

**ADDENDUM
TO
2018-2022 AGREEMENT
BETWEEN
COUNTY OF SACRAMENTO
AND
ENGINEERING TECHNICIANS AND TECHNICAL INSPECTORS
COVERING ALL EMPLOYEES IN THE
ENGINEERING TECHNICIANS AND TECHNICAL INSPECTORS UNIT**

The parties agree to amend the 2018-2022 Agreement as follows:

American Rescue Plan Act (ARPA):

A. Permanent employees in the bargaining unit will be eligible for two installments of \$1,500 for essential work performed during the pandemic. Eligibility shall be determined as follows:

Installment 1: \$1,500 lump sum payment

- Must have worked at the job site for at least 120 hours between March 5, 2020 and March 8, 2022. Paid leave does not count as work. Overtime hours do count as work.
- Must work in a classification whose maximum pay (inclusive of differentials and premiums) is no more than \$102,318 annually (not including the \$1,500 lump sum payment). The employee must be in an eligible class on December 31, 2021.
- Eligibility will be determined by this addendum and shall be subject to the Payroll Errors section of the current agreement between the Union and the County of Sacramento.
- The lump sum payment will be pro-rated for part-time employees.
- Eligible employees may, at their discretion, elect to opt out of the lump sum payment and instead receive 40 hours of administrative leave time. Such time shall be prorated for part-time employees and subject to the same usage and terms as described in “B” below. Employees electing a lump sum payment shall receive the funds no later than 30 calendar days after the Board of Supervisors’ approval.
- An employee must be employed with the County on March 8, 2022 to receive this lump sum.

Installment 2: \$1,500 lump sum payment

- Must have worked an additional 120 hours at the jobsite between March 5, 2020 and May 1, 2022, to receive the additional \$1,500 supplemental payment. Employees who did not meet the hours threshold in the first installment will be eligible for this second installment provided they have worked the minimum 120 hours at the jobsite between March 5, 2020 and May 1, 2022. Paid leave does not count as work. Overtime hours do count as work.
- Must work in a classification, at time of payment, whose maximum pay (inclusive of differentials and premiums) is no more than \$102,318 annually (not including the second \$1,500 lump sum payment).

- Eligibility will be determined by this addendum and shall be subject to the Payroll Errors section of the current agreement between the Union and the County of Sacramento.
- The lump sum payment will be prorated for part-time employees.
- Eligible employees may, at their discretion, elect to opt out of the second lump sum payment and instead receive 40 hours of administrative leave time. Such time shall be prorated for part-time employees and subject to the same usage and terms as described in “B” below.
- This second installment will be contingent on the receipt by the County of the projected additional \$150 million in ARPA funding that the County has yet to receive. Funding received that is less than the \$150 million in ARPA funding shall result in a proportional reduction of this installment, inclusive of a reduction in opt-out administrative time. This installment shall be issued no later than 30 calendar days after receipt of the second installment of ARPA funds but no sooner than the July 8, 2022 paycheck.
- An employee must be employed with the County at the time of lump sum disbursement.

B. Administrative Time Off

For permanent employees that do not meet the criteria for the above lump sum payment, or for those employees exercising an opt-out from the lump sum payments, the following eligibility will apply for the receipt of two installments of 40 hours of administrative leave time:

Installment 1: 40 hours of administrative leave time

- The administrative leave time will have no cash value.
- The administrative leave time must be used by December 31, 2024, or will be lost.
- Use of the administrative leave time is subject to the same approval process as the use of vacation and sick leave.
- Employees shall be allowed to use administrative time prior to all other leave balance types for approved vacation time or sick time.
- Eligibility will be determined by this addendum and shall be subject to the Payroll Errors section of the current agreement between the Union and the County of Sacramento.
- The administrative hours will be pro-rated for part-time employees.
- Employees selecting 40 hours administrative leave time shall receive the hours no later than 30 calendar days after Board of Supervisors’ approval.
- An employee must be employed with the County at the time of leave disbursement.

Installment 2: 40 hours of administrative leave time

- The administrative leave time will have no cash value.
- The administrative leave time must be used by December 31, 2024, or will be lost.
- Use of the administrative leave time is subject to the same approval process as the use of vacation and sick leave.
- Employees shall be allowed to use administrative leave time prior to all other leave balance types for approved vacation time or sick time.
- Eligibility will be determined by this addendum and shall be subject to the Payroll Errors section of the current agreement between the Union and the County of Sacramento.

- The administrative hours will be pro-rated for part-time employees.
- This second installment will be contingent on the receipt by the County of the projected additional \$150 million in ARPA funding that the County has yet to receive. Funding received that is less than the \$150 million in ARPA funding shall result in a proportional reduction of this installment. This installment shall be issued no later than 30 calendar days after receipt of the second installment of ARPA funds but no sooner than the July 8, 2022 paycheck.
- An employee must be employed with the County at the time of leave disbursement.

Upon agreement, the County shall contact all employees in the bargaining unit via email and/or letter to ascertain whether they will select option a or b for installment 1 and whether they will select option a or b for installment 2. Workers may select different options for each installment.

Workers must make a selection for each installment within 15 business days of receipt of the County communication. Workers who fail to make a selection shall default to lump sum payment.

The parties agree that this arrangement satisfies any obligation of the County to negotiate over an entitlement to essential work pay under ARPA.

C. This Addendum shall be effective after approval by the Board of Supervisors and shall become part of the 2018-2022 Memorandum of Understanding between ETTI and the County of Sacramento.

Date:

ETTI

Date:

County of Sacramento
