms set forth below amend the existing 2021-2024 MOU.

As a result of staffing vacancies in the Behavioral Health Clinician classification and to incentivize the recruitment of candidates into this same classification the Parties have agreed to implement a "New-Hire Incentive Program" that will become effective as of October 1, 2022, and run through September 30, 2023, unless extended for an additional year by the County Administrative Officer. The County and the Union, have met and conferred and have agreed to amend the existing MOU terms as set forth below and hereby agree as follows:

III. MOU Amendment

New-Hire Sign-On Incentive Program

- A. The Union and the County agree to allow the County to implement a New-Hire Incentive Program that will provide a hiring sign-on bonus payment to new hires in the Behavioral Health Clinician job classifications in the amount of one thousand dollars (\$1,000).

The hiring sign-on bonus payment will be paid to a new employee in the employee's first payroll check following active employment, or as soon as reasonably practicable thereafter.

Only one new-hire sign-on bonus is available to an employee who is newly hired to Amador County. A former County employee who applies in the above referenced job classification will only qualify for a new-hire sign-on bonus if the employee had a minimum break in service of at least three (3) years from the date they were previously separated from County employment. A County employee who promotes into the above-referenced job classification is not considered a newly hired employee and is not eligible for the new-hire sign-on bonus.

Receipt of the hiring sign-on bonus is contingent on the employee executing an individual "New-Hire Sign-On Bonus Agreement". If the employee voluntarily resigns or quits their employment with the County prior to receiving the New-Hire Sign-On amount, the employee is not eligible for the bonus payment. The employee agreement shall be signed on behalf of the County by the Human Resources Director and the County Administrative Officer.

New-hire sign-on payments are non-pensionable and subject to all applicable withholding.

The new-hire sign-on bonus payment will only apply to qualified employees hired into the above referenced job classification from October 1, 2022, through September 30, 2023. Upon the written approval of the County Administrative Officer and after written notification to the Union, this Program may be extended to apply to qualified employees hired into the above-referenced job classifications through September 30, 2024. However, the County reserves the right to discontinue this Program during any fiscal year and the continuation of this Program is contingent on the County's Board of Supervisors appropriating funds for this program in the County's budget for the fiscal year.

This Amendment may be executed in one or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument. A photocopy or facsimile transmission of the Amendment, including signatures, shall be deemed to constitute evidence of the Amendment having been executed.

IV. General Provisions

- A. This Side Letter of Agreement will take effect October 1, 2022, after execution by the Union and upon approval and adoption by the County Board of Supervisors.
- B. The Side Letter of Agreement modified language herein will not be incorporated into any successor MOU by the Parties unless and until it has been negotiated, agreed to, ratified, and adopted.
- C. The written terms herein embody the entire Side Letter of Agreement between the Parties.

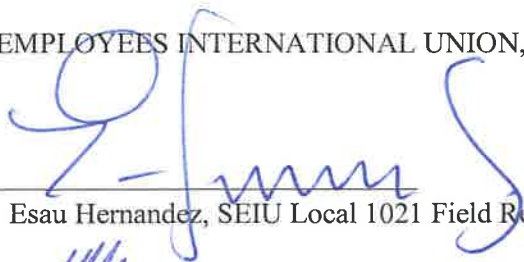
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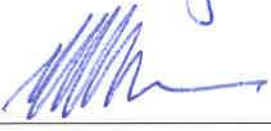
In witness hereof, this Side Letter of Agreement was ratified and adopted by a vote of the Board of Supervisors on January 10, 2023.


COUNTY OF AMADOR, CALIFORNIA:

By: 
Jeffrey Brown, Chairperson, Board of Supervisors

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021:

By: 
Esau Hernandez, SEIU Local 1021 Field Representative

 2/1/2023
David Canham, SEIU 1021 Executive Director


SEIU Local 1021 Amador Chapter Member