alameda county
Human Resource Services
Our community. Your purpose.

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November 17, 2026

Honorable Board of Supervisors
County of Alameda
1221 Oak Street, Suite 536
Oakland, California 94612-4305

SUBJECT: ADOPT: 1) SERVICE EMPLOYEES INTERNATIONAL UNION ("SEIU") LOCAL 1021 MEMORANDUM OF UNDERSTANDING ("MOU"); AND 2) SALARY ORDINANCE AMENDMENTS TO UPDATE SUBSECTION 1-1.1 FOR NEGOTIATED WAGE INCREASES, DELETE 50 ABOLISHED CLASSES; ESTABLISH SUBSECTIONS 3-2.7 AND 3-12.104 AND AMEND SUBSECTIONS 3-17.40 and 3-18.27

Dear Board Members:

RECOMMENDATIONS:

Adopt the following:

1) An Ordinance approving the January 4, 2026 through January 13, 2029 Memorandum of Understanding ("MOU") between the County of Alameda ("County") and the Northern California Public Sector Region Local 1021 of the Service Employees International Union, CTW ("SEIU Local 1021"); and

2) Salary Ordinance amendments to update:

   i. Article 1 (Applicable Pay Rates), Section 1-1 (Pay Rate Schedules), subsection 1-1.1, to reflect the negotiated wage increases of the SEIU Local 1021 MOU for classifications in Representation Units 003, 004, 005, 006, 007, 008, 010, 011, and 012 effective as outlined in the attached Salary Ordinance; and delete fifty (50) abolished classifications effective December 6, 2026;

   ii. Amend Article 3, Sections 3-2 (Assessor Department), 3-12 (Alameda County Health), 3-17 (Sheriff's Department) and 3-18 (Social Services Agency) effective January 3, 2027, to establish subsections 3-2.7 to provide additional compensation equal to two percent (2%) of the base pay to Appraisers and Auditor-Appraisers who obtain and maintain their advanced appraiser's certificate and 3-12.104 to provide additional compensation equal to five percent (5%) of the base pay to Hazardous Materials Specialists and Senior Hazardous Materials Specialists assigned to the Certified Unified Program Agency ("CUPA") program; and amend subsections 3-17.40 to increase the additional compensation from five percent (5%) to ten percent (10%) for Sheriff's Technicians who are assigned to morgue operations and regularly assist forensic pathologists in performing autopsies in the Coroner's Bureau and 3-18.27 to

expand the Social Services Agency ("SSA") Licensing Supervision Program to include additional job codes, including some non-substantive language cleanup.

DISCUSSION/SUMMARY:

The SEIU Local 1021 MOU expired and fully terminated as of January 3, 2026. To reach agreement on a successor MOU, representatives of the County and representatives of SEIU Local 1021 (collectively herein, the "Parties") held sixty-two (62) negotiating sessions beginning October 9, 2025. While the MOU expired and fully terminated on January 3, 2026, the laws governing collective bargaining agreements provide that the terms and conditions set forth in the expired MOU remains in full force and effect until modified through the completion of the collective bargaining process. The collective bargaining process is now complete, and the Parties reached agreement on a successor MOU.

As such, staff recommend that your Board adopt an Ordinance approving the January 4, 2026 through January 13, 2029 MOU between the Parties. This new MOU includes the updated provisions as summarized in the attached Summary of Significant Negotiated Terms.

Furthermore, staff recommend amending Article 1, Section 1-1 (Pay Rate Schedules), subsection 1-1.1 of the Salary Ordinance to reflect the negotiated wage increases for all classifications represented by SEIU Local 1021 and to delete fifty (50) classifications the Parties agreed to abolish during negotiations.

Lastly, staff recommend amending Article 3 to: 1) establish two (2) new additional compensation provisions, one (1) under i) Section 3-2 (Assessor Department) of equal to two percent (2%) of the base pay for Appraisers and Auditor-Appraisers who obtain and maintain their advanced Appraiser's certificate and one (1) under ii) 3-12 (Alameda County Health) of equal to five percent (5%) of the base pay for the Hazardous Materials Specialists and Senior Hazardous Materials Specialists assigned to CUPA on a temporary basis until new CUPA-specific job specifications are created and employees are reclassified; 2) amend Section 3-17 (Sheriff's Department) subsection 3-17.40 to clarify the two (2) different types of assignments and increase the additional compensation from five percent (5%) to ten percent (10%) for the Sheriff's Technicians who are assigned to morgue operations and regularly assist forensic pathologists in performing autopsies in the Coroner's Bureau; and 3) amend Section 3-18 (Social Services Agency) subsection 3-18.27 to expand the SSA Licensing Supervision Program to include job codes 6710, 6715, 6720, 6760, 6765, and 8705.

SELECTION CRITERIA:

N/A

FINANCING:

Funds are available in the Fiscal Year 2026-2027 respective agencies/departments Approved Budgets and will be included in future years' requested budgets to cover the costs resulting from the applicable recommendation(s).

VISION 2036 GOAL:

The recommendations meet the 10x goal pathways of **Employment for All** in support of our shared vision of a **Prosperous and Vibrant Economy**.

Very truly yours,



Margarita Zamora
Director of Human Resource Services

c: CAO
Auditor-Controller
County Counsel
Agency/Department Heads

SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 1021
SUMMARY OF NEGOTIATED TERMS

January 4, 2026 through January 13, 2029

Section	Title	Change Summary
All	Throughout MOU	Cleanup. Removed obsolete language. Clarify existing language. Gender neutral pronouns, add titles to subsections, grammar, consistency, renumbering of Sections and subsections.
	Mutual Respect	Add reference to comply with County Abusive Conduct Prevention Policy.
1.	Recognition	Cleanup. Add reference to Zone 7 Unit 059. Clarify language on newly- created classifications.
2.	No Discrimination	Update covered classes, add reference allowing a representative for complainant consistent with County Discrimination, Harassment, and Retaliation Prevention Policy, add reference to Admin Code for Whistleblower protections.
3.	Union Security	Add language codifying existing practice that Auditor's Office provides a biweekly dues deduction report.
4.	Union Bulletin Board, Meetings and Access to Employees	Clarify that home addresses and phone numbers of employees performing law enforcement functions will not be provided.
5.	Shop Stewards	Cleanup reference to timekeeping codes. Clarify process for requesting to use shop steward time. Allow up to 8-hours per year for shop steward training.
6.	Hours of Work, Shifts, Schedules and Rest Periods	Add language referencing established schedules for alternate biweekly work schedules.
7.	Overtime	Add general language addressing employees on approved alternate biweekly work schedules; add daylight saving time language to codify existing practice; add broad language covering alternate biweekly work schedules and removed multiple subsections referring to individual agency/department alternate biweekly work schedules.
8	Leaves of Absence	Add eligible classifications for educational leave; remove Personal Disability Leave provision; Clean up and clarification re: Pregnancy Disability Leave and Child Bonding leave provisions; Allow up to three (3) days of accrued leave for bereavement for "designated person" previously cared for under CFRA; Allow up to three (3) days of unpaid leave for sibling-in-law not living in the household; Add provisions for Reproductive Loss and Victim and Family Support; Add reference to effect of leave without pay
9.	Holidays	Add effect of continuous leave without pay language; clarifies floating holiday administration and holiday compensation for alternate work

Section	Title	Change Summary
		schedules; expands holiday pay eligibility for employees using vacation purchase leave.
10.	Vacation Leave	Clarifies scheduling and seniority procedures
11.	Sick Leave	Updates sick leave restoration provisions and clarifies industrial sick leave benefits and wage continuation.
12.	Premium Conditions	Clarifies bilingual pay eligibility and administration, including compensation for as-needed bilingual services.
13.	Special Performance Pay	Limits out of class assignments to 18-months, if extension beyond 18-months is necessary, requires agency/department to provide courtesy notification explaining the reason (does not apply to assignments where the incumbent is on a leave of absence). Move Longevity Pay to Wages section.
16.	Wages	· September 13, 2026: 4%; July 4, 2027: 3%; July 2, 2028: 3%; · One-Time Payment: $750 (prorated for part-time employees) for employees on paid status in pay period 26-27; and · Special Adjustments (including Salary Step Equalization) for 167 classifications ranging from .02% to 20.92%
17.	Two Weeks' Notice Upon Termination	Cleanup
NEW 21.	Provisions for Unclassified Employees in the District Attorney's Office	Establish probationary period and due process for disciplinary action for represented classifications in the DA's Office
26.	Educational Stipend	Effective July 1, 2027, increase the individual employee reimbursement maximum to $900 while maintaining the County's total maximum liability of $175,000. Increase the reimbursement limit for license/certification fees to the individual employee maximum. Add language to codify procedures and deadlines to process requests.
27.	Uniform Allowances and Reimbursements	Effective January 3, 2027, increase certain uniform allowance by $100; New provisions for Criminalists, CORE Therapists, Code Enforcement Officers and Janitorial staff
31.	Catastrophic Sick Leave Program	Allow employees approved for FMLA or CFRA to care for a qualifying dependent to receive direct donations of catastrophic sick leave for use during such leave. Limitations on Family Sick Leave shall not apply during this leave.
Appendix A-1	Classification Listing	Incorporate new or amended classification actions taken during the former MOU term.
Appendix F	Flood Control & Water Conservation District Zone 7	Add reference to unit code
Sideletter	AC Health – Hazardous Materials Specialist and Sr. Hazardous Materials Specialist – CUPA	Commits to establishing two new job specifications for Hazmat Specialist and Sr. Hazmat Specialist assigned to Certified Unified Program Agency (CUPA). Establishes additional compensation provisions in the interim for designated employees.

Section	Title	Change Summary
Sideletter	AC Health – Job Audit for Health Insurance Technicians in Subpayee Program	Commits to conducting a classification study of Health Insurance Technicians assigned to the Subpayee Program following submission of the required employee Position Description Questionnaires.
Sideletter	AC Health – Registered Nurse IIs Clinical Support Assignments and Premium Pay	Establishes provisions addressing clinical support assignments and associated premium compensation.
Sideletter	AC Health – RN II/IIIs Salary Step Structure, Timeframe and Step Placement	Establishes revised salary step structures, implementation timelines, and employee step placement provisions.
Sideletter	Artificial Intelligence ("AI") Technology	Consistent with the MMBA, the County will offer to meet and confer when implementation of required use of AI affects matters within the scope of representation.
Sideletter	Assessor's Office Advanced Appraiser Certificate	Establishes additional compensation for Appraisers and Auditor-Appraisers who possess and maintain the State Board of Equalization Advanced Appraiser Certificate.
Sideletter	Contracting Out	Consistent with AB 339 and the MMBA, the County will provide notice of contracting for services within the scope of work of bargaining unit classifications and, where required, offer to meet and confer regarding impacts on represented employees.
Sideletter	Disaster Service Worker	Update the dates for the sideletter.
Sideletter	General Services Agency – Janitorial Services Staff Clocking In/Out	Commits the Department to review the clock-in and clock-out locations and facility key retrieval and discuss the related procedures.
Sideletter	Health and Safety	Amend and update; Addresses relocating employees if there is a condition that presents an imminent risk of serious harm; include employee protection language consistent with existing health and safety laws.
Sideletter	Human Resource Services ("HRS") – Medical Leave and Accommodation Services ("MLAS")	Establish frequently asked questions documents to promote understanding and transparency regarding the roles, responsibilities and processes associated with MLAS. HRS will provide the Union with an opportunity to review and submit feedback for HRS' consideration.
Sideletter	Implementation of Salary Step Equalization Review	Outlines the implementation to address the salary step equalization and if there are any inconsistencies with the salary schedules the provisions of the MOU shall control.
Sideletter	Salary Step Adjustment and Employee Step Placement for Clerical Classifications	Outlines commitment to review and discuss implementation plan for salary step equalization for clerical classifications.
Sideletter	Sheriff's Office Sheriff's Technicians Assigned to the Coroner's Bureau	Addresses assignments and additional compensation for Sheriff's Technicians performing designated duties when assigned to the Coroner's Bureau.
Sideletter	SSA Department of Children and Family Services	Cleanup and update the sideletter; clarify that referrals/cases will be assigned as soon as possible following receipt of the referral. CWWs in ERU will

Section	Title	Change Summary
		not receive assignments on flex days or when they are not on shift at work. Add language to clarify the application of the premium pay when a CWW exceeds the caseload size standard.
Sideletter	SSA Eligibility Services Technician ("EST") Series Performance Evaluation	Agree to meet and confer regarding the impacts of implementing the performance evaluation for the EST classification series.
Sideletter	SSA EST Workload Issues	Agree to meet and discuss workload issues related to the EST classification series.
Sideletter	SSA Eligibility Support Clerk ("ESC") and Service Support Specialist ("SSS")	Agree to meet and discuss the possibility of establishing a lead footnote for the ESCs and SSSs.
Sideletter	SSA Job Audit for Specialist Clerk Is in SSA Human Resources	Department-initiated reclassification request for three (3) Specialist Clerk Is in SSA HR.
Sideletter	SSA Joint Labor/Management Committees for Department Concerns	Update sideletter with cleanup language.
Sideletter	SSA Temporary Recruitment and Retention Differential for Child Welfare Workers	Establish recruitment and retention footnotes for CWWs assigned to Emergency Response (7.5%) and Family Reunification Unit or SEED program (5%). The footnotes shall be evaluated by the Director of Social Services to determine continuation or modification six (6) months prior to the expiration of the MOU.
Sideletter	Telework/Telecommute	Employees may request telecommute options in accordance with their agency/departmental policies. If the agency/department does not have an existing policy, provides a process to request a schedule and related procedures.
Sideletter	Vacation Policy – Treasurer Tax Collector and Assessor's Office	Abolish obsolete 2023 sideletter.
Sideletter	Step Increase Equalization	Abolish obsolete 2023 sideletter.

SECOND READING - CONTINUED FROM 11/17/26

Approved as to Form
Andrea L. Weddle, Interim County Counsel

By: Kristy van Herick

Kristy van Herick, Assistant County Counsel

Ordinance No.

AN ORDINANCE APPROVING THE JANUARY 4, 2026 THROUGH JANUARY 13, 2029 MEMORANDUM OF UNDERSTANDING WITH THE SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 1021

The Board of Supervisors of the County of Alameda ordains as follows:

SECTION I

The January 4, 2026 through January 13, 2029 Memorandum of Understanding, between the County and the SEIU Local 1021 applicable to employees in Representation Units 003, 004, 005, 006, 007, 008, 010, 011, 012, and 059 is hereby approved and incorporated herein by reference.

SECTION II

This ordinance shall take effect immediately, and before the expiration of fifteen days after its passage, shall be published once with the names of the members voting for and against it in the Inter-City Express, a newspaper published in the County of Alameda.

SECOND READING - CONTINUED FROM 11/17/26

REVISED

Ordinance No.

AN ORDINANCE AMENDING
CERTAIN PROVISIONS OF THE 2026-2027
COUNTY OF ALAMEDA SALARY ORDINANCE

The Board of Supervisors of the County of Alameda ordains as follows:

SECTION I

Article 1, Section 1-1, Subsection 1-1.1 of the County of Alameda Salary Ordinance is hereby amended thereto of the following non-management designated job codes, titles, and salaries, effective on the dates as listed below:

APPENDIX A-2
Classification and Salary Listing by Representation Unit
Unit 003

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	FLSA
5337	Clinical Nurse Specialist	003	7/6/2025	5242.40	5383.20	5536.80	5910.40	6268.00	6563.20	6830.40	7036.00	X
			9/13/2026	5452.00	5598.40	5758.40	6147.20	6518.40	6825.60	7104.00	7317.60	
			7/4/2027	5615.20	5766.40	5931.20	6332.00	6713.60	7030.40	7316.80	7536.80	
			7/2/2028	5784.00	5939.20	6108.80	6521.60	6915.20	7241.60	7536.00	7763.20	
5344	Communicable Disese Srv Prctnr	003	7/6/2025	4489.60	4612.80	4744.80	4951.20	5168.00	5272.00	5377.60	5540.00	X
			9/13/2026	4668.80	4797.60	4934.40	5149.60	5374.40	5483.20	5592.80	5761.60	
			7/4/2027	4808.80	4941.60	5082.40	5304.00	5536.00	5648.00	5760.80	5934.40	
			7/2/2028	4952.80	5089.60	5235.20	5463.20	5702.40	5817.60	5933.60	6112.80	
5082	Medical Support Coordinator	003	7/6/2025	4728.80	4857.60	4991.20	5194.40	5423.20	5540.80	5653.60	5822.40	X
			9/13/2026	4917.60	5052.00	5191.20	5402.40	5640.00	5762.40	5880.00	6055.20	
			7/4/2027	5064.80	5203.20	5347.20	5564.80	5809.60	5935.20	6056.80	6236.80	
			7/2/2028	5216.80	5359.20	5508.00	5732.00	5984.00	6113.60	6238.40	6424.00	
5383	Mid-Level Practioner	003	7/6/2025	4847.20	4974.40	5117.60	5447.20	5804.00	6003.20	6,120.80	6303.20	X
			9/13/2026	5040.80	5173.60	5322.40	5664.80	6036.00	6243.20	6365.60	6555.20	
			7/4/2027	5192.00	5328.80	5482.40	5834.40	6216.80	6430.40	6556.80	6752.00	
			7/2/2028	5348.00	5488.80	5647.20	6009.60	6403.20	6623.20	6753.60	6954.40	
5383 N	Mid-Level Practioner SAN	003	7/6/2025					72.55	75.04	76.51	78.79	X
			9/13/2026					75.45	78.04	79.57	81.94	
			7/4/2027					77.71	80.38	81.96	84.40	
			7/2/2028					80.04	82.79	84.42	86.93	
5300	Registered Nurse I	003	7/6/2025							4576.80	4710.40	X
			9/13/2026							4760.00	4899.20	
			1/3/2027				5641.60	5924.00				

APPENDIX A-2
Classification and Salary Listing by Representation Unit
Unit 003

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	FLSA
			7/4/2027				5811.20	6101.60				
			7/2/2028				5985.60	6284.80				
5305	Registered Nurse II	003	7/6/2025	5558.40	5715.20	5875.20	6130.40	6401.60	6527.20	6660.00	6859.20	X
			9/13/2026	5780.80	5944.00	6110.40	6376.00	6657.60	6788.00	6926.40	7133.60	
			1/3/2027	6128.00	6300.80	6476.80	6758.40	7056.80	7195.20	7341.60	7561.60	
			7/4/2027	6408.00	6728.00	7064.00	7417.60	7788.80				
			7/2/2028	6600.00	6929.60	7276.00	7640.00	8022.40				
5315	Registered Nurse III	003	7/6/2025	5858.40	6016.80	6183.20	6431.20	6715.20	6861.60	7002.40	7212.80	X
			9/13/2026	6092.80	6257.60	6430.40	6688.80	6984.00	7136.00	7282.40	7501.60	
			1/3/2027	6458.40	6632.80	6816.00	7090.40	7403.20	7564.00	7719.20	7952.00	
			7/4/2027	6738.40	7075.20	7428.80	7800.00	8190.40				
			7/2/2028	6940.80	7288.00	7652.00	8034.40	8436.00				

Classification and Salary Listing by Representation Unit
Unit 004

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
7420N	Custodian SAN	004	7/6/2025					27.78	N
			9/13/2026					28.89	
			7/4/2027					29.76	
			7/2/2028					30.65	
7510	Food Service Worker	004	7/6/2025		2224.50	2336.25	2435.25	2521.50	N
			9/13/2026		2313.75	2430.00	2532.75	2622.00	
			1/3/2027		2313.75	2429.25	2550.75	2678.25	
			7/4/2027		2383.50	2502.00	2627.25	2758.50	
			7/2/2028		2454.75	2577.00	2706.00	2841.00	
7510N	Food Service Worker SAN	004	7/6/2025					31.14	N
			9/13/2026					32.39	
			7/4/2027					33.36	
			7/2/2028					34.36	
7205	Gardener I, GSA	004	7/6/2025	2420.80	2513.60	2636.00	2753.60	2879.20	N
			9/13/2026	2517.60	2614.40	2741.60	2864.00	2994.40	
			1/3/2027	2463.20	2586.40	2716.00	2852.00	2994.40	
			7/4/2027	2536.80	2664.00	2797.60	2937.60	3084.00	
			7/2/2028	2612.80	2744.00	2881.60	3025.60	3176.80	
7210	Gardener II, GSA	004	7/6/2025	2810.40	2947.20	3063.20	3212.00	3357.60	N
			9/13/2026	2923.20	3064.80	3185.60	3340.80	3492.00	
			1/3/2027	2872.00	3016.00	3167.20	3325.60	3492.00	

Classification and Salary Listing by Representation Unit
Unit 004

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			7/4/2027	2958.40	3106.40	3262.40	3425.60	3596.80	
			7/2/2028	3047.20	3199.20	3360.00	3528.00	3704.80	
9102	Gardener I, PWA	004	7/6/2025	2420.80	2513.60	2636.00	2753.60	2879.20	N
			9/13/2026	2517.60	2614.40	2741.60	2864.00	2994.40	
			1/3/2027	2463.20	2586.40	2716.00	2852.00	2994.40	
			7/4/2027	2536.80	2664.00	2797.60	2937.60	3084.00	
			7/2/2028	2612.80	2744.00	2881.60	3025.60	3176.80	
9103	Gardener II, PWA	004	7/6/2025	2768.00	2903.20	3018.40	3164.80	3308.00	N
			9/13/2026	2878.40	3019.20	3139.20	3291.20	3440.00	
			1/3/2027	2872.00	3016.00	3167.20	3325.60	3492.00	
			7/4/2027	2958.40	3106.40	3262.40	3425.60	3596.80	
			7/2/2028	3047.20	3199.20	3360.00	3528.00	3704.80	
1730	General Services Aide	004	7/6/2025	1664.25	1747.50	1835.25	1926.00	2022.00	N
			9/13/2026	1731.00	1817.25	1908.75	2003.25	2103.00	
			1/3/2027	1730.25	1816.50	1907.25	2002.50	2103.00	
			7/4/2027	1782.00	1871.25	1964.25	2062.50	2166.00	
			7/2/2028	1835.25	1927.50	2023.50	2124.75	2231.25	
7410	Janitor	004	7/6/2025	2141.25	2240.25	2329.50	2448.00	2548.50	N
			9/13/2026	2226.75	2329.50	2422.50	2546.25	2650.50	
			1/3/2027	2224.50	2335.50	2452.50	2574.75	2703.75	
			7/4/2027	2291.25	2405.25	2526.00	2652.00	2784.75	
			7/2/2028	2360.25	2477.25	2601.75	2731.50	2868.00	
7410N	Janitor SAN	004	7/6/2025					31.06	N
			9/13/2026					32.30	
			1/3/2027					32.95	
			7/4/2027					33.94	
			7/2/2028					34.96	
7416	Janitor, Detention Facilities	004	7/6/2025	2239.50	2351.25	2469.75	2591.25	2721.75	N
			9/13/2026	2328.75	2445.00	2568.75	2694.75	2830.50	
			1/3/2027	2375.25	2493.75	2618.25	2749.50	2886.75	
			7/4/2027	2446.50	2568.75	2697.00	2832.00	2973.00	
			7/2/2028	2520.00	2646.00	2778.00	2916.75	3062.25	
7411	Janitor, Floor Specialist	004	7/6/2025	2248.50	2348.25	2446.50	2570.25	2675.25	N
			9/13/2026	2338.50	2442.00	2544.00	2673.00	2782.50	
			1/3/2027	2334.75	2451.75	2574.00	2703.00	2838.00	
			7/4/2027	2404.50	2525.25	2651.25	2784.00	2923.50	
			7/2/2028	2476.50	2601.00	2730.75	2867.25	3011.25	
7417	Janitr Flr Specialst, Det Fac	004	7/6/2025	2351.25	2469.75	2591.25	2721.75	2856.00	N
			9/13/2026	2445.00	2568.75	2694.75	2830.50	2970.00	
			1/3/2027	2493.00	2617.50	2748.00	2885.25	3029.25	
			7/4/2027	2568.00	2696.25	2830.50	2971.50	3120.00	

