

2023 Side Letter Agreement
by and between
Superior Court of California, County of San Luis Obispo
and
San Luis Obispo County Employees Association, Court Supervisory Unit
Supervising Court Reporter Hiring and Retention Incentive – FY 2023-24

This Agreement is a Side Letter to the current Memorandum of Understanding, October 1, 2021, to September 30, 2024 (MOU) between the Superior Court of California, County of San Luis Obispo (Court) and San Luis Obispo County Employees Association (Union).

Whereas, the provisions of SB 170/SB 154 have been extended to FY 23-24, and if such provisions specify that funding is available and permitted to be used for such recruitment efforts, and sufficient funding is received accordingly by San Luis Obispo County Superior Court, the Parties agree to the following:

Finder's Fee

1. \$10,000 total paid at the following specified increments:
 - \$5,000 after orientation
 - \$5,000 at one-year anniversary
2. Payments will be issued in the next regular pay period following the designated increment.
3. Only one finder per applicant/new hire will be eligible for the Finder's Fee. Applicants must provide the name of the finding employee at the time of initial application submission within the required supplemental question(s).
4. All Court employees are eligible to receive the Finder's Fee unless they are a member of the Court's Executive Team or Human Resources Department.
5. The finding employee must be on the Court's payroll at each designated increment to receive the Finder's Fee payment.
6. The applicant must not have been a San Luis Obispo Superior Court employee in the previous 24 months prior to the application submission date.
7. The applicant's hire date must occur before June 30, 2024.

Signing Payment

1. \$25,000 total for a full-time Supervising Court Reporter:
 - \$15,000 the second pay period in paid status
 - \$10,000 the first pay period after one-year anniversary
2. The newly hired full-time Supervising Court Reporter must not have been a full-time Supervising Court Reporter or Court Reporter at the San Luis Obispo Superior Court in the previous 24 months prior to the application submission date and their hire date must occur before June 30, 2024.

Retention Payment

1. Full-time Supervising Court Reporters employed at the time this program is implemented and still employed as of June 7, 2024, will receive a one-time \$10,000 retention payment in

