The County of Siskiyou and the Operating Engineers Local Union No. 3 met and conferred in good faith and agreed to provide the following Referral and Signing Bonus:

Effective March 22, 2023, employees who refer a new employee for County employment will receive a referral bonus of $500 once the referred employee satisfactorily completes their probationary period or if they are exempt from a probationary period completion of twenty-six pay periods of County service.

New employees who are employed after March 21, 2023, will receive a signing bonus of $500 once they satisfactorily complete their probationary period or if they are exempt from a probationary period completion of twenty-six pay periods of County service.

This agreement expires on December 31, 2024.

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

County of Siskiyou Operating Engineers Local Union No. 3

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Angela Davis Art Frolli

County Administrative Officer Business Representative

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Michael W. Jarvis

Liebert Cassidy Whitmore

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Melissa Cummins

Deputy County Administrator

Personnel and Risk Management Officer