

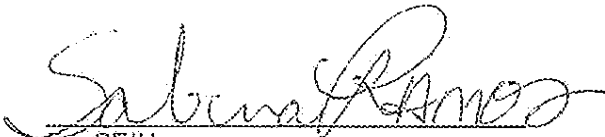
SIDE LETTER OF AGREEMENT
Between the County of Tulare
and the
Service Employees International Union, Local 521

This side letter is to confirm that the County of Tulare and the Service Employee's International Union, Local 521 (SEIU) met and conferred on establishing a special duty assignment and compensation for Child Support Specialist III's that are selected to perform specialized lead duties. As some of these duties will be distinct from the regular duties of other Child Support Specialist III's, the department shall compensate such employees with an additional pay of 3% in recognition of this duty assignment.

By creating this special duty assignment, it will fill a critical operational gap for specialized assignments as this duty assignment will fill a skills and operational gap that exists between Child Support Specialist III's and Supervising Child Support Specialists. The duties will primarily consist of, but not be limited to the following: case reviews, training and development of Child Support Specialist I's and II's, and covering for short term absences of a Supervising Child Support Specialist.

The department will identify the number of Child Support Specialist III's that are needed for this duty assignment and will initially post and/or email notice to employees and invite employees that are interested in this assignment to submit a Letter of Interest. The department will review, interview, and select employees based on their knowledge, skills, and ability to function in this lead capacity. The department shall have the sole discretion to assign or revoke this duty assignment based on the employee's performance, the business needs of the department, and available funding. Depending upon the needs of the department and the availability of interested and qualified employees, a limitation in this assignment may be exercised.

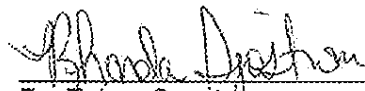
As a verbal agreement was reached through the meet and confer process with SEIU on this topic, this side letter of agreement is subject to approval by the Board of Supervisors.



For SEIU

9/13/2017

Date



For Tulare County

9/13/17

Date