

**ADDENDUM TO
MEMORANDUM OF UNDERSTANDING
UNIT 31 – PROFESSIONAL ASSOCIATION COUNTY EMPLOYEES**

Salary Adjustment and Retention Pay

The parties agree to the following:

Salary and Equity Adjustments: 2% equity adjustment effective June 27, 2022.

<u>Classifications</u>	Current Bi-weekly <u>Salary Range</u>	Equity Adjustment <u>Effective 6/27/22</u>	3% Increase* <u>Effective 12/12/22</u>
Defense Attorney I	2624	2675	2755
Defense Attorney II	3062	3122	3216
Defense Attorney III	3675	3746	3858
Defense Attorney IV	4300	4384	4516
Senior Defense Attorney	4629	4719	4861

*Previously approved by the Board of Supervisors on December 14, 2021.

Retention Pay:

FIVE (5) YEAR RETENTION PAY

Effective July 11, 2022, employees at the Defense Attorney IV and Senior Defense Attorney classification levels shall be eligible to receive a 2.5% retention premium pay differential upon completion of at least 26 pay periods at step five and the completion of five years of continuous satisfactory service at that classification level, as defined in Salary Resolution Sections 410.1 and 410.2 and upon recommendation of the employee's Department Head. This differential would reset upon promotion from the Defense Attorney IV level to the Senior Defense Attorney level.

TEN (10) YEAR RETENTION PAY

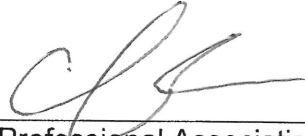
Effective July 10, 2023, employees within the Defense Attorney I/II/III/IV/Sr classification series shall be eligible to receive a 5% retention premium pay differential upon completion of 10 years of continuous satisfactory County service within the classification series, as defined in Salary Resolution Sections 410.1 and 410.2 and upon recommendation of the employee's Department Head. This differential would not reset upon promotion up through the Defense Attorney series.

Steve Partain

County of Fresno

5/12/22

Date



Professional Association
County Employees – Unit 31

5-19-22

Date