

SIDE LETTER AGREEMENT
between the Cosumnes Community Services District (CSD)
and
the Management Employees Organization (MEO)
Amending the following terms of the October 1, 2013- June 30, 2017 Contract Between the
Parties

The contract language change shown below through strikeouts and highlighting of new language represents an agreement reached following ratification and approval.

ARTICLE 10 ANNUAL LEAVE

10.3 Annual Leave Bank

10.3.1 Cash Out Options

- Option 1

- (a) ~~MEO Unit Members whose date of membership was prior to 10/01/2013,~~ their option, may choose a lump sum payment of up to fifty-six (56) hours assigned to shift OR forty (40) hours if assigned to days, of annual leave each fiscal year. The option to cash out must be submitted no later than four months (4) prior to the month in which the employee wishes to receive the cash out payment, and is limited to annual leave that will accrue after the option is exercised.
- (b) Compensation shall be at the employee's regular hourly rate of pay
- (c) Suppression qualified Day employees shall have an annual leave reduction of 1.4 hour for each one (1) hour compensated.

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 ¶ (a) For Fiscal Year 2013/2014, members of MEO may elect, at their option, to cash out an additional 1-3 hours of vacation per month at their straight-time rate, for a total of 18 hours, beginning January 1, 2014. Hours may be cashed out in either equal monthly payments or in one lump sum. The monthly payment option will come with regular payroll. Employees electing lump sum payment for Fiscal Year 2013/2014 will be paid in November of 2014. Employees must notify the District of the intent to cash out no later than November 1, 2013. ¶
 (b) For Fiscal Year 2014/2015, members of MEO may elect, at their option, to cash out an additional 1-3 hours of vacation per month at their straight-time rate, for a total of 36 hours, beginning July 1, 2014. Hours may be cashed out in either equal monthly or in one lump sum. The monthly payment option will come with regular payroll. The lump sum payment for Fiscal Year 2014/2015 will be paid in November of 2015. Employees must notify the District of the intent to cash out no later than June 30, 2014. ¶

DATED: 3/11/16

Kevin McLean 154
 Kevin McLean, Unit Representative
 FOR THE MANAGEMENT EMPLOYEE
 ORGANIZATION (MEO)

DATED: 3/14/2016

Tracey Hansen
 Tracey Hansen, Fire Chief
 FOR THE COSUMNES COMMUNITY
 SERVICES DISTRICT