Classification and Salary Listing by Representation Unit
Unit 004

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			7/2/2028	2645.25	2777.25	2915.25	3060.75	3213.75	
7710	Laundry Service Worker	004	7/6/2025	1995.75	2086.50	2184.00	2272.50	2363.25	N
			9/13/2026	2075.25	2169.75	2271.00	2363.25	2457.75	
			1/3/2027	2021.25	2122.50	2229.00	2340.75	2457.75	
			7/4/2027	2082.00	2186.25	2295.75	2411.25	2531.25	
			7/2/2028	2144.25	2251.50	2364.75	2483.25	2607.00	
7710N	Laundry Service Worker SAN	004	7/6/2025					29.11	N
			9/13/2026					30.27	
			7/4/2027					31.18	
			7/2/2028					32.12	
7415	Lead Janitor	004	7/6/2025	2349.00	2451.00	2572.50	2679.00	2801.25	N
			9/13/2026	2442.75	2549.25	2675.25	2786.25	2913.00	
			1/3/2027	2444.25	2566.50	2694.75	2829.75	2971.50	
			7/4/2027	2517.75	2643.75	2775.75	2914.50	3060.75	
			7/2/2028	2593.50	2723.25	2859.00	3002.25	3152.25	
7418	Lead Janitor, Detention Fac	004	7/6/2025	2458.50	2583.00	2711.25	2847.75	2990.25	N
			9/13/2026	2556.75	2686.50	2820.00	2961.75	3109.50	
			1/3/2027	2609.25	2739.75	2877.00	3021.00	3171.75	
			7/4/2027	2687.25	2822.25	2963.25	3111.75	3267.00	
			7/2/2028	2767.50	2907.00	3052.50	3204.75	3365.25	
7401	Public Works Aide I	004	7/6/2025				1664.25	1728.75	N
			9/13/2026				1731.00	1797.75	
			1/3/2027				1712.25	1797.75	
			7/4/2027				1763.25	1851.75	
			7/2/2028				1816.50	1907.25	
7402	Public Works Aide II	004	7/6/2025	1846.50	1926.00	2001.75	2100.75	2196.75	N
			9/13/2026	1920.00	2003.25	2082.00	2184.75	2284.50	
			1/3/2027	1879.50	1973.25	2072.25	2175.75	2284.50	
			7/4/2027	1935.75	2032.50	2134.50	2241.00	2352.75	
			7/2/2028	1993.50	2093.25	2198.25	2308.50	2423.25	
7512	Senior Food Service Worker	004	7/6/2025	2245.50	2340.75	2425.50	2533.50	2640.75	N
			9/13/2026	2335.50	2434.50	2522.25	2634.75	2746.50	
			1/3/2027	2259.75	2373.00	2491.50	2616.00	2746.50	
			7/4/2027	2327.25	2444.25	2566.50	2694.75	2829.00	
			7/2/2028	2397.00	2517.75	2643.75	2775.75	2913.75	

Classification and Salary Listing by Representation Unit
Unit 005

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
6760	Adult Protective Svs Worker I	005	7/6/2025	3237.75	3375.75	3540.00	3694.50	3873.00	X
			9/13/2026	3367.50	3510.75	3681.75	3842.25	4028.25	
			1/3/2027	3343.50	3510.75	3686.25	3870.75	4064.25	
			7/4/2027	3444.00	3615.75	3796.50	3987.00	4186.50	
			7/2/2028	3547.50	3724.50	3910.50	4106.25	4311.75	
6765	Adult Protective Svs Worker II	005	7/6/2025		3918.75	4107.00	4296.00	4495.50	X
			9/13/2026		4075.50	4271.25	4467.75	4675.50	
			1/3/2027		4068.00	4271.25	4485.00	4709.25	
			7/4/2027		4190.25	4399.50	4619.25	4850.25	
			7/2/2028		4316.25	4531.50	4758.00	4995.75	
6505	Behavioral Health Clinician I	005	7/6/2025		3739.50	3897.75	4078.50	4292.25	N
			9/13/2026		3888.75	4053.75	4242.00	4464.00	
			1/3/2027		3889.50	4083.75	4287.75	4502.25	
			7/4/2027		4006.50	4206.00	4416.75	4637.25	
			7/2/2028		4126.50	4332.00	4549.50	4776.00	
6510	Behavioral Health Clinician II	005	7/6/2025		4160.25	4378.50	4584.75	4794.75	X
			9/13/2026		4326.75	4554.00	4768.50	4986.75	
			1/3/2027		4337.25	4554.00	4782.00	5021.25	
			7/4/2027		4467.00	4690.50	4925.25	5172.00	
			7/2/2028		4601.25	4831.50	5073.00	5327.25	
6509	Behavioral Health Crisis Intervention Associate	005	7/6/2025	3700.50	3885.00	4078.50	4281.75	4505.25	N
			9/13/2026	3848.25	4040.25	4242.00	4452.75	4685.25	
			1/3/2027	3855.00	4047.75	4250.25	4462.50	4685.25	
			7/4/2027	3970.50	4169.25	4377.75	4596.75	4825.50	
			7/2/2028	4089.75	4294.50	4509.00	4734.75	4970.25	
6512	Behav Hlth Crisis Inter Spec I	005	7/6/2025	4078.50	4281.75	4505.25	4718.25	4935.00	N
			9/13/2026	4242.00	4452.75	4685.25	4907.25	5132.25	
			1/3/2027	4250.25	4462.50	4685.25	4919.25	5165.25	
			7/4/2027	4377.75	4596.75	4825.50	5067.00	5320.50	
			7/2/2028	4509.00	4734.75	4970.25	5219.25	5480.25	
6513	Behav Hlth Crisis Intr Spec II	005	7/6/2025	4700.25	4899.75	5107.50	5326.50	5541.00	N
			9/13/2026	4888.50	5095.50	5311.50	5539.50	5763.00	
			1/3/2027	4819.50	5060.25	5313.00	5578.50	5857.50	
			7/4/2027	4964.25	5211.75	5472.75	5745.75	6033.00	
			7/2/2028	5113.50	5367.75	5637.00	5918.25	6213.75	
6787	Career Development Spec I	005	7/6/2025	3241.50	3388.50	3552.75	3721.50	3894.00	X
			9/13/2026	3371.25	3524.25	3694.50	3870.00	4050.00	
			1/3/2027	3370.50	3539.25	3716.25	3902.25	4097.25	
			7/4/2027	3471.75	3645.75	3828.00	4019.25	4220.25	
			7/2/2028	3576.00	3755.25	3942.75	4140.00	4347.00	

Classification and Salary Listing by Representation Unit
Unit 005

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
6740	Child Welfare Worker I	005	7/6/2025	3552.75	3710.25	3885.00	4059.00	4253.25	X
			9/13/2026	3694.50	3858.75	4040.25	4221.00	4423.50	
			1/3/2027	3821.25	4012.50	4212.75	4423.50	4644.75	
			7/4/2027	3936.00	4133.25	4339.50	4556.25	4784.25	
			7/2/2028	4053.75	4257.00	4470.00	4692.75	4927.50	
6745	Child Welfare Worker II	005	7/6/2025		4059.00	4253.25	4450.50	4658.25	X
			9/13/2026		4221.00	4423.50	4628.25	4844.25	
			1/3/2027		4393.50	4613.25	4844.25	5086.50	
			7/4/2027		4525.50	4752.00	4989.75	5238.75	
			7/2/2028		4661.25	4894.50	5139.75	5396.25	
6643	Clinical Case Mgr CHSC	005	7/6/2025	3672.75	3856.50	4047.75	4251.00	4464.75	N
			9/13/2026	3819.75	4011.00	4209.75	4421.25	4643.25	
			7/4/2027	3934.50	4131.00	4335.75	4554.00	4782.75	
			7/2/2028	4052.25	4254.75	4465.50	4690.50	4926.00	
6515	Clinical Review Specialist	005	7/6/2025	4700.25	4899.75	5107.50	5326.50	5541.00	X
			9/13/2026	4888.50	5095.50	5311.50	5539.50	5763.00	
			1/3/2027	4819.50	5060.25	5313.00	5578.50	5857.50	
			7/4/2027	4964.25	5211.75	5472.75	5745.75	6033.00	
			7/2/2028	5113.50	5367.75	5637.00	5918.25	6213.75	
6498	CORE Clinical Therapist	005	7/6/2025		4160.25	4378.50	4584.75	4794.75	X
			9/13/2026		4326.75	4554.00	4768.50	4986.75	
			1/3/2027		4644.75	4877.25	5121.00	5376.75	
			7/4/2027		4784.25	5023.50	5274.75	5538.00	
			7/2/2028		4927.50	5174.25	5433.00	5704.50	
6499	CORE Lead Clinical Therapist	005	7/6/2025		4281.75	4505.25	4719.00	4935.00	X
			9/13/2026		4452.75	4685.25	4908.00	5132.25	
			1/3/2027		4779.75	5019.00	5270.25	5533.50	
			7/4/2027		4923.00	5169.75	5428.50	5699.25	
			7/2/2028		5070.75	5325.00	5591.25	5870.25	
6507	CORE Assoc Clinical Therapist	005	7/6/2025		3613.50	3767.25	3941.25	4146.00	N
			9/13/2026		3758.25	3918.00	4098.75	4311.75	
			1/3/2027		4016.25	4217.25	4428.00	4649.25	
			7/4/2027		4137.00	4344.00	4560.75	4788.75	
			7/2/2028		4260.75	4474.50	4697.25	4932.75	
6784	Employment Counselor	005	7/6/2025	2946.75	3072.00	3204.00	3346.50	3514.50	X
			9/13/2026	3064.50	3195.00	3332.25	3480.00	3654.75	
			1/3/2027	3096.75	3251.25	3414.00	3585.00	3764.25	
			7/4/2027	3189.75	3348.75	3516.75	3692.25	3877.50	
			7/2/2028	3285.75	3449.25	3622.50	3803.25	3993.75	
6783	Employment Counselor Trainee	005	7/6/2025	2349.00	2455.50	2560.50	2676.75	2804.25	N

Classification and Salary Listing by Representation Unit
Unit 005

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			9/13/2026	2442.75	2553.75	2663.25	2784.00	2916.75	
			1/3/2027	2400.00	2520.00	2646.00	2778.00	2916.75	
			7/4/2027	2472.00	2595.75	2725.50	2861.25	3004.50	
			7/2/2028	2546.25	2673.75	2807.25	2946.75	3094.50	
6781	Employment Specialist I Behavioral Health	005	7/6/2025	2466.00	2581.50	2692.50	2813.25	2948.25	N
			9/13/2026	2565.00	2685.00	2800.50	2925.75	3066.00	
			1/3/2027	2522.25	2648.25	2781.00	2919.75	3066.00	
			7/4/2027	2598.00	2727.75	2864.25	3007.50	3158.25	
			7/2/2028	2676.00	2809.50	2950.50	3097.50	3252.75	
6782	Employment Specialist II Behavioral Health	005	7/6/2025	2948.25	3073.50	3207.00	3352.50	3515.25	X
			9/13/2026	3066.00	3196.50	3335.25	3486.75	3655.50	
			1/3/2027	3097.50	3252.00	3414.75	3585.75	3765.00	
			7/4/2027	3190.50	3349.50	3517.50	3693.00	3878.25	
			7/2/2028	3286.50	3450.00	3623.25	3804.00	3994.50	
6737	Family Services Support Worker	005	7/6/2025	2806.50	2930.25	3057.75	3193.50	3346.50	N
			9/13/2026	2919.00	3047.25	3180.00	3321.00	3480.00	
			1/3/2027	2863.50	3006.75	3156.75	3314.25	3480.00	
			7/4/2027	2949.75	3096.75	3251.25	3414.00	3584.25	
			7/2/2028	3038.25	3189.75	3348.75	3516.75	3691.50	
6706	Family Support Care Coord	005	7/6/2025	2920.50	3048.00	3180.75	3322.50	3482.25	N
			9/13/2026	3037.50	3170.25	3308.25	3455.25	3621.75	
			1/3/2027	3037.50	3189.75	3349.50	3516.75	3692.25	
			7/4/2027	3129.00	3285.75	3450.00	3622.50	3803.25	
			7/2/2028	3222.75	3384.00	3553.50	3731.25	3917.25	
6707	Family Support Case Manager	005	7/6/2025	3179.25	3322.50	3481.50	3632.25	3783.00	X
			9/13/2026	3306.75	3455.25	3621.00	3777.75	3934.50	
			1/3/2027	3292.50	3456.75	3629.25	3810.75	4001.25	
			7/4/2027	3391.50	3560.25	3738.00	3924.75	4121.25	
			7/2/2028	3493.50	3666.75	3850.50	4042.50	4245.00	
6708	Family Support Sr Case Mgr	005	7/6/2025	3333.75	3474.75	3630.00	3796.50	3978.75	X
			9/13/2026	3467.25	3613.50	3775.50	3948.00	4137.75	
			1/3/2027	3540.75	3717.75	3903.75	4098.75	4303.50	
			7/4/2027	3647.25	3829.50	4020.75	4221.75	4432.50	
			7/2/2028	3756.75	3944.25	4141.50	4348.50	4565.25	
6528	Forensic Behv Hlth Clinicn I	005	7/6/2025		4674.75	4873.50	5097.75	5365.50	N
			9/13/2026		4861.50	5068.50	5301.75	5580.00	
			1/3/2027		4863.00	5106.00	5361.00	5628.75	
			7/4/2027		5009.25	5259.00	5521.50	5797.50	
			7/2/2028		5159.25	5416.50	5687.25	5971.50	

Classification and Salary Listing by Representation Unit
Unit 005

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
6529	Forensic Behv Hlth Clinicn II	005	7/6/2025		5097.75	5365.50	5617.50	5875.50	N
			9/13/2026		5301.75	5580.00	5842.50	6110.25	
			1/3/2027		5314.50	5580.00	5859.00	6152.25	
			7/4/2027		5474.25	5747.25	6034.50	6336.75	
			7/2/2028		5638.50	5919.75	6215.25	6526.50	
6635	Housing Res Specialist BHCS	005	7/6/2025	4095.00	4286.25	4506.00	4718.25	4935.00	X
			9/13/2026	4258.50	4458.00	4686.00	4907.25	5132.25	
			1/3/2027	4222.50	4433.25	4655.25	4887.75	5132.25	
			7/4/2027	4349.25	4566.00	4794.75	5034.75	5286.00	
			7/2/2028	4479.75	4703.25	4938.75	5185.50	5444.25	
6786	Job Developer	005	7/6/2025	3023.25	3159.00	3293.25	3445.50	3621.00	X
			9/13/2026	3144.00	3285.00	3425.25	3583.50	3765.75	
			1/3/2027	3097.50	3252.75	3415.50	3586.50	3765.75	
			7/4/2027	3190.50	3350.25	3518.25	3693.75	3879.00	
			7/2/2028	3286.50	3450.75	3624.00	3804.75	3995.25	
6496	Marriage and Fam Therapist I	005	7/6/2025		3739.50	3897.75	4078.50	4292.25	N
			9/13/2026		3888.75	4053.75	4242.00	4464.00	
			1/3/2027		3856.50	4049.25	4251.75	4464.00	
			7/4/2027		3972.00	4170.75	4379.25	4598.25	
			7/2/2028		4091.25	4296.00	4510.50	4736.25	
6497	Marriage and Fam Therapist II	005	7/6/2025		4078.50	4292.25	4495.50	4700.25	N
			9/13/2026		4242.00	4464.00	4675.50	4888.50	
			1/3/2027		4222.50	4434.00	4656.00	4888.50	
			7/4/2027		4349.25	4566.75	4795.50	5035.50	
			7/2/2028		4479.75	4704.00	4939.50	5186.25	
6405	Medical Social Worker I	005	7/6/2025			3456.75	3629.25	3783.00	N
			9/13/2026			3594.75	3774.75	3934.50	
			1/3/2027			3568.50	3747.00	3934.50	
			7/4/2027			3675.75	3859.50	4052.25	
			7/2/2028			3786.00	3975.00	4173.75	
6415	Medical Social Worker II	005	7/6/2025			4092.00	4284.00	4484.25	X
			9/13/2026			4255.50	4455.00	4663.50	
			1/3/2027			4230.00	4441.50	4663.50	
			7/4/2027			4356.75	4575.00	4803.75	
			7/2/2028			4487.25	4712.25	4947.75	
5775	Public Health Social Worker	005	7/6/2025			3678.00	3852.75	4027.50	X
			9/13/2026			3825.00	4006.50	4188.75	
			1/3/2027			3799.50	3989.25	4188.75	
			7/4/2027			3913.50	4109.25	4314.75	
			7/2/2028			4031.25	4232.25	4444.50	

Classification and Salary Listing by Representation Unit
Unit 005

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
6638	Rehabilitation Counselor I	005	7/6/2025	3582.75	3739.50	3897.75	4078.50	4292.25	N
			9/13/2026	3726.00	3888.75	4053.75	4242.00	4464.00	
			1/3/2027	3672.75	3856.50	4049.25	4251.75	4464.00	
			7/4/2027	3783.00	3972.00	4170.75	4379.25	4598.25	
			7/2/2028	3896.25	4091.25	4296.00	4510.50	4736.25	
6640	Rehabilitation Counselor II	005	7/6/2025	3897.75	4078.50	4292.25	4494.00	4700.25	X
			9/13/2026	4053.75	4242.00	4464.00	4674.00	4888.50	
			1/3/2027	4021.50	4222.50	4434.00	4656.00	4888.50	
			7/4/2027	4142.25	4349.25	4566.75	4795.50	5035.50	
			7/2/2028	4266.75	4479.75	4704.00	4939.50	5186.25	
6646	Sr Clinical Case Mgr CHSC	005	7/6/2025		4078.50	4292.25	4494.00	4700.25	N
			9/13/2026		4242.00	4464.00	4674.00	4888.50	
			1/3/2027		4222.50	4434.00	4656.00	4888.50	
			7/4/2027		4349.25	4566.75	4795.50	5035.50	
			7/2/2028		4479.75	4704.00	4939.50	5186.25	
6792	Social Welfare Specialist	005	7/6/2025	3521.25	3673.50	3864.75	4044.75	4236.75	X
			9/13/2026	3662.25	3820.50	4019.25	4206.75	4406.25	
			1/3/2027	3624.75	3806.25	3996.75	4196.25	4406.25	
			7/4/2027	3733.50	3920.25	4116.75	4322.25	4538.25	
			7/2/2028	3845.25	4038.00	4240.50	4452.00	4674.75	
6710	Social Worker I	005	7/6/2025	2920.50	3048.00	3180.75	3322.50	3482.25	N
			9/13/2026	3037.50	3170.25	3308.25	3455.25	3621.75	
			1/3/2027	3037.50	3189.75	3349.50	3516.75	3692.25	
			7/4/2027	3129.00	3285.75	3450.00	3622.50	3803.25	
			7/2/2028	3222.75	3384.00	3553.50	3731.25	3917.25	
6715	Social Worker II	005	7/6/2025	3179.25	3322.50	3481.50	3632.25	3783.00	X
			9/13/2026	3306.75	3455.25	3621.00	3777.75	3934.50	
			1/3/2027	3292.50	3456.75	3629.25	3810.75	4001.25	
			7/4/2027	3391.50	3560.25	3738.00	3924.75	4121.25	
			7/2/2028	3493.50	3666.75	3850.50	4042.50	4245.00	
6720	Social Worker III	005	7/6/2025	3333.75	3474.75	3630.00	3796.50	3978.75	X
			9/13/2026	3467.25	3613.50	3775.50	3948.00	4137.75	
			1/3/2027	3540.75	3717.75	3903.75	4098.75	4303.50	
			7/4/2027	3647.25	3829.50	4020.75	4221.75	4432.50	
			7/2/2028	3756.75	3944.25	4141.50	4348.50	4565.25	
6705	Social Worker Trainee	005	7/6/2025					2637.75	N
			9/13/2026					2743.50	
			7/4/2027					2826.00	
			7/2/2028					2910.75	

Classification and Salary Listing by Representation Unit
Unit 006

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
1570	Eligibility Services Tech I	006	7/6/2025	2322.75	2437.50	2559.00	2687.25	2822.25	N
			9/13/2026	2415.75	2535.00	2661.00	2794.50	2935.50	
			1/3/2027	2535.75	2662.50	2796.00	2935.50	3082.50	
			7/4/2027	2611.50	2742.75	2880.00	3023.25	3174.75	
			7/2/2028	2689.50	2825.25	2966.25	3114.00	3270.00	
1571	Eligibility Services Tech II	006	7/6/2025	2591.25	2721.75	2856.00	3000.00	3150.75	N
			9/13/2026	2694.75	2830.50	2970.00	3120.00	3276.75	
			1/3/2027	2695.50	2830.50	2972.25	3120.75	3276.75	
			7/4/2027	2776.50	2915.25	3061.50	3214.50	3375.00	
			7/2/2028	2859.75	3003.00	3153.00	3311.25	3476.25	
1572	Eligibility Services Tech III	006	7/6/2025	2823.75	2964.00	3113.25	3270.00	3432.75	N
			9/13/2026	2937.00	3082.50	3237.75	3400.50	3570.00	
			1/3/2027	3025.50	3177.00	3336.00	3502.50	3677.25	
			7/4/2027	3116.25	3272.25	3435.75	3607.50	3787.50	
			7/2/2028	3210.00	3370.50	3538.50	3715.50	3901.50	
1573	Eligibility Services Tech IV	006	7/6/2025	3069.75	3224.25	3386.25	3555.00	3733.50	N
			9/13/2026	3192.75	3353.25	3522.00	3697.50	3882.75	
			1/3/2027	3193.50	3353.25	3521.25	3697.50	3882.75	
			7/4/2027	3289.50	3453.75	3627.00	3808.50	3999.00	
			7/2/2028	3388.50	3557.25	3735.75	3922.50	4119.00	
6929	Information & Referral Worker	006	7/6/2025	2311.50	2412.00	2522.25	2628.00	2746.50	N
			9/13/2026	2403.75	2508.75	2623.50	2733.00	2856.00	
			1/3/2027	2349.75	2467.50	2590.50	2720.25	2856.00	
			7/4/2027	2420.25	2541.75	2668.50	2802.00	2941.50	
			7/2/2028	2493.00	2618.25	2748.75	2886.00	3030.00	
6732	Licensing Evaluator	006	7/6/2025	3006.00	3141.00	3289.50	3432.00	3576.75	N
			9/13/2026	3126.00	3267.00	3420.75	3569.25	3720.00	
			1/3/2027	3060.75	3213.75	3374.25	3543.00	3720.00	
			7/4/2027	3152.25	3310.50	3475.50	3649.50	3831.75	
			7/2/2028	3246.75	3409.50	3579.75	3759.00	3946.50	
1496	Patient Service Tech I	006	7/6/2025	2415.00	2513.25	2632.50	2738.25	2862.00	N
			9/13/2026	2511.75	2613.75	2737.50	2847.75	2976.75	
			1/3/2027	2449.50	2571.75	2700.00	2835.00	2976.75	
			7/4/2027	2523.00	2649.00	2781.00	2919.75	3066.00	
			7/2/2028	2598.75	2728.50	2864.25	3007.50	3158.25	
1497	Patient Service Tech II	006	7/6/2025	2632.50	2738.25	2862.00	2986.50	3122.25	N
			9/13/2026	2737.50	2847.75	2976.75	3105.75	3247.50	
			1/3/2027	2672.25	2805.75	2946.00	3093.00	3247.50	
			7/4/2027	2752.50	2889.75	3034.50	3186.00	3345.00	
			7/2/2028	2835.00	2976.75	3125.25	3281.25	3445.50	

