SIDE LETTER
Service Employees International Union (SEIU), Local 721

EQUITY INCREASE
Effective June 24, 2017, the County shall move the Respiratory Care Practitioner III from Range 51 to Range 53 (approx. 5.00% equity increase).

Additionally, Respiratory Care Practitioner III’s shall maintain their equity increase scheduled for July 22, 2017; however, rather than moving to Range 52 the classification shall move to Range 54 since the June 24, 2017 equity increase already advances the classification above Range 52.

Employees receiving an equity shall not have their service hours reset and shall advance to the next step, if applicable, upon completion of 2,080 service hours from their most recent merit advancement in accordance with the requirements of the Merit Advancements Article.

MODIFIED BENEFIT OPTION
Effective June 24, 2017, the County shall increase the differential for all employees in classifications in the Unit that are eligible to select the Modified Benefit Option to $1.75/hour above the base rate of pay (i.e., a $0.50/hour increase over the current differential amount).

The County shall also establish up to a $25/pay period match to the Flexible Spending Account for employees who select the Modified Benefit Option and choose the high deductible medical plan (currently the Blue Shield Bronze PPO Plan). Employees who choose the high deductible medical plan shall not receive the County contribution to the Retirement Medical Trust.

Finally, employees who choose the Modified Benefit Option upon hire, or during open enrollment, are eligible to go, or return, to the Full Benefit Option during the next annual open enrollment period.

LOW CENSUS
The County and SEIU Local 721 shall continue to meet to establish a Low Census provision in case conditions arise in the future that may require the utilization of such provision.

APPROVAL
On behalf of the Service Employees International Union, Local 721

[Signature]
SEIU, Local 721

On behalf of the County of San Bernardino

[Signature]
Bob Windle, County Labor Relations Chief
County Administrative Office

6/6/17
Date