

Side Letter Agreement

Teamsters Local 1932

RETENTION BONUS

Amendment Date: 12/5/2023

ELIGIBLE UNITS:

- **NURSE SUPERVISORY AND MANAGEMENT UNIT**

The County proposes a one-time Retention Bonus to eligible employees assigned to Arrowhead Regional Medical Center and at the Sheriff's Department as provided below.

All employees listed in the referenced classifications below shall be eligible to receive a lump-sum payment of approximately five percent (5%) of base rate of pay on paid hours up to standard hours, on or around November 1, 2023.

Eligible Classifications:

Job Code	Description
03343	ARMC House Supervisor-Per Diem
13115	Case Management Supervisor
14014	Nurse Supervisor
14017	House Supervisor
19148	Clinical Director I
19149	Clinical Director II
19181	Unit Manager
19183	Assistant Unit Manager I
19184	Assistant Unit Manager I-Specialty Care
19185	Assistant Unit Manager I-Specialty Critical Care
19186	Assistant Unit Manager II
19187	Assistant Unit Manager II-Specialty Critical Care
19189	Assistant Unit Manager II-Specialty Care
19538	Sheriff's Nurse Supervisor I
19539	Sheriff's Nurse Supervisor II
19188	Clinic Unit Manager - ARMC
19199	Assistant Clinic Unit Manager
<u>04905</u>	<u>Education Services Supervisor</u>
<u>19174</u>	<u>Clinical Director – Care Management</u>

SPECIAL PROVISIONS

- (a) Eligible employees who are part-time or job-sharing, shall receive the Retention Bonus based on actual hours worked between October 8, 2022 through October 6, 2023 in the "Nurse Supervisory and Management Unit", not to exceed 2,080 hours.

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(b) An employee who has separated from County employment for any reason; or who commenced employment in the "Nurse Supervisory and Management Unit" Unit after October 6, 2023; or who is no longer in the "Nurse Supervisory and Management Unit" position for any reason prior to November 1, 2023 shall not be eligible to receive the payment.

(c) Employees newly eligible as part of the amendment shall receive a one-time lump sum payment of approximately five percent (5%) of base rate of pay as of October 6, 2023. The payment shall be paid on or around December 13, 2023.

EQUITY ADJUSTMENT

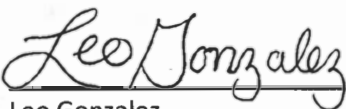
(e) Effective September 23, 2023, the County agrees to implement equity adjustment as specified below. Employees will be moved to the proposed range and placed on the same step as their current range. For example, an employee in the classification of Sheriff's Cook, who at the time of Board approval is on range 39 step 4, will be moved to range 40 step 4.

Service hours for the purpose of determining eligibility for the next merit advancement will not reset for employees receiving an equity adjustment.

<u>Job Code</u>	<u>Classification</u>	<u>New Range</u>
<u>19461</u>	<u>Sheriff's Custody Specialist-12 Hour Shift</u>	<u>42C</u>

Date Agreed: 10/30/2023

San Bernardino County



Leo Gonzalez
County Labor Relations Chief

Teamsters Local 1932



Carlos Gonzalez
Business Agent, Teamsters Local 1932