Classification and Salary Listing by Representation Unit
Unit 006

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
1495	Patient Services Tech III	006	7/6/2025	2808.00	2933.25	3066.00	3211.50	3356.25	N
			9/13/2026	2920.50	3050.25	3189.00	3339.75	3490.50	
			1/3/2027	2871.75	3015.00	3165.75	3324.00	3490.50	
			7/4/2027	2958.00	3105.75	3261.00	3423.75	3595.50	
			7/2/2028	3046.50	3198.75	3358.50	3526.50	3703.50	
1476	Veterans Service Rep	006	7/6/2025	3256.50	3390.75	3543.00	3699.00	3863.25	N
			9/13/2026	3387.00	3526.50	3684.75	3846.75	4017.75	
			1/3/2027	3323.25	3489.75	3664.50	3847.50	4039.50	
			7/4/2027	3423.00	3594.75	3774.75	3963.00	4161.00	
			7/2/2028	3525.75	3702.75	3888.00	4082.25	4285.50	
6702	Welfare Services Aide	006	7/6/2025	2416.50	2518.50	2615.25	2731.50	2851.50	N
			9/13/2026	2513.25	2619.00	2719.50	2841.00	2965.50	
			1/3/2027	2439.75	2562.00	2690.25	2824.50	2965.50	
			7/4/2027	2513.25	2638.50	2771.25	2909.25	3054.75	
			7/2/2028	2589.00	2718.00	2854.50	2996.25	3146.25	
1467	Workforce Services Tech	006	7/6/2025	2808.00	2932.50	3062.25	3212.25	3356.25	N
			9/13/2026	2920.50	3049.50	3184.50	3340.50	3490.50	
			1/3/2027	2886.00	3030.00	3181.50	3340.50	3507.75	
			7/4/2027	2972.25	3120.75	3276.75	3441.00	3612.75	
			7/2/2028	3061.50	3214.50	3375.00	3544.50	3721.50	

Classification and Salary Listing by Representation Unit
Unit 007

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
6316	Clinical Psychologist	007	7/6/2025			4974.75	5224.50	5461.50	X
			9/13/2026			5173.50	5433.75	5679.75	
			1/3/2027			5151.75	5409.00	5679.75	
			7/4/2027			5306.25	5571.00	5850.00	
			7/2/2028			5465.25	5738.25	6025.50	
6316	Clinical Psychologist SAN	007	7/6/2025					63.19	X
			9/13/2026					65.72	
			7/4/2027					67.69	
			7/2/2028					69.72	
5779	Dental Hygienist	007	7/6/2025	3123.75	3270.00	3417.00	3592.50	3752.25	X
			9/13/2026	3249.00	3400.50	3553.50	3736.50	3902.25	
			1/3/2027	3210.00	3370.50	3539.25	3716.25	3902.25	
			7/4/2027	3306.00	3471.75	3645.75	3828.00	4019.25	

Classification and Salary Listing by Representation Unit
Unit 007

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			7/2/2028	3405.00	3576.00	3755.25	3942.75	4140.00	
5647	Environ Health Mainten Worker	007	7/6/2025	2317.60	2440.00	2571.20	2705.60	2848.80	N
			9/13/2026	2410.40	2537.60	2674.40	2813.60	2962.40	
			1/3/2027	2437.60	2559.20	2687.20	2821.60	2962.40	
			7/4/2027	2510.40	2636.00	2768.00	2906.40	3051.20	
			7/2/2028	2585.60	2715.20	2851.20	2993.60	3142.40	
5649	Environmental Health Technician	007	7/6/2025	3553.60	3723.20	3901.60	4069.60	4264.80	N
			9/13/2026	3696.00	3872.00	4057.60	4232.00	4435.20	
			1/3/2027	3680.00	3864.00	4057.60	4260.80	4473.60	
			7/4/2027	3790.40	3980.00	4179.20	4388.80	4608.00	
			7/2/2028	3904.00	4099.20	4304.80	4520.80	4746.40	
5650	Hazardous Materials Spec	007	7/6/2025	4389.60	4594.40	4809.60	5011.20	5257.60	X
			9/13/2026	4564.80	4778.40	5001.60	5212.00	5468.00	
			1/3/2027	4551.20	4778.40	5017.60	5268.80	5532.00	
			7/4/2027	4688.00	4921.60	5168.00	5427.20	5697.60	
			7/2/2028	4828.80	5069.60	5323.20	5590.40	5868.80	
5648	Hazardous Waste Worker SAN	007	7/6/2025	25.42	26.70	28.08	29.39	30.93	N
			9/13/2026	26.44	27.77	29.20	30.57	32.17	
			1/3/2027	26.47	27.79	29.18	30.64	32.17	
			7/4/2027	27.26	28.62	30.06	31.56	33.14	
			7/2/2028	28.08	29.48	30.96	32.51	34.13	
6300	Health Care Services Intern N	007	7/6/2025	17.47				32.61	N
			9/13/2026	18.17				33.91	
			7/4/2027	18.72				34.93	
			7/2/2028	19.28				35.98	
5780	Health Educator I	007	7/6/2025		3024.00	3148.50	3291.75	3443.25	X
			9/13/2026		3144.75	3274.50	3423.75	3581.25	
			1/3/2027		3093.75	3248.25	3411.00	3581.25	
			7/4/2027		3186.75	3345.75	3513.00	3688.50	
			7/2/2028		3282.00	3446.25	3618.75	3799.50	
5781	Health Educator II	007	7/6/2025			3847.50	4044.00	4232.25	X
			9/13/2026			4001.25	4206.00	4401.75	
			1/3/2027			3993.00	4192.50	4401.75	
			7/4/2027			4113.00	4318.50	4533.75	
			7/2/2028			4236.75	4448.25	4669.50	
2080	Industrial Hygiene Engineer	007	7/6/2025		4736.00	4964.80	5194.40	5446.40	X
			9/13/2026		4925.60	5163.20	5402.40	5664.00	
			1/3/2027		4892.80	5137.60	5394.40	5664.00	

Classification and Salary Listing by Representation Unit
Unit 007

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			7/4/2027		5039.20	5292.00	5556.00	5833.60	
			7/2/2028		5190.40	5450.40	5722.40	6008.80	
5605	Microbiologist	007	7/6/2025	3622.50	3770.25	3945.00	4127.25	4301.25	X
			9/13/2026	3767.25	3921.00	4102.50	4292.25	4473.00	
			1/3/2027	3707.25	3892.50	4087.50	4292.25	4506.75	
			7/4/2027	3818.25	4009.50	4210.50	4421.25	4641.75	
			7/2/2028	3933.00	4129.50	4336.50	4554.00	4781.25	
5605	Microbiologist SAN	007	7/6/2025					52.55	X
			9/13/2026					54.65	
			1/3/2027					55.06	
			7/4/2027					56.71	
			7/2/2028					58.41	
5792	Nutritionist I	007	7/6/2025	3183.00	3327.00	3482.25	3642.75	3809.25	N
			9/13/2026	3310.50	3459.75	3621.75	3788.25	3961.50	
			1/3/2027	3272.25	3435.75	3607.50	3788.25	3978.00	
			7/4/2027	3370.50	3538.50	3715.50	3902.25	4097.25	
			7/2/2028	3471.75	3645.00	3827.25	4019.25	4220.25	
5795	Nutritionist II	007	7/6/2025	3476.25	3629.25	3809.25	3986.25	4173.00	X
			9/13/2026	3615.00	3774.75	3961.50	4146.00	4340.25	
			1/3/2027	3592.50	3772.50	3961.50	4159.50	4367.25	
			7/4/2027	3700.50	3885.75	4080.00	4284.00	4498.50	
			7/2/2028	3811.50	4002.00	4202.25	4412.25	4633.50	
5850	Pediatric Occup Therapist	007	7/6/2025	4166.25	4370.25	4571.25	4795.50	5037.00	X
			9/13/2026	4332.75	4545.00	4754.25	4987.50	5238.75	
			1/3/2027	4332.75	4549.50	4776.75	5015.25	5265.75	
			7/4/2027	4462.50	4686.00	4920.00	5166.00	5424.00	
			7/2/2028	4596.75	4826.25	5067.75	5321.25	5586.75	
5850	Pediatric Occup Therapist N	007	7/6/2025					67.09	X
			9/13/2026					69.77	
			1/3/2027					70.21	
			7/4/2027					72.32	
			7/2/2028					74.49	
5860	Pediatric Physical Therapist	007	7/6/2025	4166.25	4370.25	4571.25	4795.50	5037.00	X
			9/13/2026	4332.75	4545.00	4754.25	4987.50	5238.75	
			1/3/2027	4332.75	4549.50	4776.75	5015.25	5265.75	
			7/4/2027	4462.50	4686.00	4920.00	5166.00	5424.00	
			7/2/2028	4596.75	4826.25	5067.75	5321.25	5586.75	
5860	Pediatric Physical Therapist N	007	7/6/2025					67.09	X
			9/13/2026					69.77	
			1/3/2027					70.21	

Classification and Salary Listing by Representation Unit
Unit 007

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			7/4/2027					72.32	
			7/2/2028					74.49	
5644	Pharmacist ACBH	007	7/6/2025	5412.00	5682.40	5968.80	6268.00	6580.00	X
			9/13/2026	5628.80	5909.60	6207.20	6518.40	6843.20	
			7/4/2027	5797.60	6087.20	6393.60	6713.60	7048.80	
			7/2/2028	5971.20	6269.60	6585.60	6915.20	7260.00	
5689	Public Health Engineer	007	7/6/2025			4851.00	5092.50	5339.25	X
			9/13/2026			5045.25	5296.50	5553.00	
			1/3/2027			5036.25	5288.25	5553.00	
			7/4/2027			5187.00	5447.25	5719.50	
			7/2/2028			5342.25	5610.75	5891.25	
5770	Public Health Investigator	007	7/6/2025	2969.25	3105.75	3247.50	3391.50	3551.25	N
			9/13/2026	3087.75	3230.25	3377.25	3527.25	3693.00	
			1/3/2027	3219.75	3381.00	3549.75	3727.50	3914.25	
			7/4/2027	3316.50	3482.25	3656.25	3839.25	4032.00	
			7/2/2028	3416.25	3586.50	3765.75	3954.75	4152.75	
5771	Public Health Investigtr Tr	007	7/6/2025				2259.00	2358.00	N
			9/13/2026				2349.00	2452.50	
			1/3/2027				2335.50	2452.50	
			7/4/2027				2405.25	2526.00	
			7/2/2028				2477.25	2601.75	
5665	Reg EnvrnmtlHlth Specialist	007	7/6/2025	4178.40	4371.20	4577.60	4767.20	5003.20	X
			9/13/2026	4345.60	4546.40	4760.80	4957.60	5203.20	
			1/3/2027	4345.60	4563.20	4791.20	5030.40	5281.60	
			7/4/2027	4476.00	4700.00	4935.20	5181.60	5440.00	
			7/2/2028	4610.40	4840.80	5083.20	5336.80	5603.20	
5660	Registered Envr Hlth Spec Trainee	007	7/6/2025		3117.60	3256.00	3406.40	3553.60	N
			9/13/2026		3242.40	3386.40	3542.40	3696.00	
			1/3/2027		3242.40	3402.40	3572.80	3751.20	
			7/4/2027		3340.00	3504.80	3680.00	3864.00	
			7/2/2028		3440.00	3609.60	3790.40	3980.00	
5645	Senior Clinical Pharmact ACBH	007	7/6/2025	6792.00	7130.40	7484.80	7860.00	8254.40	N
			9/13/2026	7064.00	7416.00	7784.00	8174.40	8584.80	
			1/3/2027	7345.60	7712.80	8098.40	8503.20	8928.00	
			7/4/2027	7565.60	7944.00	8341.60	8758.40	9196.00	
			7/2/2028	7792.80	8182.40	8592.00	9020.80	9472.00	
5655	Senior Hazardous Mat Spec	007	7/6/2025	4731.20	4951.20	5178.40	5404.00	5667.20	X
			9/13/2026	4920.80	5149.60	5385.60	5620.00	5893.60	
			1/3/2027	4904.80	5150.40	5408.00	5678.40	5962.40	

Classification and Salary Listing by Representation Unit
Unit 007

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			7/4/2027	5052.00	5304.80	5570.40	5848.80	6141.60	
			7/2/2028	5203.20	5464.00	5737.60	6024.00	6325.60	
5610	Senior Microbiologist	007	7/6/2025	3846.75	4031.25	4201.50	4404.00	4617.00	X
			9/13/2026	4000.50	4192.50	4369.50	4580.25	4801.50	
			1/3/2027	3950.25	4147.50	4355.25	4572.75	4801.50	
			7/4/2027	4068.75	4272.00	4485.75	4710.00	4945.50	
			7/2/2028	4191.00	4400.25	4620.00	4851.00	5094.00	
5865	Senior Therapist	007	7/6/2025	4979.25	5228.25	5487.75	5760.00	6051.00	X
			9/13/2026	5178.75	5437.50	5707.50	5990.25	6293.25	
			1/3/2027	5178.75	5437.50	5709.00	5994.75	6294.75	
			7/4/2027	5334.00	5601.00	5880.00	6174.75	6483.75	
			7/2/2028	5493.75	5769.00	6056.25	6360.00	6678.00	
5667	Sr Reg EnvrnmtlHlth Specialist	007	7/6/2025	4731.20	4951.20	5178.40	5404.00	5667.20	X
			9/13/2026	4920.80	5149.60	5385.60	5620.00	5893.60	
			1/3/2027	4854.40	5096.80	5352.00	5620.00	5900.80	
			7/4/2027	5000.00	5249.60	5512.80	5788.80	6077.60	
			7/2/2028	5150.40	5407.20	5678.40	5962.40	6260.00	
6495	Substance Abuse Counselor	007	7/6/2025	2610.75	2730.75	2841.00	2979.00	3108.75	N
			9/13/2026	2715.00	2840.25	2955.00	3098.25	3233.25	
			1/3/2027	2660.25	2793.00	2932.50	3079.50	3233.25	
			7/4/2027	2739.75	2877.00	3020.25	3171.75	3330.00	
			7/2/2028	2822.25	2963.25	3111.00	3267.00	3429.75	
6495	Substance Abuse Counselor SAN	007	7/6/2025					37.88	N
			9/13/2026					39.40	
			7/4/2027					40.58	
			7/2/2028					41.80	

Classification and Salary Listing by Representation Unit
Unit 008

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
5694	Assistant Vector Ecologist	008	7/6/2025	3856.80	4049.60	4252.00	4464.80	4686.40	N
			9/13/2026	4011.20	4211.20	4422.40	4643.20	4873.60	
			7/4/2027	4131.20	4337.60	4555.20	4782.40	5020.00	
			7/2/2028	4255.20	4468.00	4692.00	4925.60	5170.40	
6700	Community Outreach Worker I	008	7/6/2025	2335.50	2451.75	2574.00	2703.00	2836.50	N
			9/13/2026	2429.25	2550.00	2676.75	2811.00	2949.75	

Classification and Salary Listing by Representation Unit
Unit 008

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			1/3/2027	2455.50	2578.50	2707.50	2842.50	2984.25	
			7/4/2027	2529.00	2655.75	2788.50	2928.00	3073.50	
			7/2/2028	2604.75	2735.25	2872.50	3015.75	3165.75	
6701	Community Outreach Worker II	008	7/6/2025	2610.75	2730.75	2841.00	2979.00	3108.75	N
			9/13/2026	2715.00	2840.25	2955.00	3098.25	3233.25	
			1/3/2027	2715.75	2851.50	2994.00	3144.00	3301.50	
			7/4/2027	2797.50	2937.00	3084.00	3238.50	3400.50	
			7/2/2028	2881.50	3024.75	3176.25	3336.00	3502.50	
0325	Community Relations Coord	008	7/6/2025	3440.00	3617.60	3810.40	4011.20	4220.80	N
			9/13/2026	3577.60	3762.40	3963.20	4172.00	4389.60	
			7/4/2027	3719.20	3905.60	4100.80	4306.40	4521.60	
			7/2/2028	3830.40	4022.40	4224.00	4435.20	4657.60	
5097	Consumer /Fam Rela Prog Asst	008	7/6/2025	2962.40	3116.80	3253.60	3433.60	3595.20	N
			9/13/2026	3080.80	3241.60	3384.00	3571.20	3739.20	
			1/3/2027	3076.00	3229.60	3391.20	3560.80	3739.20	
			7/4/2027	3168.00	3326.40	3492.80	3668.00	3851.20	
			7/2/2028	3263.20	3426.40	3597.60	3778.40	3966.40	
6489	Consumer Assistance Spec BHCS	008	7/6/2025	2841.00	2962.50	3099.00	3244.50	3382.50	N
			9/13/2026	2955.00	3081.00	3222.75	3374.25	3517.50	
			1/3/2027	2893.50	3038.25	3190.50	3350.25	3517.50	
			7/4/2027	2980.50	3129.75	3286.50	3450.75	3623.25	
			7/2/2028	3069.75	3223.50	3384.75	3554.25	3732.00	
6511	CORE Program Assistant	008	7/6/2025	2927.25	3053.25	3194.25	3340.50	3483.00	N
			9/13/2026	3044.25	3175.50	3321.75	3474.00	3622.50	
			1/3/2027	2979.75	3129.00	3285.75	3450.00	3622.50	
			7/4/2027	3069.00	3222.75	3384.00	3553.50	3731.25	
			7/2/2028	3161.25	3319.50	3485.25	3660.00	3843.00	
6532	For Mental Hlth Specialist	008	7/6/2025	3462.00	3634.50	3816.75	4008.00	4208.25	N
			9/13/2026	3600.75	3780.00	3969.75	4168.50	4376.25	
			1/3/2027	3600.00	3780.00	3969.00	4167.75	4376.25	
			7/4/2027	3708.00	3893.25	4088.25	4293.00	4507.50	
			7/2/2028	3819.00	4010.25	4211.25	4422.00	4642.50	
7879	Health Services Trainee	008	7/6/2025	1998.00	2085.75	2173.50	2278.50	2358.00	N
			9/13/2026	2078.25	2169.00	2260.50	2370.00	2452.50	
			1/3/2027	2047.50	2150.25	2257.50	2370.00	2488.50	
			7/4/2027	2109.00	2214.75	2325.00	2441.25	2563.50	
			7/2/2028	2172.00	2281.50	2394.75	2514.75	2640.75	
7850	Laboratory Assistant I	008	7/6/2025	2091.75	2181.75	2280.00	2368.50	2470.50	N
			9/13/2026	2175.75	2268.75	2371.50	2463.00	2569.50	
			1/3/2027	2114.25	2220.00	2331.00	2447.25	2569.50	
			7/4/2027	2178.00	2286.75	2400.75	2520.75	2646.75	
			7/2/2028	2243.25	2355.00	2472.75	2596.50	2726.25	
7850N	Laboratory Assistant I SAN	008	7/6/2025					30.39	N

Classification and Salary Listing by Representation Unit
Unit 008

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			9/13/2026					31.61	
			7/4/2027					32.56	
			7/2/2028					33.54	
7855	Laboratory Assistant II	008	7/6/2025	2233.50	2337.75	2425.50	2535.00	2643.00	N
			9/13/2026	2322.75	2431.50	2522.25	2636.25	2748.75	
			1/3/2027	2261.25	2374.50	2493.00	2617.50	2748.75	
			7/4/2027	2328.75	2445.75	2568.00	2696.25	2831.25	
			7/2/2028	2398.50	2519.25	2645.25	2777.25	2916.00	
7856	Laboratory Assistant III	008	7/6/2025	2388.00	2472.75	2589.75	2702.25	2831.25	N
			9/13/2026	2483.25	2571.75	2693.25	2810.25	2944.50	
			1/3/2027	2422.50	2543.25	2670.75	2804.25	2944.50	
			7/4/2027	2495.25	2619.75	2751.00	2888.25	3033.00	
			7/2/2028	2570.25	2698.50	2833.50	2975.25	3123.75	
5982	Medical Assistant	008	7/6/2025	2353.50	2471.25	2593.50	2724.75	2861.25	N
			9/13/2026	2448.00	2570.25	2697.00	2833.50	2976.00	
			1/3/2027	2448.75	2571.00	2699.25	2834.25	2976.00	
			7/4/2027	2522.25	2648.25	2780.25	2919.00	3065.25	
			7/2/2028	2598.00	2727.75	2863.50	3006.75	3157.50	
1160	Medical Translator I	008	7/6/2025	2335.50	2451.75	2574.00	2703.00	2836.50	N
			9/13/2026	2429.25	2550.00	2676.75	2811.00	2949.75	
			1/3/2027	2427.00	2548.50	2676.00	2809.50	2949.75	
			7/4/2027	2499.75	2625.00	2756.25	2893.50	3038.25	
			7/2/2028	2574.75	2703.75	2838.75	2980.50	3129.75	
1161	Medical Translator II	008	7/6/2025	2610.75	2730.75	2841.00	2979.00	3108.75	N
			9/13/2026	2715.00	2840.25	2955.00	3098.25	3233.25	
			1/3/2027	2660.25	2793.00	2932.50	3079.50	3233.25	
			7/4/2027	2739.75	2877.00	3020.25	3171.75	3330.00	
			7/2/2028	2822.25	2963.25	3111.00	3267.00	3429.75	
1161N	Medical Translator II SAN	008	7/6/2025					36.49	N
			9/13/2026					37.95	
			7/4/2027					39.09	
			7/2/2028					40.26	
6490	Mental Health Specialist I	008	7/6/2025	2265.00	2673.00	2470.50	2571.75	2691.75	N
			9/13/2026	2355.75	2468.25	2569.50	2674.50	2799.75	
			1/3/2027	2352.75	2470.50	2594.25	2724.00	2860.50	
			7/4/2027	2423.25	2544.75	2672.25	2805.75	2946.00	
			7/2/2028	2496.00	2621.25	2752.50	2889.75	3034.50	
6491	Mental Health Specialist II	008	7/6/2025		2593.50	2708.25	2835.75	2961.00	N
			9/13/2026		2697.00	2816.25	2949.00	3079.50	
			1/3/2027		2718.00	2853.75	2996.25	3146.25	
			7/4/2027		2799.75	2939.25	3086.25	3240.75	
			7/2/2028		2883.75	3027.75	3178.50	3338.25	
6491N	Mental Health Specialist II SAN	008	7/6/2025					36.10	N
			9/13/2026					37.54	
			7/4/2027					38.67	

