

Side Letter of Agreement

County of Lassen
And
Lassen County Management and Professional Association

March 24, 2026

This Side Letter of Agreement (“Agreement”) is made and entered between the County of Lassen (County) and the Lassen County Management and Professional Association (MPA), collectively, the “Parties,” for purposes of implementing a negotiated change to those certain Article 5.07 (Working Out of Classification), of the Memorandum of Understanding between the Parties (MOU). The Parties agree that the terms of this Agreement are incorporated into the MOU by specific reference.


The MPA MOU, ratified by the Lassen County Board of Supervisors on October 15, 2024 remains in effect through June 30, 2027. In accordance with Article 5.07 related to working out of classification, “any full-time non-probationary employee assigned by the Department Head, with approval of the Personnel Director, to work in a higher classification due to a business need or vacancy will receive approximately 5% salary increase for all time worked in the higher classification. Nothing herein shall be construed as limiting management’s authority to assign County employees temporarily to different or additional work duties and responsibilities for the purpose of responding to emergencies or necessary special, limited time assignments. The assignment of deputies or assistants to fill in for management during vacations or short-term leaves shall not be construed as extraordinary circumstances or as working out of classification for the purpose of this article.”

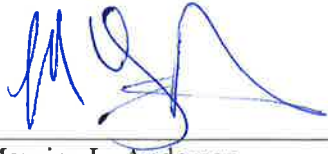
The County and the MPA enter into this Side Letter of Agreement and hereby agree to the following:

In light of the retirement of the Director of Public Works/Transportation, and in light of the need to have an Interim Director with the specialized abilities and skills to fulfill the duties of the office of Director of Public Works/Transportation until the final appointment of a permanent Director of Public Works/Transportation, it has been deemed necessary to deviate from the plain language of the above-cited section of the MOU to allow for a higher rate of compensation than permitted under Article 5.07. This increase recognizes the importance and gravity of the additional duties assigned to the individual in order to satisfy the duties of the office of Director of Public Works/Transportation. To that end, it is agreed that the individual assigned as permitted under the law and County policies and procedures shall receive a temporary premium pay increase to base salary of 15% effective March 20, 2026 until September 21, 2026, or the appointment of a permanent Director of Public Works/Transportation, whichever should occur first. For the avoidance of doubt, the foregoing premium pay increase shall not exceed the final base salary range of the permanent Director of Public Works/Transportation classification.

In all other respects, the MOU remains unchanged.

IT IS SO AGREED:


 4/8/26
Authorized Representative, Date
Lassen County MPA

 4-8-26
Maurice L. Anderson, Date
Lassen County CAO

ADOPTED:

Gary Bridges, CHAIR Date
of the Board of Supervisors,
County of Lassen, State of California

APPROVED AS TO FORM:

 4/7/2026
Andrew Plett, Date
County Counsel, County of Lassen,