Classification and Salary Listing by Representation Unit
Unit 008

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			7/2/2028					39.83	
6492	Mental Health Specialist III	008	7/6/2025	3076.50	3208.50	3355.50	3510.75	3659.25	N
			9/13/2026	3199.50	3336.75	3489.75	3651.00	3805.50	
			1/3/2027	3199.50	3358.50	3526.50	3702.75	3888.00	
			7/4/2027	3295.50	3459.00	3632.25	3813.75	4005.00	
			7/2/2028	3394.50	3562.50	3741.00	3928.50	4125.00	
5415	Nursing Assistant	008	7/6/2025	2240.25	2335.50	2429.25	2527.50	2646.00	N
			9/13/2026	2329.50	2429.25	2526.75	2628.75	2751.75	
			1/3/2027	2264.25	2377.50	2496.00	2620.50	2751.75	
			7/4/2027	2332.50	2448.75	2571.00	2699.25	2834.25	
			7/2/2028	2402.25	2522.25	2648.25	2780.25	2919.00	
5415N	Nursing Assistant SAN	008	7/6/2025	242.10	250.73	262.65	274.58	286.35	N
			9/13/2026	251.78	260.76	273.16	285.56	297.80	
			1/3/2027	245.00	257.25	270.11	283.62	297.80	
			7/4/2027	252.35	264.97	278.21	292.13	306.74	
			7/2/2028	259.92	272.92	286.56	300.89	315.94	
5798	Nutrition Assistant I	008	7/6/2025	2361.00	2475.75	2599.50	2730.75	2869.50	N
			9/13/2026	2455.50	2574.75	2703.75	2840.25	2984.25	
			1/3/2027	2455.50	2578.50	2707.50	2842.50	2984.25	
			7/4/2027	2529.00	2655.75	2788.50	2928.00	3073.50	
			7/2/2028	2604.75	2735.25	2872.50	3015.75	3165.75	
5799	Nutrition Assistant II	008	7/6/2025	2587.50	2703.75	2814.75	2949.00	3078.00	N
			9/13/2026	2691.00	2811.75	2927.25	3066.75	3201.00	
			1/3/2027	2655.00	2787.75	2927.25	3073.50	3227.25	
			7/4/2027	2734.50	2871.75	3015.00	3165.75	3324.00	
			7/2/2028	2816.25	2958.00	3105.75	3261.00	3423.75	
5980	Public Health Nursing Asst I	008	7/6/2025	1816.50	1905.75	2012.25	2099.25	2204.25	N
			9/13/2026	1889.25	1982.25	2092.50	2183.25	2292.75	
			1/3/2027	1885.50	1980.00	2079.00	2183.25	2292.75	
			7/4/2027	1941.75	2039.25	2141.25	2248.50	2361.75	
			7/2/2028	2000.25	2100.75	2205.75	2316.00	2432.25	
5981	Public Health Nursing Asst II	008	7/6/2025	2203.50	2301.75	2396.25	2494.50	2610.75	N
			9/13/2026	2292.00	2394.00	2492.25	2594.25	2715.00	
			1/3/2027	2234.25	2346.00	2463.00	2586.00	2715.00	
			7/4/2027	2301.00	2416.50	2537.25	2663.25	2796.75	
			7/2/2028	2370.00	2489.25	2613.00	2743.50	2880.75	
5510	Registered Dental Assistant	008	7/6/2025	2691.75	2807.25	2924.25	3063.75	3187.50	N
			9/13/2026	2799.75	2919.75	3041.25	3186.00	3315.00	
			1/3/2027	2727.75	2864.25	3007.50	3157.50	3315.00	
			7/4/2027	2809.50	2950.50	3097.50	3252.00	3414.75	
			7/2/2028	2893.50	3039.00	3190.50	3349.50	3517.50	
5691	Sr Vector Control Biologist	008	7/6/2025	3790.40	3981.60	4180.80	4388.00	4609.60	N
			9/13/2026	3942.40	4140.80	4348.00	4563.20	4793.60	

Classification and Salary Listing by Representation Unit
Unit 008

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			1/3/2027	3944.00	4140.80	4348.00	4565.60	4793.60	
			7/4/2027	4062.40	4264.80	4478.40	4702.40	4937.60	
			7/2/2028	4184.00	4392.80	4612.80	4843.20	5085.60	
5825	Therapy Aide	008	7/6/2025	2334.75	2416.50	2533.50	2643.00	2766.00	N
			9/13/2026	2428.50	2513.25	2634.75	2748.75	2877.00	
			1/3/2027	2391.00	2510.25	2635.50	2767.50	2905.50	
			7/4/2027	2463.00	2585.25	2714.25	2850.75	2992.50	
			7/2/2028	2537.25	2662.50	2796.00	2936.25	3082.50	
5690	Vector Control Biologist	008	7/6/2025	3577.60	3756.00	3943.20	4140.00	4347.20	N
			9/13/2026	3720.80	3906.40	4100.80	4305.60	4520.80	
			1/3/2027	3720.00	3905.60	4100.80	4305.60	4520.80	
			7/4/2027	3832.00	4022.40	4224.00	4434.40	4656.80	
			7/2/2028	3947.20	4143.20	4350.40	4567.20	4796.80	
5695	Vector Ecologist	008	7/6/2025	4252.00	4465.60	4687.20	4923.20	5168.00	N
			9/13/2026	4422.40	4644.00	4874.40	5120.00	5374.40	
			1/3/2027	4421.60	4642.40	4874.40	5118.40	5374.40	
			7/4/2027	4554.40	4781.60	5020.80	5272.00	5536.00	
			7/2/2028	4691.20	4924.80	5171.20	5430.40	5702.40	

Classification and Salary Listing by Representation Unit
Unit 010

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
1305	Account Clerk I	010	7/6/2025	2215.50	2306.25	2406.75	2501.25	2626.50	N
			9/13/2026	2304.00	2398.50	2502.75	2601.00	2731.50	
			1/3/2027	2304.75	2420.25	2541.00	2667.75	2801.25	
			7/4/2027	2373.75	2493.00	2617.50	2748.00	2885.25	
			7/2/2028	2445.00	2568.00	2696.25	2830.50	2971.50	
1305N	Account Clerk I SAN	010	7/6/2025					29.21	N
			9/13/2026					30.38	
			1/3/2027					31.15	
			7/4/2027					32.08	
			7/2/2028					33.04	
1310	Account Clerk II	010	7/6/2025	2371.50	2466.00	2587.50	2686.50	2804.25	N
			9/13/2026	2466.00	2565.00	2691.00	2793.75	2916.75	
			1/3/2027	2502.00	2627.25	2758.50	2896.50	3041.25	
			7/4/2027	2577.00	2706.00	2841.00	2983.50	3132.75	
			7/2/2028	2654.25	2787.00	2926.50	3072.75	3226.50	
1310N	Account Clerk II SAN	010	7/6/2025					34.50	N
			9/13/2026					35.88	
			1/3/2027					37.42	
			7/4/2027					38.54	
			7/2/2028					39.70	
1314	Accounting Specialist I	010	7/6/2025	2621.60	2760.00	2880.00	3038.40	3183.20	N

Classification and Salary Listing by Representation Unit
Unit 010

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			9/13/2026	2726.40	2870.40	2995.20	3160.00	3310.40	
			1/3/2027	2729.60	2866.40	3009.60	3160.00	3318.40	
			7/4/2027	2811.20	2952.00	3100.00	3255.20	3417.60	
			7/2/2028	2895.20	3040.80	3192.80	3352.80	3520.00	
1316	Accounting Specialist II	010	7/6/2025	2752.80	2888.80	3006.40	3154.40	3342.40	N
			9/13/2026	2863.20	3004.00	3126.40	3280.80	3476.00	
			1/3/2027	2866.40	3009.60	3160.00	3318.40	3484.00	
			7/4/2027	2952.00	3100.00	3255.20	3417.60	3588.80	
			7/2/2028	3040.80	3192.80	3352.80	3520.00	3696.80	
1142	Admin Assistant	010	7/6/2025	2962.40	3116.80	3253.60	3433.60	3595.20	N
			9/13/2026	3080.80	3241.60	3384.00	3571.20	3739.20	
			1/3/2027	3088.00	3242.40	3404.80	3575.20	3753.60	
			7/4/2027	3180.80	3340.00	3507.20	3682.40	3866.40	
			7/2/2028	3276.00	3440.00	3612.80	3792.80	3982.40	
1527	Auditor Associate I	010	7/6/2025	2371.50	2466.00	2587.50	2686.50	2804.25	N
			9/13/2026	2466.00	2565.00	2691.00	2793.75	2916.75	
			7/4/2027	2472.00	2595.75	2725.50	2861.25	3004.50	
			7/2/2028	2546.25	2673.75	2807.25	2946.75	3094.50	
1528	Auditor Associate II	010	7/6/2025	2577.00	2637.75	2718.75	2806.50	2924.25	N
			9/13/2026	2679.75	2743.50	2827.50	2919.00	3041.25	
			7/4/2027	2577.00	2706.00	2841.00	2983.50	3132.75	
			7/2/2028	2654.25	2787.00	2926.50	3072.75	3226.50	
1529	Auditor Associate III	010	7/6/2025	2952.75	3013.50	3132.00	3288.00	3455.25	N
			9/13/2026	3070.50	3134.25	3257.25	3419.25	3593.25	
			7/4/2027	3045.00	3197.25	3357.00	3525.00	3701.25	
			7/2/2028	3136.50	3293.25	3457.50	3630.75	3812.25	
1491	Billing Technician I	010	7/6/2025	2280.00	2386.50	2474.25	2589.75	2704.50	N
			9/13/2026	2371.50	2481.75	2573.25	2693.25	2812.50	
			7/4/2027	2383.50	2502.00	2627.25	2758.50	2897.25	
			7/2/2028	2454.75	2577.00	2706.00	2841.00	2984.25	
1492	Billing Technician II	010	7/6/2025	2418.00	2527.50	2637.00	2750.25	2868.75	N
			9/13/2026	2514.75	2628.75	2742.75	2860.50	2983.50	
			1/3/2027	2487.75	2612.25	2742.75	2879.25	3023.25	
			7/4/2027	2562.75	2690.25	2825.25	2965.50	3114.00	
			7/2/2028	2640.00	2771.25	2910.00	3054.75	3207.75	
1493	Billing Technician III	010	7/6/2025	2613.75	2731.50	2859.75	2983.50	3097.50	N
			9/13/2026	2718.00	2841.00	2974.50	3102.75	3221.25	
			7/4/2027	2729.25	2865.75	3009.00	3159.75	3318.00	
			7/2/2028	2811.00	2952.00	3099.00	3254.25	3417.75	
7880	Child Care Coordinator HCSA	010	7/6/2025	2557.50	2685.75	2820.00	2961.00	3108.75	N
			9/13/2026	2659.50	2793.00	2932.50	3079.50	3233.25	
			7/4/2027	2739.00	2877.00	3020.25	3171.75	3330.00	
			7/2/2028	2821.50	2963.25	3111.00	3267.00	3429.75	
1165	Child Support Assistant I	010	7/6/2025		2352.75	2436.75	2547.75	2646.75	N
			9/13/2026		2446.50	2534.25	2649.75	2752.50	
			1/3/2027		2452.50	2575.50	2704.50	2839.50	

Classification and Salary Listing by Representation Unit
Unit 010

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			7/4/2027		2526.00	2652.75	2785.50	2925.00	
			7/2/2028		2601.75	2732.25	2868.75	3012.75	
1166	Child Support Assistant II	010	7/6/2025	2445.75	2555.25	2654.25	2782.50	2894.25	N
			9/13/2026	2543.25	2657.25	2760.75	2893.50	3009.75	
			1/3/2027	2502.00	2627.25	2758.50	2896.50	3041.25	
			7/4/2027	2577.00	2706.00	2841.00	2983.50	3132.75	
			7/2/2028	2654.25	2787.00	2926.50	3072.75	3226.50	
1167	Child Support Assistant III	010	7/6/2025	2787.75	2912.25	3028.50	3175.50	3299.25	N
			9/13/2026	2899.50	3028.50	3150.00	3302.25	3431.25	
			7/4/2027	2907.75	3053.25	3206.25	3366.00	3534.00	
			7/2/2028	2994.75	3144.75	3302.25	3467.25	3639.75	
1241	Civil Legal Clerk	010	7/6/2025		2407.50	2505.00	2623.50	2730.00	N
			9/13/2026		2503.50	2605.50	2728.50	2839.50	
			1/3/2027		2628.00	2759.25	2897.25	3042.00	
			7/4/2027		2706.75	2841.75	2984.25	3133.50	
			7/2/2028		2787.75	2927.25	3073.50	3227.25	
1242	Civil Legal Secretary	010	7/6/2025	3219.00	3379.50	3549.00	3726.75	3912.75	N
			9/13/2026	3348.00	3514.50	3690.75	3876.00	4069.50	
			7/4/2027	3448.50	3620.25	3801.75	3992.25	4191.75	
			7/2/2028	3552.00	3729.00	3915.75	4112.25	4317.75	
1115	Clerk I	010	7/6/2025		2049.00	2128.50	2233.50	2331.00	N
			9/13/2026		2130.75	2214.00	2322.75	2424.00	
			1/3/2027		2130.75	2237.25	2349.00	2466.75	
			7/4/2027		2194.50	2304.00	2419.50	2541.00	
			7/2/2028		2260.50	2373.00	2492.25	2617.50	
1115N	Clerk I SAN	010	7/6/2025					28.38	N
			9/13/2026					29.52	
			7/4/2027					30.41	
			7/2/2028					31.32	
1120	Clerk II	010	7/6/2025		2331.00	2414.25	2523.75	2621.25	N
			9/13/2026		2424.00	2511.00	2625.00	2726.25	
			7/4/2027		2425.50	2547.00	2674.50	2808.00	
			7/2/2028		2498.25	2623.50	2754.75	2892.00	
1120N	Clerk II SAN	010	7/6/2025					31.95	N
			9/13/2026					33.23	
			7/4/2027					34.23	
			7/2/2028					35.26	
1296N	Clerk Intermittent I SAN	010	7/6/2025					28.85	N
			9/13/2026					30.00	
			7/4/2027					30.90	
			7/2/2028					31.83	
1297N	Clerk Intermittent II SAN	010	7/6/2025	26.48	27.74	28.85	30.01	31.26	N
			9/13/2026	27.54	28.85	30.00	31.21	32.51	
			1/3/2027	26.75	28.09	29.49	30.96	32.51	
			7/4/2027	27.55	28.93	30.37	31.89	33.49	
			7/2/2028	28.38	29.80	31.28	32.85	34.49	

Classification and Salary Listing by Representation Unit
Unit 010

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
1154	Customer Srv Rep DCSS	010	7/6/2025	2156.80	2270.40	2392.00	2517.60	2648.00	N
			9/13/2026	2243.20	2361.60	2488.00	2618.40	2753.60	
			1/3/2027	2264.80	2378.40	2497.60	2622.40	2753.60	
			7/4/2027	2332.80	2449.60	2572.80	2700.80	2836.00	
			7/2/2028	2402.40	2523.20	2649.60	2781.60	2920.80	
1154N	Customer Srvs Rep DCSS N	010	7/6/2025	26.96	28.38	29.90	31.47	33.10	N
			9/13/2026	28.04	29.52	31.10	32.73	34.42	
			1/3/2027	28.31	29.73	31.22	32.78	34.42	
			7/4/2027	29.16	30.62	32.16	33.76	35.45	
			7/2/2028	30.03	31.54	33.12	34.77	36.51	
1131	Data Input Clerk	010	7/6/2025	2307.00	2407.50	2506.50	2625.00	2730.00	N
			9/13/2026	2399.25	2503.50	2607.00	2730.00	2839.50	
			1/3/2027	2335.50	2452.50	2575.50	2704.50	2839.50	
			7/4/2027	2405.25	2526.00	2652.75	2785.50	2925.00	
			7/2/2028	2477.25	2601.75	2732.25	2868.75	3012.75	
1282	Elections Technician	010	7/6/2025	2667.75	2795.25	2900.25	3049.50	3181.50	N
			9/13/2026	2774.25	2907.00	3016.50	3171.75	3309.00	
			1/3/2027	2736.00	2872.50	3016.50	3167.25	3325.50	
			7/4/2027	2817.75	2958.75	3107.25	3262.50	3425.25	
			7/2/2028	2902.50	3047.25	3200.25	3360.75	3528.00	
1282N	Elections Technician N	010	7/6/2025	35.57	37.27	38.67	40.66	42.42	N
			9/13/2026	36.99	38.76	40.22	42.29	44.12	
			1/3/2027	36.48	38.30	40.22	42.23	44.34	
			7/4/2027	37.57	39.45	41.43	43.50	45.67	
			7/2/2028	38.70	40.63	42.67	44.81	47.04	
1132	Eligibility Support Clerk	010	7/6/2025	2378.25	2490.00	2584.50	2706.00	2814.75	N
			9/13/2026	2473.50	2589.75	2688.00	2814.00	2927.25	
			1/3/2027	2502.00	2627.25	2758.50	2896.50	3041.25	
			7/4/2027	2577.00	2706.00	2841.00	2983.50	3132.75	
			7/2/2028	2654.25	2787.00	2926.50	3072.75	3226.50	
1461	Health Care Claims Examr I	010	7/6/2025		2578.50	2682.00	2808.00	2924.25	N
			9/13/2026		2682.00	2789.25	2920.50	3041.25	
			1/3/2027		2627.25	2758.50	2896.50	3041.25	
			7/4/2027		2706.00	2841.00	2983.50	3132.75	
			7/2/2028		2787.00	2926.50	3072.75	3226.50	
1462	Health Care Claims Examr II	010	7/6/2025		2707.50	2816.25	2949.75	3069.00	N
			9/13/2026		2815.50	2928.75	3067.50	3192.00	
			1/3/2027		2757.00	2895.00	3039.75	3192.00	
			7/4/2027		2839.50	2982.00	3131.25	3288.00	
			7/2/2028		2925.00	3071.25	3225.00	3387.00	
1121	Human Resources Assistant I	010	7/6/2025		2407.50	2505.00	2623.50	2730.00	N
			9/13/2026		2503.50	2605.50	2728.50	2839.50	
			7/4/2027		2526.00	2652.75	2785.50	2925.00	
			7/2/2028		2601.75	2732.25	2868.75	3012.75	

Classification and Salary Listing by Representation Unit
Unit 010

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
1122	Human Resources Assistant II	010	7/6/2025		2578.50	2682.00	2808.00	2924.25	N
			9/13/2026		2682.00	2789.25	2920.50	3041.25	
			7/4/2027		2706.00	2841.00	2983.50	3132.75	
			7/2/2028		2787.00	2926.50	3072.75	3226.50	
1124	Lead Clerk	010	7/6/2025	2342.25	2446.50	2538.00	2667.00	2768.25	N
			9/13/2026	2436.00	2544.00	2639.25	2773.50	2879.25	
			1/3/2027	2368.50	2487.00	2611.50	2742.00	2879.25	
			7/4/2027	2439.75	2561.25	2689.50	2824.50	2965.50	
			7/2/2028	2513.25	2637.75	2770.50	2909.25	3054.75	
1155	Lead Customer Srvc Rep DCSS	010	7/6/2025	2356.00	2480.80	2609.60	2748.80	2892.00	N
			9/13/2026	2450.40	2580.00	2713.60	2858.40	3008.00	
			1/3/2027	2474.40	2598.40	2728.00	2864.80	3008.00	
			7/4/2027	2548.80	2676.00	2809.60	2950.40	3098.40	
			7/2/2028	2625.60	2756.00	2893.60	3039.20	3191.20	
1511	Legal Process Clerk I	010	7/6/2025	2453.60	2560.00	2650.40	2772.80	2881.60	N
			9/13/2026	2552.00	2662.40	2756.80	2884.00	2996.80	
			1/3/2027	2637.60	2769.60	2908.00	3053.60	3206.40	
			7/4/2027	2716.80	2852.80	2995.20	3145.60	3302.40	
			7/2/2028	2798.40	2938.40	3084.80	3240.00	3401.60	
1513	Legal Process Clerk II	010	7/6/2025	2704.80	2820.80	2952.00	3089.60	3228.00	N
			9/13/2026	2812.80	2933.60	3070.40	3212.80	3356.80	
			1/3/2027	2954.40	3102.40	3257.60	3420.80	3592.00	
			7/4/2027	3043.20	3195.20	3355.20	3523.20	3700.00	
			7/2/2028	3134.40	3291.20	3456.00	3628.80	3811.20	
1240	Legal Secretary	010	7/6/2025	2796.00	2936.25	3083.25	3237.75	3399.00	N
			9/13/2026	2907.75	3054.00	3206.25	3367.50	3534.75	
			7/4/2027	2994.75	3145.50	3302.25	3468.75	3640.50	
			7/2/2028	3084.75	3240.00	3401.25	3573.00	3750.00	
1213	Legal Stenographer	010	7/6/2025		2463.00	2574.00	2688.00	2802.00	N
			9/13/2026		2561.25	2676.75	2795.25	2913.75	
			1/3/2027		2517.00	2643.00	2775.00	2913.75	
			7/4/2027		2592.75	2722.50	2858.25	3001.50	
			7/2/2028		2670.75	2804.25	2943.75	3091.50	
1103	Library Clerk I	010	7/6/2025		2049.00	2128.50	2233.50	2331.00	N
			9/13/2026		2130.75	2214.00	2322.75	2424.00	
			1/3/2027		2181.00	2289.75	2404.50	2524.50	
			7/4/2027		2246.25	2358.75	2476.50	2600.25	
			7/2/2028		2313.75	2429.25	2550.75	2678.25	
1103N	Library Clerk I SAN	010	7/6/2025					28.38	N
			9/13/2026					29.52	
			1/3/2027					33.66	
			7/4/2027					34.67	
			7/2/2028					35.71	
1104	Library Clerk II	010	7/6/2025		2331.00	2414.25	2523.75	2621.25	N
			9/13/2026		2424.00	2511.00	2625.00	2726.25	

Classification and Salary Listing by Representation Unit
Unit 010

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			1/3/2027		2452.50	2575.50	2704.50	2839.50	
			7/4/2027	2405.25	2526.00	2652.75	2785.50	2925.00	
			7/2/2028	2477.25	2601.75	2732.25	2868.75	3012.75	
1104N	Library Clerk II SAN	010	7/6/2025					31.95	N
			9/13/2026					33.23	
			1/3/2027					37.86	
			7/4/2027					39.00	
			7/2/2028					40.17	
4200	Library Lead Clerk	010	7/6/2025	2342.25	2446.50	2538.00	2667.00	2768.25	N
			9/13/2026	2436.00	2544.00	2639.25	2773.50	2879.25	
			1/3/2027	2502.75	2628.00	2759.25	2897.25	3042.00	
			7/4/2027	2577.75	2706.75	2841.75	2984.25	3133.50	
			7/2/2028	2655.00	2787.75	2927.25	3073.50	3227.25	
1109	Library Page	010	7/6/2025				25.46	26.69	N
			9/13/2026				26.48	27.76	
			1/3/2027				27.76	29.15	
			7/4/2027				28.59	30.02	
			7/2/2028				29.45	30.92	
1109N	Library Page SAN	010	7/6/2025					24.20	N
			9/13/2026					25.17	
			1/3/2027					29.15	
			7/4/2027					30.02	
			7/2/2028					30.92	
1118	Mail Clerk	010	7/6/2025	2086.50	2182.50	2262.75	2373.00	2465.25	N
			9/13/2026	2169.75	2269.50	2353.50	2468.25	2563.50	
			1/3/2027	2242.50	2354.25	2472.00	2595.75	2725.50	
			7/4/2027	2310.00	2424.75	2546.25	2673.75	2807.25	
			7/2/2028	2379.00	2497.50	2622.75	2754.00	2891.25	
1126	Medical Clerk	010	7/6/2025	2305.50	2407.50	2505.00	2623.50	2730.00	N
			9/13/2026	2397.75	2503.50	2605.50	2728.50	2839.50	
			7/4/2027	2405.25	2526.00	2652.75	2785.50	2925.00	
			7/2/2028	2477.25	2601.75	2732.25	2868.75	3012.75	
1126N	Medical Clerk SAN	010	7/6/2025					33.40	N
			9/13/2026					34.74	
			7/4/2027					35.78	
			7/2/2028					36.85	
1214	Medical Transcriptionist	010	7/6/2025		2696.00	2808.00	2933.60	3060.80	N
			9/13/2026		2804.00	2920.00	3051.20	3183.20	
			1/3/2027		2750.40	2888.00	3032.00	3183.20	
			7/4/2027		2832.80	2974.40	3123.20	3278.40	
			7/2/2028		2917.60	3064.00	3216.80	3376.80	
1214N	Medical Transcriptionist SAN	010	7/6/2025					35.10	N
			9/13/2026					36.50	
			7/4/2027					37.60	
			7/2/2028					38.73	
1105	Messenger	010	7/6/2025	2086.50	2182.50	2262.75	2373.00	2465.25	N

Classification and Salary Listing by Representation Unit
Unit 010

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			9/13/2026	2169.75	2269.50	2353.50	2468.25	2563.50	
			1/3/2027	2242.50	2354.25	2472.00	2595.75	2725.50	
			7/4/2027	2310.00	2424.75	2546.25	2673.75	2807.25	
			7/2/2028	2379.00	2497.50	2622.75	2754.00	2891.25	
1105N	Messenger SAN	010	7/6/2025					30.17	N
			9/13/2026					31.38	
			1/3/2027					33.37	
			7/4/2027					34.37	
			7/2/2028					35.40	
1153	Microfilm Technician	010	7/6/2025	2125.50	2205.00	2307.00	2414.25	2508.00	N
			9/13/2026	2210.25	2293.50	2399.25	2511.00	2608.50	
			1/3/2027	2145.75	2253.00	2365.50	2484.00	2608.50	
			7/4/2027	2210.25	2320.50	2436.75	2558.25	2686.50	
			7/2/2028	2276.25	2390.25	2509.50	2634.75	2766.75	
1125	Payroll Records Clerk	010	7/6/2025	2477.25	2578.50	2682.00	2808.00	2924.25	N
			9/13/2026	2576.25	2682.00	2789.25	2920.50	3041.25	
			7/4/2027	2577.00	2706.00	2841.00	2983.50	3132.75	
			7/2/2028	2654.25	2787.00	2926.50	3072.75	3226.50	
5646	Pharmacy Support Specialist	010	7/6/2025	2924.80	3072.80	3227.20	3404.00	3574.40	N
			9/13/2026	3041.60	3196.00	3356.00	3540.00	3717.60	
			1/3/2027	3364.80	3532.80	3709.60	3895.20	4089.60	
			7/4/2027	3465.60	3638.40	3820.80	4012.00	4212.00	
			7/2/2028	3569.60	3747.20	3935.20	4132.00	4338.40	
1480	Procrment & Contrcts Asst	010	7/6/2025		2578.50	2682.00	2808.00	2924.25	N
			9/13/2026		2682.00	2789.25	2920.50	3041.25	
			7/4/2027		2706.00	2841.00	2983.50	3132.75	
			7/2/2028		2787.00	2926.50	3072.75	3226.50	
1095	Program Worker SEIU Represted	010	7/6/2025	1664.25				4387.50	N
			9/13/2026	1731.00				4563.00	
			7/4/2027	1782.75				4700.25	
			7/2/2028	1836.00				4841.25	
1361	Retirement Benefits Specialist	010	7/6/2025	3848.25	4051.50	4269.75	4489.50	4726.50	N
			9/13/2026	4002.00	4213.50	4440.75	4668.75	4915.50	
			1/3/2027	4044.00	4246.50	4458.75	4681.50	4915.50	
			7/4/2027	4165.50	4374.00	4592.25	4821.75	5063.25	
			7/2/2028	4290.75	4505.25	4730.25	4966.50	5215.50	
1344	Retirement Support Specialist	010	7/6/2025	2361.00	2475.75	2599.50	2730.75	2868.00	N
			9/13/2026	2455.50	2574.75	2703.75	2840.25	2982.75	
			1/3/2027	2454.00	2577.00	2706.00	2841.00	2982.75	
			7/4/2027	2527.50	2654.25	2787.00	2926.50	3072.00	
			7/2/2028	2603.25	2733.75	2870.25	3014.25	3164.25	
1352	Retirement Technician	010	7/6/2025	3014.25	3171.00	3343.50	3518.25	3700.50	N
			9/13/2026	3135.00	3297.75	3477.00	3659.25	3848.25	

Classification and Salary Listing by Representation Unit
Unit 010

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			1/3/2027	3165.75	3324.00	3490.50	3665.25	3848.25	
			7/4/2027	3261.00	3423.75	3595.50	3775.50	3963.75	
			7/2/2028	3358.50	3526.50	3703.50	3888.75	4083.00	
1215	Secretary I	010	7/6/2025	2414.25	2526.00	2639.25	2753.25	2873.25	N
			9/13/2026	2511.00	2627.25	2745.00	2863.50	2988.00	
			1/3/2027	2457.75	2580.75	2709.75	2845.50	2988.00	
			7/4/2027	2531.25	2658.00	2790.75	2931.00	3078.00	
			7/2/2028	2607.00	2737.50	2874.75	3018.75	3170.25	
1353	Senior Retirement Tech	010	7/6/2025	3594.00	3786.00	3991.50	4194.75	4416.00	N
			9/13/2026	3738.00	3937.50	4151.25	4362.75	4593.00	
			1/3/2027	3778.50	3967.50	4165.50	4374.00	4593.00	
			7/4/2027	3891.75	4086.75	4290.75	4505.25	4731.00	
			7/2/2028	4008.75	4209.00	4419.75	4640.25	4872.75	
1133	Service Support Specialist	010	7/6/2025	2378.25	2490.00	2584.50	2706.00	2814.75	N
			9/13/2026	2473.50	2589.75	2688.00	2814.00	2927.25	
			1/3/2027	2502.00	2627.25	2758.50	2896.50	3041.25	
			7/4/2027	2577.00	2706.00	2841.00	2983.50	3132.75	
			7/2/2028	2654.25	2787.00	2926.50	3072.75	3226.50	
1128	Specialist Clerk I	010	7/6/2025		2407.50	2505.00	2623.50	2730.00	N
			9/13/2026		2503.50	2605.50	2728.50	2839.50	
			7/4/2027		2526.00	2652.75	2785.50	2925.00	
			7/2/2028		2601.75	2732.25	2868.75	3012.75	
1128N	Specialist Clerk I SAN	010	7/6/2025					32.13	N
			9/13/2026					33.42	
			7/4/2027					34.42	
			7/2/2028					35.45	
1129	Specialist Clerk II	010	7/6/2025		2578.50	2682.00	2808.00	2924.25	N
			9/13/2026		2682.00	2789.25	2920.50	3041.25	
			7/4/2027		2706.00	2841.00	2983.50	3132.75	
			7/2/2028		2787.00	2926.50	3072.75	3226.50	
1205	Stenographer I	010	7/6/2025		2082.00	2177.25	2262.00	2361.00	N
			9/13/2026		2165.25	2264.25	2352.75	2455.50	
			1/3/2027		2166.00	2274.00	2388.00	2507.25	
			7/4/2027		2231.25	2342.25	2460.00	2582.25	
			7/2/2028		2298.00	2412.75	2533.50	2659.50	
1205N	Stenographer I SAN	010	7/6/2025					29.02	N
			9/13/2026					30.18	
			1/3/2027					30.81	
			7/4/2027					31.73	
			7/2/2028					32.68	
1210	Stenographer II	010	7/6/2025			2451.00	2559.75	2667.00	N
			9/13/2026			2549.25	2662.50	2773.50	
			1/3/2027			2535.75	2662.50	2795.25	
			7/4/2027			2611.50	2742.75	2879.25	
			7/2/2028			2689.50	2825.25	2965.50	
1210N	Stenographer II SAN	010	7/6/2025					33.62	N

Classification and Salary Listing by Representation Unit
Unit 010

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			9/13/2026					34.96	
			1/3/2027					35.24	
			7/4/2027					36.30	
			7/2/2028					37.39	
9284	Telecom Services Coord I	010	7/6/2025	2973.60	3120.80	3274.40	3444.00	3645.60	N
			9/13/2026	3092.80	3245.60	3405.60	3581.60	3791.20	
			1/3/2027	3118.40	3274.40	3438.40	3610.40	3791.20	
			7/4/2027	3212.00	3372.80	3541.60	3718.40	3904.80	
			7/2/2028	3308.00	3473.60	3648.00	3829.60	4021.60	
9288	Telecom Services Coord II	010	7/6/2025	3908.80	4098.40	4286.40	4502.40	4736.00	N
			9/13/2026	4064.80	4262.40	4457.60	4682.40	4925.60	
			1/3/2027	4052.80	4255.20	4468.00	4691.20	4925.60	
			7/4/2027	4174.40	4383.20	4602.40	4832.00	5073.60	
			7/2/2028	4300.00	4514.40	4740.80	4976.80	5225.60	
1212	Transcriptionist	010	7/6/2025			2507.25	2621.25	2730.75	N
			9/13/2026			2607.75	2726.25	2840.25	
			1/3/2027			2576.25	2705.25	2840.25	
			7/4/2027			2653.50	2786.25	2925.75	
			7/2/2028			2733.00	2869.50	3013.50	
1212N	Transcriptionist SAN	010	7/6/2025					34.88	N
			9/13/2026					36.28	
			7/4/2027					37.37	
			7/2/2028					38.49	
1601	Treasurer-Tax Coll Spec I	010	7/6/2025		2331.00	2414.25	2523.75	2621.25	N
			9/13/2026		2424.00	2511.00	2625.00	2726.25	
			1/3/2027		2355.00	2472.75	2596.50	2726.25	
			7/4/2027		2425.50	2547.00	2674.50	2808.00	
			7/2/2028		2498.25	2623.50	2754.75	2892.00	
1602	Treasurer-Tax Coll Spec II	010	7/6/2025	2420.25	2529.00	2630.25	2754.75	2865.75	N
			9/13/2026	2517.00	2630.25	2735.25	2865.00	2980.50	
			1/3/2027	2475.00	2598.75	2728.50	2865.00	3008.25	
			7/4/2027	2549.25	2676.75	2810.25	2951.25	3098.25	
			7/2/2028	2625.75	2757.00	2894.25	3039.75	3191.25	
1603	Treasurer-Tax Coll Spec III	010	7/6/2025	2760.75	2883.75	3000.00	3141.00	3265.50	N
			9/13/2026	2871.00	2999.25	3120.00	3267.00	3396.00	
			1/3/2027	2829.75	2971.50	3120.00	3276.00	3439.50	
			7/4/2027	2914.50	3060.75	3213.75	3374.25	3543.00	
			7/2/2028	3002.25	3152.25	3310.50	3475.50	3649.50	

Classification and Salary Listing by Representation Unit
Unit 011

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
0132	Accountant	011	7/6/2025			3455.25	3606.00	3774.00	X
			9/13/2026			3593.25	3750.00	3924.75	
			1/3/2027			3593.25	3772.50	3961.50	
			7/4/2027			3701.25	3885.75	4080.00	
			7/2/2028			3812.25	4002.00	4202.25	
8204	Agricultural and Stand Tech	011	7/6/2025	2653.50	2790.75	2928.00	3077.25	3234.00	N
			9/13/2026	2760.00	2902.50	3045.00	3200.25	3363.00	
			1/3/2027	2766.75	2904.75	3050.25	3202.50	3363.00	
			7/4/2027	2850.00	2991.75	3141.75	3298.50	3464.25	
			7/2/2028	2935.50	3081.75	3236.25	3397.50	3568.50	
8204N	Agricultural and Stand Tech N	011	7/6/2025					39.04	N
			9/13/2026					40.60	
			7/4/2027					41.82	
			7/2/2028					43.07	
8202	Agricultural and Stands Aide	011	7/6/2025	2136.00	2244.00	2355.75	2472.75	2595.00	N
			9/13/2026	2221.50	2334.00	2450.25	2571.75	2698.50	
			1/3/2027	2220.75	2331.75	2448.00	2570.25	2698.50	
			7/4/2027	2287.50	2401.50	2521.50	2647.50	2779.50	
			7/2/2028	2356.50	2473.50	2597.25	2727.00	2862.75	
8202N	Agricultural and Stands Aide N	011	7/6/2025	28.48	29.92	31.41	32.97	34.60	N
			9/13/2026	29.62	31.12	32.67	34.29	35.98	
			1/3/2027	29.64	31.12	32.68	34.31	36.03	
			7/4/2027	30.53	32.05	33.66	35.34	37.11	
			7/2/2028	31.45	33.01	34.67	36.40	38.22	
2610	Appraiser I	011	7/6/2025			3216.00	3360.75	3510.00	N
			9/13/2026			3345.00	3495.00	3650.25	
			1/3/2027			3345.00	3511.50	3687.00	
			7/4/2027			3445.50	3616.50	3797.25	
			7/2/2028			3549.00	3725.25	3911.25	
2610N	Appraiser I SAN	011	7/6/2025					43.72	N
			9/13/2026					45.47	
			1/3/2027					45.92	
			7/4/2027					47.30	
			7/2/2028					48.72	
2615	Appraiser II	011	7/6/2025	3408.00	3557.25	3729.00	3887.25	4077.75	X
			9/13/2026	3544.50	3699.75	3878.25	4042.50	4240.50	
			1/3/2027	3522.00	3698.25	3883.50	4077.75	4281.75	
			7/4/2027	3627.75	3809.25	3999.75	4200.00	4410.00	
			7/2/2028	3736.50	3923.25	4119.75	4326.00	4542.00	
2615N	Appraiser II SAN	011	7/6/2025					51.00	X
			9/13/2026					53.04	
			1/3/2027					53.55	
			7/4/2027					55.16	
			7/2/2028					56.81	
2620	Appraiser III	011	7/6/2025	3865.50	4043.25	4242.75	4431.75	4655.25	X

Classification and Salary Listing by Representation Unit
Unit 011

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			9/13/2026	4020.00	4205.25	4412.25	4608.75	4841.25	
			1/3/2027	4002.00	4202.25	4412.25	4632.75	4864.50	
			7/4/2027	4122.00	4328.25	4544.25	4771.50	5010.75	
			7/2/2028	4245.75	4458.00	4680.75	4914.75	5160.75	
2203	Architectural Project Coordinator I	011	7/6/2025	3068.25	3221.25	3364.50	3515.25	3672.75	N
			9/13/2026	3191.25	3350.25	3498.75	3655.50	3819.75	
			1/3/2027	3142.50	3299.25	3464.25	3637.50	3819.75	
			7/4/2027	3237.00	3398.25	3568.50	3747.00	3934.50	
			7/2/2028	3333.75	3500.25	3675.75	3859.50	4052.25	
2205	Architectural Project Coordinator II	011	7/6/2025	3440.25	3602.25	3771.00	3937.50	4115.25	N
			9/13/2026	3577.50	3746.25	3921.75	4095.00	4279.50	
			1/3/2027	3520.50	3696.75	3881.25	4075.50	4279.50	
			7/4/2027	3626.25	3807.75	3997.50	4197.75	4407.75	
			7/2/2028	3735.00	3921.75	4117.50	4323.75	4539.75	
2515	Associate Right of Way Agent	011	7/6/2025	4450.40	4665.60	4888.80	5112.00	5365.60	X
			9/13/2026	4628.80	4852.00	5084.00	5316.80	5580.00	
			7/4/2027	4728.80	4965.60	5213.60	5473.60	5747.20	
			7/2/2028	4870.40	5114.40	5370.40	5637.60	5920.00	
8509	Asst Public Guardian-Consrvtr	011	7/6/2025		3733.50	3915.00	4091.25	4286.25	X
			9/13/2026		3882.75	4071.75	4254.75	4458.00	
			7/4/2027		3966.00	4164.75	4373.25	4591.50	
			7/2/2028		4085.25	4290.00	4504.50	4729.50	
2510	Asst Right of Way Agent	011	7/6/2025	3034.40	3188.80	3332.80	3484.80	3645.60	X
			9/13/2026	3156.00	3316.00	3466.40	3624.00	3791.20	
			7/4/2027	3212.00	3372.80	3541.60	3718.40	3904.80	
			7/2/2028	3308.00	3473.60	3648.00	3829.60	4021.60	
0143	Auditor	011	7/6/2025	3355.50	3522.00	3699.75	3882.00	4077.00	N
			9/13/2026	3489.75	3663.00	3847.50	4037.25	4239.75	
			1/3/2027	3489.75	3664.50	3847.50	4040.25	4242.00	
			7/4/2027	3594.75	3774.75	3963.00	4161.75	4369.50	
			7/2/2028	3702.75	3888.00	4082.25	4286.25	4500.75	
2705	Auditor-Appraiser I	011	7/6/2025			3221.25	3366.75	3516.00	N
			9/13/2026			3350.25	3501.75	3657.00	
			1/3/2027			3399.75	3570.00	3748.50	
			7/4/2027			3501.75	3677.25	3861.00	
			7/2/2028			3606.75	3787.50	3976.50	
2705N	Auditor-Appraiser I SAN	011	7/6/2025					43.79	N
			9/13/2026					45.54	
			1/3/2027					46.68	
			7/4/2027					48.08	
			7/2/2028					49.52	
2710	Auditor-Appraiser II	011	7/6/2025	3560.25	3717.75	3897.00	4061.25	4261.50	X
			9/13/2026	3702.75	3866.25	4053.00	4224.00	4431.75	
			1/3/2027	3737.25	3924.00	4120.50	4326.75	4542.75	

Classification and Salary Listing by Representation Unit
Unit 011

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			7/4/2027	3849.00	4041.75	4244.25	4456.50	4679.25	
			7/2/2028	3964.50	4163.25	4371.75	4590.00	4819.50	
2710N	Auditor-Appraiser II SAN	011	7/6/2025					53.30	X
			9/13/2026					55.43	
			1/3/2027					56.82	
			7/4/2027					58.52	
			7/2/2028					60.28	
2715	Auditor-Appraiser III	011	7/6/2025	4040.25	4224.00	4433.25	4630.50	4863.00	X
			9/13/2026	4201.50	4392.75	4610.25	4815.75	5057.25	
			1/3/2027	4265.25	4478.25	4702.50	4937.25	5184.00	
			7/4/2027	4393.50	4612.50	4843.50	5085.00	5339.25	
			7/2/2028	4525.50	4751.25	4989.00	5237.25	5499.75	
2968	Bonds & Finance Technician I	011	7/6/2025	2702.25	2835.00	2979.75	3124.50	3280.50	N
			9/13/2026	2810.25	2948.25	3099.00	3249.75	3411.75	
			7/4/2027	2891.25	3036.00	3187.50	3346.50	3513.75	
			7/2/2028	2978.25	3126.75	3283.50	3447.00	3619.50	
2969	Bonds & Finance Technician II	011	7/6/2025	3124.50	3280.50	3444.00	3618.00	3799.50	N
			9/13/2026	3249.75	3411.75	3582.00	3762.75	3951.75	
			7/4/2027	3348.00	3516.00	3691.50	3876.75	4070.25	
			7/2/2028	3448.50	3621.75	3802.50	3993.00	4192.50	
2972	Bonds & Finance Technician III	011	7/6/2025	3618.00	3799.50	3989.25	4188.00	4394.25	N
			9/13/2026	3762.75	3951.75	4149.00	4355.25	4569.75	
			1/3/2027	3762.75	3951.00	4148.25	4356.00	4573.50	
			7/4/2027	3876.00	4069.50	4272.75	4486.50	4710.75	
			7/2/2028	3992.25	4191.75	4401.00	4620.75	4851.75	
0161	Business License Tax Auditor	011	7/6/2025	3365.25	3518.25	3690.00	3853.50	4035.00	N
			9/13/2026	3499.50	3659.25	3837.75	4008.00	4196.25	
			7/4/2027	3555.75	3733.50	3920.25	4116.75	4322.25	
			7/2/2028	3662.25	3845.25	4038.00	4240.50	4452.00	
0152	Business License Tax Lead Auditor	011	7/6/2025	3486.00	3660.00	3843.00	4035.00	4236.75	N
			9/13/2026	3625.50	3806.25	3996.75	4196.25	4406.25	
			7/4/2027	3734.25	3920.25	4116.75	4322.25	4538.25	
			7/2/2028	3846.00	4038.00	4240.50	4452.00	4674.75	
2210	Capital Improvement Prj Coor	011	7/6/2025	4755.20	4987.20	5241.60	5484.80	5777.60	N
			9/13/2026	4945.60	5186.40	5451.20	5704.00	6008.80	
			7/4/2027	5091.20	5346.40	5612.80	5894.40	6188.80	
			7/2/2028	5244.00	5506.40	5780.80	6071.20	6374.40	
5553	Chemist	011	7/6/2025	4062.40	4232.00	4436.00	4647.20	4857.60	X
			9/13/2026	4224.80	4401.60	4613.60	4832.80	5052.00	
			1/3/2027	4156.00	4364.00	4582.40	4811.20	5052.00	
			7/4/2027	4280.80	4495.20	4720.00	4955.20	5203.20	
			7/2/2028	4409.60	4630.40	4861.60	5104.00	5359.20	
8675	Code Enforcement Officer I	011	7/6/2025	3476.00	3640.80	3797.60	3980.00	4161.60	N
			9/13/2026	3615.20	3786.40	3949.60	4139.20	4328.00	

Classification and Salary Listing by Representation Unit
Unit 011

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			7/4/2027	3667.20	3850.40	4043.20	4245.60	4457.60	
			7/2/2028	3777.60	3965.60	4164.80	4372.80	4591.20	
8680	Code Enforcement Officer II	011	7/6/2025	3980.00	4161.60	4353.60	4552.80	4755.20	N
			9/13/2026	4139.20	4328.00	4528.00	4735.20	4945.60	
			7/4/2027	4192.00	4400.80	4620.80	4852.00	5093.60	
			7/2/2028	4317.60	4532.80	4759.20	4997.60	5246.40	
8685	Code Enforcement Officer III	011	7/6/2025	4552.80	4755.20	4985.60	5216.00	5483.20	X
			9/13/2026	4735.20	4945.60	5184.80	5424.80	5702.40	
			7/4/2027	4832.80	5074.40	5328.00	5594.40	5873.60	
			7/2/2028	4977.60	5226.40	5488.00	5762.40	6049.60	
8423	Code Enforcement Tech I	011	10/11/2026	2885.25	3018.75	3144.00	3293.25	3438.00	N
			1/3/2027	2844.00	2986.50	3135.75	3292.50	3457.50	
			7/4/2027	2929.50	3075.75	3229.50	3391.50	3561.00	
			7/2/2028	3017.25	3168.00	3326.25	3493.50	3667.50	
8424	Code Enforcement Tech II	011	10/11/2026	3206.25	3357.75	3494.25	3663.75	3825.00	N
			1/3/2027	3169.50	3327.75	3494.25	3668.25	3852.00	
			7/4/2027	3264.75	3427.50	3599.25	3778.50	3967.50	
			7/2/2028	3363.00	3530.25	3707.25	3891.75	4086.75	
8523	Criminalist I	011	7/6/2025	4050.40	4232.00	4436.00	4652.00	4871.20	N
			9/13/2026	4212.80	4401.60	4613.60	4838.40	5066.40	
			1/3/2027	4184.00	4393.60	4613.60	4844.00	5086.40	
			7/4/2027	4309.60	4525.60	4752.00	4989.60	5239.20	
			7/2/2028	4439.20	4661.60	4894.40	5139.20	5396.00	
8524	Criminalist II	011	7/6/2025	4804.80	5031.20	5268.00	5524.00	5769.60	X
			9/13/2026	4996.80	5232.80	5478.40	5744.80	6000.00	
			1/3/2027	4996.80	5246.40	5508.80	5784.00	6073.60	
			7/4/2027	5146.40	5404.00	5674.40	5957.60	6256.00	
			7/2/2028	5300.80	5566.40	5844.80	6136.00	6444.00	
8525	Criminalist III	011	7/6/2025	5171.20	5420.80	5661.60	5940.80	6234.40	X
			9/13/2026	5378.40	5637.60	5888.00	6178.40	6484.00	
			1/3/2027	5493.60	5768.00	6056.80	6360.00	6678.40	
			7/4/2027	5658.40	5940.80	6238.40	6551.20	6878.40	
			7/2/2028	5828.00	6119.20	6425.60	6748.00	7084.80	
8705	Deputy Public Guard-Cons/Investigator	011	7/6/2025	3774.75	3963.75	4161.00	4368.75	4587.75	X
			9/13/2026	3925.50	4122.00	4327.50	4543.50	4771.50	
			1/3/2027	3924.75	4121.25	4327.50	4544.25	4771.50	
			7/4/2027	4042.50	4245.00	4457.25	4680.75	4914.75	
			7/2/2028	4164.00	4372.50	4590.75	4821.00	5062.50	
8529	DNA Technical Lead	011	7/6/2025	5093.60	5346.40	5617.60	5897.60	6194.40	N
			9/13/2026	5297.60	5560.00	5842.40	6133.60	6442.40	
			1/3/2027	5300.80	5565.60	5844.00	6136.00	6442.40	
			7/4/2027	5460.00	5732.80	6019.20	6320.00	6636.00	
			7/2/2028	5624.00	5904.80	6200.00	6509.60	6835.20	
2980	Econ & Civic Dev Spec I	011	7/6/2025	3258.75	3413.25	3556.50	3731.25	3901.50	N
			9/13/2026	3389.25	3549.75	3699.00	3880.50	4057.50	
			1/3/2027	3337.50	3504.75	3680.25	3864.00	4057.50	

Classification and Salary Listing by Representation Unit
Unit 011

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			7/4/2027	3438.00	3609.75	3790.50	3980.25	4179.00	
			7/2/2028	3541.50	3717.75	3904.50	4099.50	4304.25	
2981	Econ & Civic Dev Spec II	011	7/6/2025	3731.25	3901.50	4081.50	4268.25	4458.00	N
			9/13/2026	3880.50	4057.50	4245.00	4439.25	4636.50	
			1/3/2027	3815.25	4005.75	4206.00	4416.00	4636.50	
			7/4/2027	3930.00	4125.75	4332.00	4548.75	4775.25	
			7/2/2028	4047.75	4249.50	4461.75	4685.25	4918.50	
2982	Econ & Civic Dev Spec III	011	7/6/2025	4268.25	4458.00	4674.00	4890.00	5140.50	N
			9/13/2026	4439.25	4636.50	4860.75	5085.75	5346.00	
			1/3/2027	4398.75	4618.50	4849.50	5091.75	5346.00	
			7/4/2027	4530.75	4757.25	4995.00	5244.75	5506.50	
			7/2/2028	4666.50	4899.75	5145.00	5402.25	5671.50	
8516	Forensic Computer Examiner I	011	7/6/2025	4049.60	4232.00	4436.00	4652.00	4871.20	N
			9/13/2026	4211.20	4401.60	4613.60	4838.40	5066.40	
			1/3/2027	4168.00	4376.00	4595.20	4824.80	5066.40	
			7/4/2027	4292.80	4507.20	4732.80	4969.60	5218.40	
			7/2/2028	4421.60	4642.40	4874.40	5118.40	5375.20	
8517	Forensic Computer Examiner II	011	7/6/2025	4871.20	5108.00	5334.40	5596.00	5873.60	N
			9/13/2026	5066.40	5312.00	5548.00	5820.00	6108.80	
			1/3/2027	5025.60	5276.80	5540.80	5817.60	6108.80	
			7/4/2027	5176.00	5435.20	5707.20	5992.00	6292.00	
			7/2/2028	5331.20	5598.40	5878.40	6172.00	6480.80	
2994	Healthy Homes Comm Dev Spec I	011	7/6/2025	3258.75	3413.25	3556.50	3731.25	3901.50	N
			9/13/2026	3389.25	3549.75	3699.00	3880.50	4057.50	
			1/3/2027	3337.50	3504.75	3680.25	3864.00	4057.50	
			7/4/2027	3438.00	3609.75	3790.50	3980.25	4179.00	
			7/2/2028	3541.50	3717.75	3904.50	4099.50	4304.25	
2995	Healthy Homes Comm Dev Spec II	011	7/6/2025	3731.25	3901.50	4081.50	4268.25	4458.00	N
			9/13/2026	3880.50	4057.50	4245.00	4439.25	4636.50	
			1/3/2027	3815.25	4005.75	4206.00	4416.00	4636.50	
			7/4/2027	3930.00	4125.75	4332.00	4548.75	4775.25	
			7/2/2028	4047.75	4249.50	4461.75	4685.25	4918.50	
2996	Healthy Homes Comm Dev Spec III	011	7/6/2025	4268.25	4458.00	4674.00	4890.00	5140.50	N
			9/13/2026	4439.25	4636.50	4860.75	5085.75	5346.00	
			1/3/2027	4398.75	4618.50	4849.50	5091.75	5346.00	
			7/4/2027	4530.75	4757.25	4995.00	5244.75	5506.50	
			7/2/2028	4666.50	4899.75	5145.00	5402.25	5671.50	
2997	Healthy Homes Comm Dev Tech I	011	7/6/2025	2774.25	2902.50	3023.25	3166.50	3306.00	N
			9/13/2026	2885.25	3018.75	3144.00	3293.25	3438.00	
			1/3/2027	2828.25	2970.00	3118.50	3274.50	3438.00	
			7/4/2027	2913.00	3059.25	3212.25	3372.75	3541.50	
			7/2/2028	3000.75	3150.75	3308.25	3474.00	3648.00	

Classification and Salary Listing by Representation Unit
Unit 011

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
2998	Healthy Homes Comm Dev Tech II	011	7/6/2025	3083.25	3228.75	3360.00	3522.75	3678.00	N
			9/13/2026	3206.25	3357.75	3494.25	3663.75	3825.00	
			1/3/2027	3147.00	3304.50	3469.50	3642.75	3825.00	
			7/4/2027	3241.50	3403.50	3573.75	3752.25	3939.75	
			7/2/2028	3339.00	3505.50	3681.00	3864.75	4058.25	
2955	Healthy Housing Rehab Spec I	011	7/6/2025	3258.75	3413.25	3556.50	3731.25	3901.50	N
			9/13/2026	3389.25	3549.75	3699.00	3880.50	4057.50	
			1/3/2027	3352.50	3519.75	3696.00	3880.50	4074.75	
			7/4/2027	3453.00	3625.50	3807.00	3996.75	4197.00	
			7/2/2028	3556.50	3734.25	3921.00	4116.75	4323.00	
2956	Healthy Housing Rehab Spec II	011	7/6/2025	3731.25	3901.50	4081.50	4268.25	4458.00	N
			9/13/2026	3880.50	4057.50	4245.00	4439.25	4636.50	
			1/3/2027	3815.25	4005.75	4206.00	4416.00	4636.50	
			7/4/2027	3930.00	4125.75	4332.00	4548.75	4775.25	
			7/2/2028	4047.75	4249.50	4461.75	4685.25	4918.50	
2957	Healthy Housing Rehab Spec III	011	7/6/2025	4268.25	4458.00	4674.00	4890.00	5140.50	N
			9/13/2026	4439.25	4636.50	4860.75	5085.75	5346.00	
			1/3/2027	4398.75	4618.50	4849.50	5091.75	5346.00	
			7/4/2027	4530.75	4757.25	4995.00	5244.75	5506.50	
			7/2/2028	4666.50	4899.75	5145.00	5402.25	5671.50	
2984	Healthy Housing Rehab Tech	011	7/6/2025	2774.25	2902.50	3023.25	3166.50	3306.00	N
			9/13/2026	2885.25	3018.75	3144.00	3293.25	3438.00	
			1/3/2027	2828.25	2970.00	3118.50	3274.50	3438.00	
			7/4/2027	2913.00	3059.25	3212.25	3372.75	3541.50	
			7/2/2028	3000.75	3150.75	3308.25	3474.00	3648.00	
2964	Housing & Comm Dev Spec I	011	7/6/2025	3258.75	3413.25	3556.50	3731.25	3901.50	N
			9/13/2026	3389.25	3549.75	3699.00	3880.50	4057.50	
			1/3/2027	3337.50	3504.75	3680.25	3864.00	4057.50	
			7/4/2027	3438.00	3609.75	3790.50	3980.25	4179.00	
			7/2/2028	3541.50	3717.75	3904.50	4099.50	4304.25	
2965	Housing & Comm Dev Spec II	011	7/6/2025	3731.25	3901.50	4081.50	4268.25	4458.00	N
			9/13/2026	3880.50	4057.50	4245.00	4439.25	4636.50	
			1/3/2027	3834.75	4026.75	4227.75	4439.25	4661.25	
			7/4/2027	3949.50	4147.50	4354.50	4572.75	4800.75	
			7/2/2028	4068.00	4272.00	4485.00	4710.00	4944.75	
2966	Housing & Comm Dev Spec III	011	7/6/2025	4268.25	4458.00	4674.00	4890.00	5140.50	N
			9/13/2026	4439.25	4636.50	4860.75	5085.75	5346.00	
			1/3/2027	4409.25	4629.75	4861.50	5104.50	5359.50	
			7/4/2027	4541.25	4768.50	5007.00	5257.50	5520.00	
			7/2/2028	4677.75	4911.75	5157.00	5415.00	5685.75	
2961	Housing & Comm Dev Tech I	011	7/6/2025	2774.25	2902.50	3023.25	3166.50	3306.00	N
			9/13/2026	2885.25	3018.75	3144.00	3293.25	3438.00	
			1/3/2027	2844.00	2986.50	3135.75	3292.50	3457.50	

Classification and Salary Listing by Representation Unit
Unit 011

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			7/4/2027	2929.50	3075.75	3229.50	3391.50	3561.00	
			7/2/2028	3017.25	3168.00	3326.25	3493.50	3667.50	
2973	Housing & Comm Dev Tech II	011	7/6/2025	3083.25	3228.75	3360.00	3522.75	3678.00	N
			9/13/2026	3206.25	3357.75	3494.25	3663.75	3825.00	
			1/3/2027	3169.50	3327.75	3494.25	3668.25	3852.00	
			7/4/2027	3264.75	3427.50	3599.25	3778.50	3967.50	
			7/2/2028	3363.00	3530.25	3707.25	3891.75	4086.75	
5550	Laboratory Technician	011	7/6/2025	2976.00	3107.25	3252.00	3399.75	3567.75	N
			9/13/2026	3095.25	3231.75	3381.75	3535.50	3710.25	
			1/3/2027	3052.50	3204.75	3365.25	3533.25	3710.25	
			7/4/2027	3144.00	3300.75	3466.50	3639.00	3821.25	
			7/2/2028	3238.50	3399.75	3570.75	3748.50	3936.00	
2963	Lead Risk Assessor	011	7/6/2025	2983.50	3123.75	3254.25	3411.00	3569.25	N
			9/13/2026	3102.75	3249.00	3384.75	3547.50	3711.75	
			1/3/2027	3053.25	3206.25	3366.75	3534.75	3711.75	
			7/4/2027	3144.75	3302.25	3468.00	3640.50	3822.75	
			7/2/2028	3239.25	3401.25	3572.25	3750.00	3937.50	
4130	Librarian I	011	7/6/2025		3112.50	3249.75	3399.75	3564.00	X
			9/13/2026		3237.00	3379.50	3535.50	3706.50	
			1/3/2027		3207.00	3367.50	3535.50	3712.50	
			7/4/2027		3303.00	3468.75	3641.25	3824.25	
			7/2/2028		3402.00	3573.00	3750.75	3939.00	
4130N	Librarian I SAN	011	7/6/2025					42.56	X
			9/13/2026					44.26	
			1/3/2027					44.34	
			7/4/2027					45.67	
			7/2/2028					47.04	
4140	Librarian II	011	7/6/2025		3412.50	3581.25	3748.50	3928.50	X
			9/13/2026		3549.00	3724.50	3898.50	4086.00	
			1/3/2027		3535.50	3712.50	3898.50	4093.50	
			7/4/2027		3641.25	3824.25	4015.50	4216.50	
			7/2/2028		3750.75	3939.00	4136.25	4343.25	
4140N	Librarian II SAN	011	7/6/2025					45.48	X
			9/13/2026					47.30	
			7/4/2027					48.72	
			7/2/2028					50.18	
4175	Librarian III	011	7/6/2025	3426.00	3591.75	3756.75	3932.25	4126.50	X
			9/13/2026	3563.25	3735.75	3906.75	4089.75	4291.50	
			1/3/2027	3531.00	3707.25	3892.50	4087.50	4291.50	
			7/4/2027	3636.75	3818.25	4009.50	4210.50	4420.50	
			7/2/2028	3745.50	3933.00	4129.50	4336.50	4553.25	
4120	Library Technician	011	7/6/2025	2820.00	2946.00	3057.75	3204.00	3348.75	N
			9/13/2026	2932.50	3063.75	3180.00	3332.25	3483.00	
			1/3/2027	2918.25	3064.50	3217.50	3378.00	3546.75	
			7/4/2027	3006.00	3156.75	3314.25	3479.25	3653.25	
			7/2/2028	3096.00	3251.25	3414.00	3583.50	3762.75	
4120N	Library Technician SAN	011	7/6/2025					40.74	N

Classification and Salary Listing by Representation Unit
Unit 011

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			9/13/2026					42.37	
			1/3/2027					47.29	
			7/4/2027					48.71	
			7/2/2028					50.17	
1417	Literacy Advocate	011	7/6/2025	2610.75	2730.00	2840.25	2979.75	3109.50	N
			9/13/2026	2715.00	2839.50	2953.50	3099.00	3234.00	
			1/3/2027	2661.00	2793.75	2933.25	3080.25	3234.00	
			7/4/2027	2740.50	2877.75	3021.00	3172.50	3330.75	
			7/2/2028	2823.00	2964.00	3111.75	3267.75	3430.50	
4121	Literacy Specialist	011	7/6/2025	2958.75	3086.25	3219.00	3369.00	3515.25	N
			9/13/2026	3077.25	3210.00	3348.00	3504.00	3655.50	
			1/3/2027	3036.75	3188.25	3348.00	3515.25	3690.75	
			7/4/2027	3127.50	3284.25	3448.50	3621.00	3801.75	
			7/2/2028	3221.25	3382.50	3552.00	3729.75	3915.75	
2925	Planner I	011	7/6/2025	3258.75	3413.25	3556.50	3731.25	3901.50	X
			9/13/2026	3389.25	3549.75	3699.00	3880.50	4057.50	
			1/3/2027	3381.00	3549.75	3727.50	3914.25	4110.00	
			7/4/2027	3482.25	3656.25	3839.25	4032.00	4233.00	
			7/2/2028	3586.50	3765.75	3954.75	4152.75	4359.75	
2930	Planner II	011	7/6/2025	3731.25	3901.50	4081.50	4268.25	4458.00	X
			9/13/2026	3880.50	4057.50	4245.00	4439.25	4636.50	
			1/3/2027	3864.00	4057.50	4260.75	4473.75	4697.25	
			7/4/2027	3980.25	4179.00	4388.25	4608.00	4838.25	
			7/2/2028	4099.50	4304.25	4520.25	4746.00	4983.75	
2935	Planner III	011	7/6/2025	4268.25	4458.00	4674.00	4890.00	5140.50	X
			9/13/2026	4439.25	4636.50	4860.75	5085.75	5346.00	
			1/3/2027	4398.75	4618.50	4849.50	5091.75	5346.00	
			7/4/2027	4530.75	4757.25	4995.00	5244.75	5506.50	
			7/2/2028	4666.50	4899.75	5145.00	5402.25	5671.50	
2921	Planning Technician I	011	7/6/2025	2461.50	2584.50	2657.25	2793.75	2932.50	N
			9/13/2026	2559.75	2688.00	2763.75	2905.50	3049.50	
			1/3/2027	2508.75	2634.00	2766.00	2904.00	3049.50	
			7/4/2027	2583.75	2712.75	2849.25	2991.00	3141.00	
			7/2/2028	2661.00	2794.50	2934.75	3081.00	3235.50	
2922	Planning Technician II	011	7/6/2025	2653.50	2787.00	2928.00	3076.50	3225.00	N
			9/13/2026	2760.00	2898.75	3045.00	3199.50	3354.00	
			1/3/2027	2759.25	2897.25	3042.00	3194.25	3354.00	
			7/4/2027	2841.75	2984.25	3133.50	3290.25	3454.50	
			7/2/2028	2927.25	3073.50	3227.25	3389.25	3558.00	
0172	Procrment & Contrcts Spec I	011	7/6/2025			3171.75	3309.00	3459.75	N
			9/13/2026			3298.50	3441.00	3598.50	
			1/3/2027			3264.00	3427.50	3598.50	
			7/4/2027			3362.25	3530.25	3706.50	
			7/2/2028			3462.75	3636.00	3817.50	
0173	Procrment & Contrcts Spec II	011	7/6/2025	3601.50	3753.00	3936.75	4125.75	4311.00	X
			9/13/2026	3745.50	3903.00	4094.25	4290.75	4483.50	
			1/3/2027	3707.25	3892.50	4086.75	4290.75	4505.25	

Classification and Salary Listing by Representation Unit
Unit 011

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			7/4/2027	3818.25	4009.50	4209.00	4419.75	4640.25	
			7/2/2028	3933.00	4129.50	4335.00	4552.50	4779.75	
1825	Programmer Analyst	011	7/6/2025	4527.20	4744.00	4955.20	5198.40	5443.20	X
			9/13/2026	4708.00	4933.60	5153.60	5406.40	5660.80	
			1/3/2027	4656.80	4889.60	5134.40	5391.20	5660.80	
			7/4/2027	4796.80	5036.00	5288.80	5552.80	5830.40	
			7/2/2028	4940.80	5187.20	5447.20	5719.20	6005.60	
1821	Programmer I	011	7/6/2025	3348.80	3508.80	3647.20	3828.00	4012.80	N
			9/13/2026	3482.40	3648.80	3792.80	3980.80	4173.60	
			1/3/2027	3440.00	3612.00	3792.80	3982.40	4181.60	
			7/4/2027	3543.20	3720.00	3906.40	4101.60	4307.20	
			7/2/2028	3649.60	3832.00	4023.20	4224.80	4436.80	
1823	Programmer II	011	7/6/2025	3882.40	4071.20	4259.20	4469.60	4672.00	N
			9/13/2026	4037.60	4234.40	4429.60	4648.00	4859.20	
			1/3/2027	4017.60	4218.40	4429.60	4651.20	4884.00	
			7/4/2027	4138.40	4344.80	4562.40	4790.40	5030.40	
			7/2/2028	4262.40	4475.20	4699.20	4934.40	5181.60	
1369	Retirement Accountant I	011	7/6/2025	3359.25	3540.75	3750.75	3938.25	4165.50	X
			9/13/2026	3493.50	3682.50	3900.75	4095.75	4332.00	
			1/3/2027	3564.00	3742.50	3929.25	4125.75	4332.00	
			7/4/2027	3671.25	3855.00	4047.00	4249.50	4461.75	
			7/2/2028	3781.50	3970.50	4168.50	4377.00	4595.25	
1370	Retirement Accountant II	011	7/6/2025	3862.50	4071.00	4320.75	4535.25	4785.75	X
			9/13/2026	4017.00	4233.75	4493.25	4716.75	4977.00	
			1/3/2027	4094.25	4299.00	4514.25	4740.00	4977.00	
			7/4/2027	4217.25	4428.00	4650.00	4882.50	5126.25	
			7/2/2028	4344.00	4560.75	4789.50	5028.75	5280.00	
0144	Senior Auditor	011	7/6/2025	3928.50	4125.75	4329.75	4546.50	4775.25	N
			9/13/2026	4086.00	4290.75	4503.00	4728.00	4966.50	
			7/4/2027	4208.25	4419.75	4638.00	4869.75	5115.75	
			7/2/2028	4334.25	4552.50	4777.50	5016.00	5269.50	
1842	Software Analyst	011	7/6/2025	4312.80	4508.00	4720.80	4954.40	5188.00	N
			9/13/2026	4485.60	4688.00	4909.60	5152.80	5395.20	
			1/3/2027	4439.20	4660.80	4893.60	5138.40	5395.20	
			7/4/2027	4572.00	4800.80	5040.80	5292.80	5556.80	
			7/2/2028	4708.80	4944.80	5192.00	5451.20	5723.20	
1840	Software Analyst I	011	7/6/2025	3680.00	3864.00	4062.40	4260.00	4474.40	N
			9/13/2026	3827.20	4018.40	4224.80	4430.40	4653.60	
			1/3/2027	3828.80	4020.00	4220.80	4432.00	4653.60	
			7/4/2027	3944.00	4140.80	4347.20	4564.80	4793.60	
			7/2/2028	4062.40	4264.80	4477.60	4701.60	4937.60	
1839	Software Analyst Trainee	011	7/6/2025	3358.40	3528.00	3704.80	3885.60	4081.60	N
			9/13/2026	3492.80	3668.80	3852.80	4040.80	4244.80	
			1/3/2027	3492.00	3666.40	3849.60	4042.40	4244.80	
			7/4/2027	3596.80	3776.00	3964.80	4164.00	4372.00	
			7/2/2028	3704.80	3889.60	4084.00	4288.80	4503.20	
1715	Storekeeper I	011	7/6/2025	2373.00	2489.25	2592.75	2721.00	2839.50	N

Classification and Salary Listing by Representation Unit
Unit 011

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			9/13/2026	2468.25	2589.00	2696.25	2829.75	2952.75	
			1/3/2027	2429.25	2550.75	2678.25	2812.50	2952.75	
			7/4/2027	2502.00	2627.25	2758.50	2897.25	3041.25	
			7/2/2028	2577.00	2706.00	2841.00	2984.25	3132.75	

Classification and Salary Listing by Representation Unit
Unit 012

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
8418	Agri and Stds Investgtr I	012	7/6/2025	2866.50	3014.25	3167.25	3304.50	3441.00	N
			9/13/2026	2981.25	3135.00	3294.00	3436.50	3579.00	
			1/3/2027	2988.00	3137.25	3294.00	3459.00	3632.25	
			7/4/2027	3078.00	3231.00	3393.00	3562.50	3741.00	
			7/2/2028	3170.25	3327.75	3495.00	3669.75	3853.50	
8419	Agri and Stds Investgtr II	012	7/6/2025	3222.00	3387.00	3561.75	3713.25	3866.25	N
			9/13/2026	3351.00	3522.75	3704.25	3861.75	4020.75	
			1/3/2027	3360.00	3528.00	3704.25	3888.75	4083.00	
			7/4/2027	3460.50	3633.75	3815.25	4005.75	4205.25	
			7/2/2028	3564.00	3742.50	3930.00	4125.75	4331.25	
8420	Agri and Stds Investgtr III	012	7/6/2025	3852.75	4011.00	4180.50	4372.50	4574.25	N
			9/13/2026	4006.50	4171.50	4347.75	4547.25	4757.25	
			1/3/2027	3944.25	4141.50	4348.50	4566.00	4794.00	
			7/4/2027	4062.75	4266.00	4479.00	4703.25	4938.00	
			7/2/2028	4185.00	4394.25	4613.25	4844.25	5086.50	
2507	Assessor's Technician	012	7/6/2025	2480.25	2592.00	2696.25	2826.00	2938.50	N
			9/13/2026	2579.25	2695.50	2804.25	2939.25	3056.25	
			7/4/2027	2589.75	2719.50	2855.25	2997.75	3147.75	
			7/2/2028	2667.75	2801.25	2940.75	3087.75	3242.25	
2700	Auditor-Appraiser Aide	012	7/6/2025	2245.50	2359.50	2477.25	2599.50	2730.75	N
			9/13/2026	2335.50	2454.00	2576.25	2703.75	2840.25	
			1/3/2027	2336.25	2453.25	2576.25	2705.25	2840.25	
			7/4/2027	2406.00	2526.75	2653.50	2786.25	2925.75	
			7/2/2028	2478.00	2602.50	2733.00	2869.50	3013.50	
9408	Auto Parts Technician	012	7/6/2025					2875.20	N
			9/13/2026					2990.40	
			1/3/2027					3244.00	
			7/4/2027					3341.60	
			7/2/2028					3441.60	
8303	Building Inspection Tech	012	7/6/2025	2763.20	2877.60	3016.80	3148.80	3288.00	N
			9/13/2026	2873.60	2992.80	3137.60	3274.40	3419.20	
			7/4/2027	2896.00	3041.60	3193.60	3353.60	3521.60	
			7/2/2028	2983.20	3132.80	3289.60	3454.40	3627.20	
8305	Building Inspector I	012	7/6/2025	3564.80	3728.00	3908.80	4090.40	4273.60	N
			9/13/2026	3707.20	3876.80	4064.80	4254.40	4444.80	

Classification and Salary Listing by Representation Unit
Unit 012

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			7/4/2027	3765.60	3954.40	4152.00	4360.00	4578.40	
			7/2/2028	3878.40	4072.80	4276.80	4491.20	4716.00	
8310	Building Inspector II	012	7/6/2025	4090.40	4273.60	4488.80	4706.40	4928.80	N
			9/13/2026	4254.40	4444.80	4668.00	4894.40	5125.60	
			7/4/2027	4342.40	4560.00	4788.00	5028.00	5279.20	
			7/2/2028	4472.80	4696.80	4932.00	5179.20	5437.60	
1401	Child Support Specialist I	012	7/6/2025	2521.50	2644.50	2780.25	2922.00	3065.25	N
			9/13/2026	2622.00	2750.25	2891.25	3039.00	3187.50	
			1/3/2027	2624.25	2755.50	2893.50	3038.25	3190.50	
			7/4/2027	2703.00	2838.00	2980.50	3129.75	3286.50	
			7/2/2028	2784.00	2923.50	3069.75	3223.50	3384.75	
1402	Child Support Specialist II	012	7/6/2025	2899.50	3048.75	3196.50	3358.50	3527.25	N
			9/13/2026	3015.75	3171.00	3324.00	3492.75	3668.25	
			7/4/2027	3108.75	3264.00	3426.75	3598.50	3778.50	
			7/2/2028	3201.75	3362.25	3529.50	3706.50	3891.75	
1403	Child Support Specialist III	012	7/6/2025	3067.50	3222.00	3382.50	3551.25	3730.50	N
			9/13/2026	3190.50	3351.00	3517.50	3693.00	3879.75	
			7/4/2027	3286.50	3451.50	3623.25	3804.00	3996.00	
			7/2/2028	3384.75	3555.00	3732.00	3918.00	4116.00	
1420	Collection Enfrcemnt Depty I	012	7/6/2025	2574.75	2682.00	2795.25	2925.75	3049.50	N
			9/13/2026	2677.50	2789.25	2907.00	3042.75	3171.75	
			1/3/2027	2636.25	2768.25	2907.00	3052.50	3205.50	
			7/4/2027	2715.00	2851.50	2994.00	3144.00	3301.50	
			7/2/2028	2796.75	2937.00	3084.00	3238.50	3400.50	
1425	Collection Enfrcemnt Depty II	012	7/6/2025	2899.50	3048.75	3196.50	3358.50	3527.25	N
			9/13/2026	3015.75	3171.00	3324.00	3492.75	3668.25	
			7/4/2027	3108.75	3264.00	3426.75	3598.50	3778.50	
			7/2/2028	3201.75	3362.25	3529.50	3706.50	3891.75	
1811	Comp Operator I	012	7/6/2025	2244.75	2342.25	2451.00	2557.50	2667.75	N
			9/13/2026	2334.75	2436.00	2549.25	2659.50	2774.25	
			1/3/2027	2282.25	2396.25	2516.25	2642.25	2774.25	
			7/4/2027	2350.50	2468.25	2592.00	2721.75	2857.50	
			7/2/2028	2421.00	2542.50	2670.00	2803.50	2943.00	
1811N	Comp Operator I SAN	012	7/6/2025					32.64	N
			9/13/2026					33.95	
			7/4/2027					34.97	
			7/2/2028					36.02	
1812	Comp Operator II	012	7/6/2025	2509.50	2630.25	2736.75	2863.50	2983.50	N
			9/13/2026	2610.00	2735.25	2846.25	2978.25	3102.75	
			1/3/2027	2552.25	2679.75	2814.00	2955.00	3102.75	
			7/4/2027	2628.75	2760.00	2898.75	3043.50	3195.75	
			7/2/2028	2707.50	2842.50	2985.75	3135.00	3291.75	
8350	Construction Inspector	012	7/6/2025	2022.40				5485.60	N

Classification and Salary Listing by Representation Unit
Unit 012

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			9/13/2026	2103.20				5704.80	
			7/4/2027	2166.40				5876.00	
			7/2/2028	2231.20				6052.00	
8503	Coroner's Investigator I	012	7/6/2025			3586.40	3776.80	3980.80	N
			9/13/2026			3729.60	3928.00	4140.00	
			7/4/2027			3841.60	4045.60	4264.00	
			7/2/2028			3956.80	4167.20	4392.00	
8504	Coroner's Investigator II	012	7/6/2025	3752.80	3938.40	4123.20	4322.40	4522.40	N
			9/13/2026	3903.20	4096.00	4288.00	4495.20	4703.20	
			1/3/2027	3868.80	4062.40	4265.60	4479.20	4703.20	
			7/4/2027	3984.80	4184.00	4393.60	4613.60	4844.00	
			7/2/2028	4104.00	4309.60	4525.60	4752.00	4989.60	
8520	Crime Laboratory Technician	012	7/6/2025	3162.00	3306.00	3468.75	3628.50	3798.75	N
			9/13/2026	3288.75	3438.00	3607.50	3774.00	3951.00	
			1/3/2027	3272.25	3435.75	3607.50	3787.50	3977.25	
			7/4/2027	3370.50	3538.50	3715.50	3901.50	4096.50	
			7/2/2028	3471.75	3645.00	3827.25	4018.50	4219.50	
0404	Crime Technician	012	7/6/2025	3494.40	3608.00	3794.40	3994.40	4202.40	N
			9/13/2026	3634.40	3752.00	3946.40	4154.40	4370.40	
			1/3/2027	3595.20	3775.20	3964.00	4162.40	4370.40	
			7/4/2027	3703.20	3888.80	4083.20	4287.20	4501.60	
			7/2/2028	3814.40	4005.60	4205.60	4416.00	4636.80	
1541	Deferred Compensation Tech	012	7/6/2025	2962.40	3116.80	3164.80	3433.60	3595.20	X
			9/13/2026	3080.80	3241.60	3291.20	3571.20	3739.20	
			1/3/2027	3076.00	3229.60	3391.20	3560.80	3739.20	
			7/4/2027	3168.00	3326.40	3492.80	3668.00	3851.20	
			7/2/2028	3263.20	3426.40	3597.60	3778.40	3966.40	
9267	Electronic Systems Technician	012	7/6/2025	3346.40	3498.40	3654.40	3819.20	3992.80	N
			9/13/2026	3480.00	3638.40	3800.80	3972.00	4152.80	
			1/3/2027	3416.80	3588.00	3767.20	3955.20	4152.80	
			7/4/2027	3519.20	3696.00	3880.00	4073.60	4277.60	
			7/2/2028	3624.80	3807.20	3996.80	4196.00	4405.60	
1882	Emergency Serv Dispatcher I	012	7/6/2025	3082.40	3214.40	3360.80	3514.40	3687.20	N
			9/13/2026	3205.60	3343.20	3495.20	3655.20	3834.40	
			1/3/2027	3281.60	3445.60	3617.60	3798.40	3988.00	
			7/4/2027	3380.00	3548.80	3726.40	3912.00	4108.00	
			7/2/2028	3481.60	3655.20	3838.40	4029.60	4231.20	
1885	Emergency Serv Dispatcher II	012	7/6/2025	3861.60	4027.20	4223.20	4431.20	4644.00	N
			9/13/2026	4016.00	4188.00	4392.00	4608.80	4829.60	
			1/3/2027	4132.00	4338.40	4555.20	4783.20	5022.40	
			7/4/2027	4256.00	4468.80	4692.00	4926.40	5172.80	
			7/2/2028	4384.00	4603.20	4832.80	5074.40	5328.00	

Classification and Salary Listing by Representation Unit
Unit 012

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
1885N	Emergency Serv Dispatcher II N	012	7/6/2025					56.51	N
			9/13/2026					58.77	
			7/4/2027					60.53	
			7/2/2028					62.35	
8720	Emergency Services Coord I	012	7/6/2025	3072.00	3211.20	3350.40	3510.40	3669.60	N
			9/13/2026	3195.20	3340.00	3484.80	3651.20	3816.00	
			1/3/2027	3140.00	3296.80	3461.60	3634.40	3816.00	
			7/4/2027	3234.40	3396.00	3565.60	3743.20	3930.40	
			7/2/2028	3331.20	3497.60	3672.80	3855.20	4048.00	
8721	Emergency Services Coord II	012	7/6/2025	3410.40	3565.60	3720.00	3905.60	4080.00	X
			9/13/2026	3547.20	3708.00	3868.80	4061.60	4243.20	
			1/3/2027	3547.20	3724.80	3911.20	4106.40	4312.00	
			7/4/2027	3653.60	3836.80	4028.80	4229.60	4441.60	
			7/2/2028	3763.20	3952.00	4149.60	4356.80	4575.20	
2105	Engineering Aide	012	7/6/2025	2438.40	2532.80	2654.40	2765.60	2888.00	N
			9/13/2026	2536.00	2634.40	2760.80	2876.00	3003.20	
			1/3/2027	2471.20	2594.40	2724.00	2860.00	3003.20	
			7/4/2027	2545.60	2672.00	2805.60	2945.60	3093.60	
			7/2/2028	2621.60	2752.00	2889.60	3033.60	3186.40	
2122	Engineering CAD/D Tech I	012	7/6/2025	3046.40	3160.00	3314.40	3473.60	3625.60	N
			9/13/2026	3168.00	3286.40	3447.20	3612.80	3770.40	
			1/3/2027	3101.60	3256.80	3420.00	3591.20	3770.40	
			7/4/2027	3194.40	3354.40	3522.40	3699.20	3883.20	
			7/2/2028	3290.40	3455.20	3628.00	3810.40	4000.00	
2123	Engineering CAD/D Tech II	012	7/6/2025	3473.60	3625.60	3790.40	3964.00	4138.40	N
			9/13/2026	3612.80	3770.40	3942.40	4122.40	4304.00	
			1/3/2027	3560.80	3739.20	3926.40	4122.40	4328.80	
			7/4/2027	3668.00	3851.20	4044.00	4246.40	4458.40	
			7/2/2028	3778.40	3966.40	4165.60	4373.60	4592.00	
2124	Engineering CAD/D Tech III	012	7/6/2025	3790.40	3964.00	4138.40	4342.40	4531.20	N
			9/13/2026	3942.40	4122.40	4304.00	4516.00	4712.80	
			1/3/2027	3877.60	4071.20	4274.40	4488.00	4712.80	
			7/4/2027	3993.60	4193.60	4402.40	4622.40	4854.40	
			7/2/2028	4113.60	4319.20	4534.40	4760.80	5000.00	
1426N	Financial Hearing Off SAN	012	7/6/2025					45.52	N
			9/13/2026					47.34	
			7/4/2027					48.76	
			7/2/2028					50.22	
1426	Financial Hearing Officer	012	7/6/2025	3127.50	3258.00	3414.00	3574.50	3730.50	N
			9/13/2026	3252.75	3388.50	3550.50	3717.75	3879.75	

Classification and Salary Listing by Representation Unit
Unit 012

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			1/3/2027	3192.00	3351.75	3519.00	3695.25	3879.75	
			7/4/2027	3288.00	3452.25	3624.75	3806.25	3996.00	
			7/2/2028	3387.00	3555.75	3733.50	3920.25	4116.00	
1283	Fingerprint Examiner	012	7/6/2025	2699.25	2822.25	2955.00	3081.00	3210.00	N
			9/13/2026	2807.25	2935.50	3073.50	3204.00	3338.25	
			1/3/2027	2883.75	3027.75	3179.25	3338.25	3505.50	
			7/4/2027	2970.00	3118.50	3274.50	3438.75	3610.50	
			7/2/2028	3059.25	3212.25	3372.75	3542.25	3718.50	
2125	Geographical Info Tech	012	7/6/2025	3790.40	3964.00	4138.40	4342.40	4531.20	N
			9/13/2026	3942.40	4122.40	4304.00	4516.00	4712.80	
			1/3/2027	3877.60	4071.20	4274.40	4488.00	4712.80	
			7/4/2027	3993.60	4193.60	4402.40	4622.40	4854.40	
			7/2/2028	4113.60	4319.20	4534.40	4760.80	5000.00	
1485	Health Insurance Technician	012	7/6/2025	3141.60	3288.00	3408.00	3577.60	3727.20	N
			9/13/2026	3267.20	3419.20	3544.00	3720.80	3876.00	
			1/3/2027	3188.80	3348.00	3515.20	3691.20	3876.00	
			7/4/2027	3284.80	3448.80	3620.80	3801.60	3992.00	
			7/2/2028	3383.20	3552.00	3729.60	3916.00	4112.00	
0410	Info Systems Tech I	012	7/6/2025	2560.80	2696.80	2816.80	2962.40	3105.60	N
			9/13/2026	2663.20	2804.80	2929.60	3080.80	3229.60	
			1/3/2027	2657.60	2790.40	2929.60	3076.00	3229.60	
			7/4/2027	2737.60	2874.40	3017.60	3168.00	3326.40	
			7/2/2028	2820.00	2960.80	3108.00	3263.20	3426.40	
0411	Info Systems Tech II	012	7/6/2025	3117.60	3271.20	3424.00	3612.80	3777.60	N
			9/13/2026	3242.40	3402.40	3560.80	3757.60	3928.80	
			1/3/2027	3245.60	3408.00	3578.40	3757.60	3945.60	
			7/4/2027	3343.20	3510.40	3685.60	3870.40	4064.00	
			7/2/2028	3443.20	3616.00	3796.00	3986.40	4185.60	
1792	Info Technology Specialist I	012	7/6/2025				2242.50	2352.75	N
			9/13/2026				2332.50	2446.50	
			1/3/2027				2332.50	2448.75	
			7/4/2027				2402.25	2522.25	
			7/2/2028				2474.25	2598.00	
1793	Info Technology Specialist II	012	7/6/2025				2470.50	2591.25	N
			9/13/2026				2569.50	2694.75	
			1/3/2027				2569.50	2697.75	
			7/4/2027				2646.75	2778.75	
			7/2/2028				2726.25	2862.00	
1794	Info Technology Specialist III	012	7/6/2025				2721.00	2861.25	N
			9/13/2026				2829.75	2976.00	
			1/3/2027				2834.25	2976.00	
			7/4/2027				2919.00	3065.25	
			7/2/2028				3006.75	3157.50	

Classification and Salary Listing by Representation Unit
Unit 012

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
1795	Info Technology Specialist IV	012	7/6/2025			3003.75	3150.75	3309.75	N
			9/13/2026			3123.75	3276.75	3442.50	
			1/3/2027			3123.75	3279.75	3444.00	
			7/4/2027			3217.50	3378.00	3547.50	
			7/2/2028			3314.25	3479.25	3654.00	
8740	Keeper	012	7/6/2025	2424.80	2540.80	2672.00	2806.40	2947.20	N
			9/13/2026	2521.60	2642.40	2779.20	2918.40	3064.80	
			1/3/2027	2521.60	2648.00	2780.00	2919.20	3064.80	
			7/4/2027	2597.60	2727.20	2863.20	3006.40	3156.80	
			7/2/2028	2675.20	2808.80	2948.80	3096.80	3251.20	
8740N	Keeper SAN	012	7/6/2025					33.38	N
			9/13/2026					34.72	
			7/4/2027					35.76	
			7/2/2028					36.83	
8522	Latent Fingerprint Examiner	012	7/6/2025	3180.00	3325.50	3486.00	3647.25	3815.25	N
			9/13/2026	3307.50	3458.25	3625.50	3793.50	3967.50	
			1/3/2027	3492.00	3666.75	3849.75	4042.50	4245.00	
			7/4/2027	3597.00	3777.00	3965.25	4164.00	4372.50	
			7/2/2028	3705.00	3890.25	4084.50	4289.25	4503.75	
2967	Lead Project Designer	012	7/6/2025	4481.25	4681.50	4907.25	5135.25	5394.00	N
			9/13/2026	4660.50	4869.00	5103.75	5340.75	5610.00	
			1/3/2027	4615.50	4846.50	5088.75	5343.00	5610.00	
			7/4/2027	4754.25	4992.00	5241.75	5503.50	5778.00	
			7/2/2028	4896.75	5142.00	5399.25	5668.50	5951.25	
9310	Library Driver-Clerk	012	7/6/2025	2305.50	2407.50	2506.50	2625.00	2730.00	N
			9/13/2026	2397.75	2503.50	2607.00	2730.00	2839.50	
			1/3/2027	2335.50	2452.50	2575.50	2704.50	2839.50	
			7/4/2027	2405.25	2526.00	2652.75	2785.50	2925.00	
			7/2/2028	2477.25	2601.75	2732.25	2868.75	3012.75	
9310N	Library Driver-Clerk SAN	012	7/6/2025					33.42	N
			9/13/2026					34.76	
			1/3/2027					37.86	
			7/4/2027					39.00	
			7/2/2028					40.17	
2301	Mapping Technician I	012	7/6/2025			2522.25	2639.25	2757.00	N
			9/13/2026			2623.50	2745.00	2867.25	
			1/3/2027			2601.00	2730.75	2867.25	
			7/4/2027			2679.00	2812.50	2953.50	
			7/2/2028			2759.25	2897.25	3042.00	
2302	Mapping Technician II	012	7/6/2025	2639.25	2757.00	2881.50	3014.25	3144.75	N
			9/13/2026	2745.00	2867.25	2997.00	3135.00	3270.75	
			1/3/2027	2691.00	2825.25	2966.25	3114.75	3270.75	
			7/4/2027	2772.00	2910.00	3055.50	3208.50	3369.00	
			7/2/2028	2855.25	2997.00	3147.00	3304.50	3470.25	
2303	Mapping Technician III	012	7/6/2025	3125.25	3270.75	3411.75	3583.50	3735.00	N

Classification and Salary Listing by Representation Unit
Unit 012

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			9/13/2026	3250.50	3401.25	3548.25	3726.75	3884.25	
			1/3/2027	3195.00	3354.75	3522.75	3699.00	3884.25	
			7/4/2027	3291.00	3455.25	3628.50	3810.00	4000.50	
			7/2/2028	3390.00	3558.75	3737.25	3924.00	4120.50	
8757	Marine Engineer	012	7/6/2025	4311.20	4524.80	4749.60	4988.80	5237.60	
			9/13/2026	4484.00	4705.60	4939.20	5188.00	5447.20	
			1/3/2027	4481.60	4705.60	4940.80	5188.00	5447.20	
			7/4/2027	4616.00	4846.40	5088.80	5344.00	5610.40	
			7/2/2028	4754.40	4992.00	5241.60	5504.00	5778.40	
2181	Materials Testing Tech I	012	7/6/2025	3052.80	3178.40	3316.80	3470.40	3631.20	N
			9/13/2026	3175.20	3305.60	3449.60	3609.60	3776.80	
			1/3/2027	3107.20	3262.40	3425.60	3596.80	3776.80	
			7/4/2027	3200.80	3360.00	3528.00	3704.80	3890.40	
			7/2/2028	3296.80	3460.80	3633.60	3816.00	4007.20	
2182	Materials Testing Tech II	012	7/6/2025	3470.40	3631.20	3793.60	3969.60	4140.80	N
			9/13/2026	3609.60	3776.80	3945.60	4128.00	4306.40	
			1/3/2027	3543.20	3720.00	3906.40	4101.60	4306.40	
			7/4/2027	3649.60	3832.00	4023.20	4224.80	4435.20	
			7/2/2028	3759.20	3947.20	4144.00	4351.20	4568.00	
2183	Materials Testing Tech III	012	7/6/2025	3819.20	3991.20	4176.00	4363.20	4583.20	N
			9/13/2026	3972.00	4151.20	4343.20	4537.60	4766.40	
			1/3/2027	3972.00	4170.40	4379.20	4598.40	4828.00	
			7/4/2027	4091.20	4295.20	4510.40	4736.00	4972.80	
			7/2/2028	4213.60	4424.00	4645.60	4878.40	5121.60	
1460	Medical Records Technician	012	7/6/2025	2653.50	2777.25	2892.00	3025.50	3144.75	N
			9/13/2026	2760.00	2888.25	3007.50	3146.25	3270.75	
			1/3/2027	2691.00	2825.25	2966.25	3114.75	3270.75	
			7/4/2027	2772.00	2910.00	3055.50	3208.50	3369.00	
			7/2/2028	2855.25	2997.00	3147.00	3304.50	3470.25	
6991	Mobile Health Services Sup Worker	012	7/6/2025	2305.50	2407.50	2506.50	2625.00	2730.00	N
			9/13/2026	2397.75	2503.50	2607.00	2730.00	2839.50	
			1/3/2027	2335.50	2452.50	2575.50	2704.50	2839.50	
			7/4/2027	2405.25	2526.00	2652.75	2785.50	2925.00	
			7/2/2028	2477.25	2601.75	2732.25	2868.75	3012.75	
9312	Mobile Library Driver-Clerk	012	7/6/2025	2509.50	2625.00	2730.75	2865.00	2988.00	N
			9/13/2026	2610.00	2730.00	2840.25	2979.75	3107.25	
			1/3/2027	2556.75	2684.25	2818.50	2959.50	3107.25	
			7/4/2027	2633.25	2764.50	2903.25	3048.00	3200.25	
			7/2/2028	2712.00	2847.75	2990.25	3139.50	3296.25	
1803	Network Support Technician I	012	7/6/2025	2842.40	2981.60	3128.80	3287.20	3454.40	N
			9/13/2026	2956.00	3100.80	3253.60	3418.40	3592.80	
			1/3/2027	2955.20	3103.20	3258.40	3421.60	3592.80	
			7/4/2027	3044.00	3196.00	3356.00	3524.00	3700.80	

Classification and Salary Listing by Representation Unit
Unit 012

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			7/2/2028	3135.20	3292.00	3456.80	3629.60	3812.00	
1804	Network Support Technician II	012	7/6/2025	3287.20	3454.40	3626.40	3807.20	3996.80	N
			9/13/2026	3418.40	3592.80	3771.20	3959.20	4156.80	
			1/3/2027	3420.00	3591.20	3770.40	3959.20	4156.80	
			7/4/2027	3522.40	3699.20	3883.20	4077.60	4281.60	
			7/2/2028	3628.00	3810.40	4000.00	4200.00	4410.40	
2111	Public Works Tech Asst I	012	7/6/2025	3046.40	3160.00	3314.40	3473.60	3625.60	N
			9/13/2026	3168.00	3286.40	3447.20	3612.80	3770.40	
			1/3/2027	3129.60	3286.40	3450.40	3623.20	3804.00	
			7/4/2027	3223.20	3384.80	3553.60	3732.00	3918.40	
			7/2/2028	3320.00	3486.40	3660.00	3844.00	4036.00	
2112	Public Works Tech Asst II	012	7/6/2025	3473.60	3625.60	3790.40	3964.00	4138.40	N
			9/13/2026	3612.80	3770.40	3942.40	4122.40	4304.00	
			1/3/2027	3576.00	3754.40	3942.40	4139.20	4346.40	
			7/4/2027	3683.20	3867.20	4060.80	4263.20	4476.80	
			7/2/2028	3793.60	3983.20	4182.40	4391.20	4611.20	
2113	Public Works Tech Asst III	012	7/6/2025	3790.40	3964.00	4138.40	4342.40	4531.20	N
			9/13/2026	3942.40	4122.40	4304.00	4516.00	4712.80	
			1/3/2027	3904.80	4100.00	4304.80	4520.00	4746.40	
			7/4/2027	4021.60	4223.20	4433.60	4656.00	4888.80	
			7/2/2028	4142.40	4349.60	4566.40	4796.00	5035.20	
2170	PW Inspector I Facilities	012	7/6/2025	3212.00	3344.00	3496.00	3652.80	3819.20	N
			9/13/2026	3340.80	3477.60	3636.00	3799.20	3972.00	
			1/3/2027	3268.80	3432.00	3603.20	3783.20	3972.00	
			7/4/2027	3367.20	3535.20	3711.20	3896.80	4091.20	1
			7/2/2028	3468.00	3641.60	3822.40	4013.60	4213.60	
2160	PW Inspector I Construction	012	7/6/2025	3212.00	3344.00	3496.00	3652.80	3819.20	N
			9/13/2026	3340.80	3477.60	3636.00	3799.20	3972.00	
			1/3/2027	3268.80	3432.00	3603.20	3783.20	3972.00	
			7/4/2027	3367.20	3535.20	3711.20	3896.80	4091.20	
			7/2/2028	3468.00	3641.60	3822.40	4013.60	4213.60	
2171	PW Inspector II Facilities	012	7/6/2025	3819.20	3991.20	4176.00	4363.20	4583.20	N
			9/13/2026	3972.00	4151.20	4343.20	4537.60	4766.40	
			1/3/2027	3921.60	4117.60	4323.20	4539.20	4766.40	
			7/4/2027	4039.20	4240.80	4452.80	4675.20	4909.60	
			7/2/2028	4160.00	4368.00	4586.40	4815.20	5056.80	
2161	PW Inspector II Construction	012	7/6/2025	3819.20	3991.20	4176.00	4363.20	4583.20	N
			9/13/2026	3972.00	4151.20	4343.20	4537.60	4766.40	
			1/3/2027	3921.60	4117.60	4323.20	4539.20	4766.40	
			7/4/2027	4039.20	4240.80	4452.80	4675.20	4909.60	
			7/2/2028	4160.00	4368.00	4586.40	4815.20	5056.80	
2172	PW Inspector III Facilities	012	7/6/2025	4176.00	4363.20	4583.20	4780.00	5017.60	N
			9/13/2026	4343.20	4537.60	4766.40	4971.20	5218.40	
			1/3/2027	4321.60	4537.60	4764.80	5003.20	5253.60	

Classification and Salary Listing by Representation Unit
Unit 012

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			7/4/2027	4451.20	4673.60	4908.00	5153.60	5411.20	
			7/2/2028	4584.80	4813.60	5055.20	5308.00	5573.60	
2162	PW Inspector III Construction	012	7/6/2025	4176.00	4363.20	4583.20	4780.00	5017.60	N
			9/13/2026	4343.20	4537.60	4766.40	4971.20	5218.40	
			1/3/2027	4321.60	4537.60	4764.80	5003.20	5253.60	
			7/4/2027	4451.20	4673.60	4908.00	5153.60	5411.20	
			7/2/2028	4584.80	4813.60	5055.20	5308.00	5573.60	
2604	Real Property Appraiser Aide	012	7/6/2025	2400.75	2517.00	2646.00	2779.50	2919.75	N
			9/13/2026	2496.75	2617.50	2751.75	2890.50	3036.75	
			1/3/2027	2497.50	2622.75	2754.00	2892.00	3036.75	
			7/4/2027	2572.50	2701.50	2836.50	2979.00	3127.50	
			7/2/2028	2649.75	2782.50	2921.25	3068.25	3221.25	
8178N	Registered Veterinary Tech SAN	012	7/6/2025	35.07	36.83	38.66	40.59	42.63	N
			9/13/2026	36.47	38.30	40.21	42.21	44.34	
			1/3/2027	36.48	38.30	40.22	42.23	44.34	
			7/4/2027	37.57	39.45	41.43	43.50	45.67	
			7/2/2028	38.70	40.63	42.67	44.81	47.04	
2508	Senior Assessor's Technician	012	7/6/2025	2760.75	2883.75	3001.50	3141.00	3265.50	N
			9/13/2026	2871.00	2999.25	3121.50	3267.00	3396.00	
			7/4/2027	2877.75	3021.00	3172.50	3330.75	3498.00	
			7/2/2028	2964.00	3111.75	3267.75	3430.50	3603.00	
1287	Senior Fingerprint Examiner	012	7/6/2025	2894.25	3039.75	3192.00	3351.75	3518.25	N
			9/13/2026	3009.75	3161.25	3319.50	3486.00	3659.25	
			1/3/2027	3161.25	3319.50	3485.25	3659.25	3842.25	
			7/4/2027	3255.75	3419.25	3589.50	3768.75	3957.75	
			7/2/2028	3353.25	3522.00	3697.50	3882.00	4076.25	
9411	Senior Heavy Equip Parts Tech	012	7/6/2025					3263.20	N
			9/13/2026					3393.60	
			7/4/2027					3495.20	
			7/2/2028					3600.00	
8531	Senior Latent Fingerprint Examiner	012	7/6/2025	3345.00	3512.25	3687.75	3872.25	4065.00	N
			9/13/2026	3478.50	3652.50	3835.50	4027.50	4227.75	
			1/3/2027	3790.50	3980.25	4179.00	4388.25	4608.00	
			7/4/2027	3904.50	4099.50	4304.25	4520.25	4746.00	
			7/2/2028	4021.50	4222.50	4433.25	4656.00	4888.50	
9294	Sh Multimedia Producer	012	7/6/2025	2889.60	3024.80	3177.60	3315.20	3468.80	N
			9/13/2026	3004.80	3145.60	3304.80	3448.00	3607.20	
			1/3/2027	3240.80	3403.20	3573.60	3752.00	3940.00	
			7/4/2027	3338.40	3505.60	3680.80	3864.80	4058.40	
			7/2/2028	3438.40	3610.40	3791.20	3980.80	4180.00	

Classification and Salary Listing by Representation Unit
Unit 012

JC	Job Classification	Unit Code	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
8752	Sheriff's Safety Aide	012	7/6/2025	2452.00	2557.60	2675.20	2799.20	2914.40	N
			9/13/2026	2550.40	2660.00	2782.40	2911.20	3031.20	
			1/3/2027	2550.40	2677.60	2811.20	2952.00	3099.20	
			7/4/2027	2627.20	2757.60	2895.20	3040.80	3192.00	
			7/2/2028	2706.40	2840.00	2982.40	3132.00	3288.00	
8755	Sheriff's Technician	012	7/6/2025	2780.00	2905.60	3034.40	3171.20	3316.80	N
			9/13/2026	2891.20	3021.60	3156.00	3298.40	3449.60	
			1/3/2027	2891.20	3036.00	3188.00	3347.20	3514.40	
			7/4/2027	2977.60	3127.20	3284.00	3448.00	3620.00	
			7/2/2028	3067.20	3220.80	3382.40	3551.20	3728.80	
1705	Supply Clerk I	012	7/6/2025	2126.25	2217.00	2325.75	2416.50	2531.25	N
			9/13/2026	2211.00	2305.50	2418.75	2513.25	2632.50	
			1/3/2027	2335.50	2452.50	2575.50	2704.50	2839.50	
			7/4/2027	2405.25	2526.00	2652.75	2785.50	2925.00	
			7/2/2028	2477.25	2601.75	2732.25	2868.75	3012.75	
1705N	Supply Clerk I SAN	012	7/6/2025					30.93	N
			9/13/2026					32.17	
			1/3/2027					37.86	
			7/4/2027					39.00	
			7/2/2028					40.17	
1710	Supply Clerk II	012	7/6/2025	2364.75	2465.25	2582.25	2706.00	2832.00	N
			9/13/2026	2459.25	2563.50	2685.75	2814.00	2945.25	
			1/3/2027	2502.00	2627.25	2758.50	2896.50	3041.25	
			7/4/2027	2577.00	2706.00	2841.00	2983.50	3132.75	
			7/2/2028	2654.25	2787.00	2926.50	3072.75	3226.50	
1710N	Supply Clerk II SAN	012	7/6/2025					34.87	N
			9/13/2026					36.26	
			1/3/2027					40.55	
			7/4/2027					41.77	
			7/2/2028					43.02	
1798	Technical Support Spec I	012	7/6/2025				3003.75	3150.75	N
			9/13/2026				3123.75	3276.75	
			1/3/2027				3120.75	3276.75	
			7/4/2027				3214.50	3375.00	
			7/2/2028				3311.25	3476.25	
1799	Technical Support Spec II	012	7/6/2025			3309.75	3470.25	3640.50	N
			9/13/2026			3442.50	3609.00	3786.00	
			1/3/2027			3442.50	3615.00	3795.75	
			7/4/2027			3546.00	3723.75	3909.75	
			7/2/2028			3652.50	3835.50	4026.75	
9270	Telecom Equipment Installer	012	7/6/2025	2973.60	3088.00	3236.00	3377.60	3514.40	N
			9/13/2026	3092.80	3211.20	3365.60	3512.80	3655.20	
			1/3/2027	3007.20	3157.60	3315.20	3480.80	3655.20	
			7/4/2027	3097.60	3252.00	3414.40	3585.60	3764.80	
			7/2/2028	3190.40	3349.60	3516.80	3692.80	3877.60	

Classification and Salary Listing by Representation Unit Unit 012									
JC	**Job Classification**	**Unit Code**	**Eff Date**	**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**FLSA**
9280	Telecom Technician	012	7/6/2025	3836.00	4006.40	4198.40	4385.60	4608.00	N
			9/13/2026	3989.60	4166.40	4366.40	4560.80	4792.00	
			1/3/2027	3989.60	4188.80	4398.40	4618.40	4849.60	
			7/4/2027	4109.60	4314.40	4530.40	4756.80	4995.20	
			7/2/2028	4232.80	4444.00	4666.40	4899.20	5144.80	
9279	Telecom Technician Trainee	012	7/6/2025	2973.60	3088.00	3236.00	3377.60	3514.40	N
			9/13/2026	3092.80	3211.20	3365.60	3512.80	3655.20	
			1/3/2027	3043.20	3195.20	3355.20	3523.20	3699.20	
			7/4/2027	3134.40	3291.20	3456.00	3628.80	3810.40	
			7/2/2028	3228.80	3389.60	3560.00	3737.60	3924.80	

SECTION II

Article 1, Section 1-1, Subsection 1-1.1 of the County of Alameda Salary Ordinance is hereby amended by the deletion of the following job codes, titles, and salaries, to be effective on December 20, 2026.

Job Code	MC	Classification Title	Unit Code	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
~~1281~~	~~NM~~	~~Absentee Voting Technician~~	~~010~~	~~2,424.75~~	~~2,536.50~~	~~2,639.25~~	~~2,768.25~~	~~2892.00~~	~~N~~
~~0135~~	~~NM~~	~~Accountant II~~	~~011~~	~~3,206.25~~	~~3,351.00~~	~~3,506.25~~	~~3,672.75~~	~~3837.00~~	~~X~~
~~0130~~	~~NM~~	~~Accountant-Auditor~~	~~011~~			~~3,173.25~~	~~3,314.25~~	~~3455.25~~	~~N~~
~~5887~~	~~NM~~	~~Acupuncturist~~	~~007~~	~~3,260.80~~	~~3,413.60~~	~~3,586.40~~	~~3,768.00~~	~~3960.00~~	~~N~~
~~8215~~	~~NM~~	~~Agricultural Biologist~~	~~011~~	~~2,924.25~~	~~3,068.25~~	~~3,196.50~~	~~3,348.75~~	~~3507.75~~	~~X~~
~~8205~~	~~NM~~	~~Agricultural Biologist Trainee~~	~~011~~					~~2670.00~~	~~N~~
~~2605~~	~~NM~~	~~Appraiser Intern~~	~~011~~			~~1,688.25~~	~~1,754.25~~	~~1814.25~~	~~N~~
~~2602~~	~~NM~~	~~Assessment Technician~~	~~012~~	~~2,477.25~~	~~2,591.25~~	~~2,699.25~~	~~2,816.25~~	~~2931.75~~	~~N~~
~~7520~~	~~NM~~	~~Assistant Cook~~	~~004~~	~~1,921.50~~	~~2,001.75~~	~~2,086.50~~	~~2,189.25~~	~~2276.25~~	~~N~~
~~0142~~	~~NM~~	~~Auditor I~~	~~011~~	~~3,059.25~~	~~3,195.75~~	~~3,342.00~~	~~3,494.25~~	~~3662.25~~	~~X~~
~~0145~~	~~NM~~	~~Auditor II~~	~~011~~	~~3,365.25~~	~~3,518.25~~	~~3,690.00~~	~~3,853.50~~	~~4035.00~~	~~X~~
~~0128~~	~~NM~~	~~Auditor-Intern~~	~~011~~			~~1,773.75~~	~~1,841.25~~	~~1904.25~~	~~N~~
~~9200~~	~~NM~~	~~Bookmender~~	~~012~~		~~2,246.25~~	~~2,351.25~~	~~2,448.00~~	~~2568.00~~	~~N~~
~~1521~~	~~NM~~	~~Clerk-Recorder's Specialist I~~	~~010~~		~~2,331.00~~	~~2,414.25~~	~~2,523.75~~	~~2621.25~~	~~N~~
~~1522~~	~~NM~~	~~Clerk-Recorder's Specialist II~~	~~010~~	~~2,420.25~~	~~2,529.00~~	~~2,630.25~~	~~2,754.75~~	~~2865.75~~	~~N~~
~~1523~~	~~NM~~	~~Clerk-Recorder's Specialist III~~	~~010~~	~~2,760.75~~	~~2,883.75~~	~~3,000.00~~	~~3,141.00~~	~~3265.50~~	~~N~~
~~1130~~	~~NM~~	~~Data Control Typist~~	~~010~~	~~2,218.50~~	~~2,331.00~~	~~2,414.25~~	~~2,523.75~~	~~2621.25~~	~~N~~
~~1805~~	~~NM~~	~~Data Entry Operator~~	~~010~~	~~2,218.50~~	~~2,331.00~~	~~2,414.25~~	~~2,523.75~~	~~2621.25~~	~~N~~
~~1809~~	~~NM~~	~~Data Processing Technician I~~	~~012~~	~~1,884.75~~	~~1,975.50~~	~~2,079.00~~	~~2,187.75~~	~~1,884.75~~	~~N~~
~~1810~~	~~NM~~	~~Data Processing Technician II~~	~~012~~	~~1,998.00~~	~~2,097.75~~	~~2,200.50~~	~~2,310.00~~	~~1,998.00~~	~~N~~
~~1470~~	~~NM~~	~~Eligibility Technician I~~	~~006~~	~~2,415.00~~	~~2,515.50~~	~~2,632.50~~	~~2,738.25~~	~~2,862.00~~	~~N~~
~~1471~~	~~NM~~	~~Eligibility Technician II~~	~~006~~	~~2,632.50~~	~~2,738.25~~	~~2,862.00~~	~~2,986.50~~	~~3122.25~~	~~N~~
~~1472~~	~~NM~~	~~Eligibility Technician III~~	~~006~~	~~2,808.00~~	~~2,932.50~~	~~3,062.25~~	~~3,212.25~~	~~3356.25~~	~~N~~

Job Code	MC	Classification Title	Unit Code	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
1468	NM	Eligibility Technician Trainee	006					2131.50	N
8500	NM	Estate Investigatr	012	3,760.80	3,949.60	4,144.00	4,353.60	4572.00	N
7750	NM	Laundry Supervisor, Santa Rita Jail	004	2,509.50	2,643.00	2,757.00	2,892.00	3021.00	N
4115	NM	Library Assistant I	011	2,598.75	2,715.75	2,851.50	2,978.25	3092.25	N
5420	NM	Licensed Vocational Nurse	008	2,902.50	2,980.50	3,049.50	3,117.00	3195.00	N
5420N	NM	Licensed Vocational Nurse SAN	008	314.48	319.65	324.75	330.90	335.93	N
1152	NM	Microfilm Technician Trainee	010		1,921.50	1,990.50	2,082.00	2163.75	N
5810	NM	Occupational Therapist I	007	3,888.00	4,068.75	4,249.50	4,460.25	4679.25	X
5810N	NM	Occupational Therapist I SAN	007					56.66	X
5815	NM	Occupational Therapist II	007	4,377.00	4,595.25	4,814.25	5,048.25	5251.50	X
5800	NM	Occupational Therapy Aide	008	2,300.25	2,380.50	2,498.25	2,600.25	2730.00	N
5806	NM	Occupational Therapy Assistant	007	2,328.75	2,429.25	2,536.50	2,656.50	2765.25	N
9295	NM	Photographer	012	2,709.00	2,835.75	2,979.00	3,108.00	3252.00	N
8521	NM	Photographic And Printing Services Technician	010	2,314.50	2,403.00	2,523.75	2,628.00	2756.25	N
5835	NM	Physical Therapist I	007	3,888.00	4,068.75	4,249.50	4,460.25	4679.25	X
5835N	NM	Physical Therapist I SAN	007					56.66	N
5840	NM	Physical Therapist II	007	4,377.00	4,595.25	4,814.25	5,048.25	5251.50	X
5823	NM	Physical Therapy Assistant	008	2,328.75	2,429.25	2,536.50	2,656.50	2765.25	N
5743N	NM	Psychiatric Technician SAN	008					299.03	N
6831	NM	Recreation Assistant	012	2,618.40	2,744.80	2,887.20	3,033.60	3163.20	N
1351	NM	Retirement Specialist I	010	2,515.50	2,619.00	2,744.25	2,861.25	2982.75	N
8225	NM	Senior Agricultural Biologist	011	3167.25	3315.75	3482.25	3651.00	3825.00	X
5684	NM	Senior Vector Control Officer	008	3,241.60	3,383.20	3,531.20	3,682.40	3862.40	N
5020	NM	Skilled Medical Professional I, Alameda County Children And Families Commission	007	3,738.40				4455.20	N
5022	NM	Skilled Medical Professional II, Alameda County Children And Families Commission	007	4,080.00				5254.40	X
5683	NM	Vector Control Officer	008	3,082.40	3,215.20	3,364.00	3,507.20	3679.20	N
5682	NM	Vector Control Officer, Trainee	008				2,848.80	2985.60	N

SECTION III

Article 3, Section 3-2 (Assessor Department), of the County of Alameda Salary Ordinance shall be amended by the addition of the following Subsection:

3-2.7 - Effective January 3, 2027, employees in Job Code ("JC") 2615, JC 2620, JC 2710, and JC 2715 who possess and maintain a valid State Board of Equalization Advanced Appraiser Certificate shall receive additional compensation equal to two percent (2%) of the base pay.

SECTION IV

Article 3, Section 3-12 (Alameda County Health), of the County of Alameda Salary Ordinance shall be amended by the addition of the following Subsection:

3-12.104 – Effective January 3, 2027, employees in the classifications of Job Code ("JC") 5650 and JC 5655, who are assigned to the Certified Unified Program Agency program, shall receive additional compensation equal to five percent (5%) of the base pay. This additional compensation shall automatically sunset effective the first pay period following the reclassification of all eligible employees into the newly created classification(s).

SECTION V

Article 3, Section 3-17 (Sheriff's Department), Subsection 3-17.40, of the County of Alameda Salary Ordinance are hereby amended to read as follows:

3-17.40 – Effective November 10, 2013, not to exceed a total of twelve (12) ~~persons occupying a position under~~employees in Job Code 8755~~, Sheriff's Technician,~~ when assigned to the Coroner's Bureau shall receive an additional five percent (5%) compensation of the base pay.

Effective January 3, 2027, the following shall replace the additional compensation provided above:

Employees in Job Code 8755, when assigned to the Coroner's Bureau shall receive one (1) of the following additional compensation based on their respective assignment:

- Not to exceed three (3) employees when assigned to perform administrative and evidence functions shall receive an additional five percent (5%) of the base pay.
- Not to exceed nine (9) employees when assigned to morgue operations and regularly assist forensic pathologists in performing autopsies shall receive an additional ten percent (10%) of the base pay.

Employees shall complete any training required by the Sheriff-Coroner to perform the duties of the assignment.

SECTION VI

Article 3, Section 3-18 (Social Services Agency), Subsection 3-18.27, of the County of Alameda Salary Ordinance is hereby amended to read as follows:

3-18.27 – Employees in ~~the class of~~ Job Codes 6740 ~~or~~ and 6745 who meet the provisions of the Licensing Supervision Program Policy ("Policy") adopted by the Board of Supervisors on May 7, 2002, may be reimbursed up to a total of $2,000 (including reimbursement from the SEIU Education Stipend Fund) per fiscal year.

Effective January 3, 2027, employees in Job Codes 6710, 6715, 6720, 6760, 6765, and 8705 who meet the provisions of the Policy, may also be reimbursed up to a total of $2000 (including reimbursement from the SEIU Education Stipend Fund) per fiscal year.

An employee who voluntarily terminates ~~his/her~~their employment with the County prior to completion of the two (2) year employment commitment shall reimburse the County the amount of the cost of the Supervision or $500, whichever is less.

SECTION VII

This ordinance shall take effect immediately, and before the expiration of fifteen days after its passage, shall be published once with the names of the members voting for and against it in the Inter-City Express, a newspaper published in the County of Alameda.

REVISED

MEMORANDUM OF UNDERSTANDING
BETWEEN THE

NORTHERN CALIFORNIA PUBLIC SECTOR REGION
LOCAL 1021
OF THE SERVICE EMPLOYEES INTERNATIONAL UNION, CTW

LOCAL 1021
SEIU
Stronger Together

AND THE
COUNTY OF ALAMEDA

January 4, 2026 – January 13, 2029

2026 - 2029
MEMORANDUM OF UNDERSTANDING
BETWEEN
THE NORTHERN CALIFORNIA PUBLIC SECTOR REGION, LOCAL 1021
OF THE SERVICE EMPLOYEES INTERNATIONAL UNION, CTW
AND THE
COUNTY OF ALAMEDA

Table of Contents

Page No.

SECTION 1. RECOGNITION....1
1.A. EXCLUSIVE BARGAINING REPRESENTATIVE. 1
1.B. EXCLUSION OF EMPLOYEES. 1
1.C. ASSIGNMENT OF NEW CLASSIFICATIONS. 1

SECTION 2. NO DISCRIMINATION....2
2.A. DISCRIMINATION PROHIBITED. 2
2.B. NO DISCRIMINATION ON ACCOUNT OF UNION ACTIVITY. 2
2.C. WHISTLEBLOWER PROTECTIONS. 2

SECTION 3. UNION SECURITY....2
3.A. NOTICE OF RECOGNIZED UNION. 3
3.B. AUTOMATIC PAYROLL DEDUCTIONS AND REMITTANCE. 3
3.C. HOLD HARMLESS. 3

SECTION 4. UNION BULLETIN BOARD, MEETINGS AND ACCESS TO EMPLOYEES....4
4.A. BULLETIN BOARDS. 4
4.B. USE OF COUNTY FACILITIES. 4
4.C. JOB CONTACTS. 4
4.D. MEETINGS. 4
4.E. DEPARTMENTAL MEETINGS. 4
4.F. ACCESS TO RECORDS. 4
4.G. DATA TO UNION. 5
4.H. UNION ACCESS TO NEW EMPLOYEE ORIENTATION. 5

SECTION 5. SHOP STEWARDS....7
5.A. PURPOSE. 7
5.B. ROLE OF STEWARD AND SUPERVISOR. 7
5.C. SELECTION OF STEWARDS. 7
5.D. DUTIES AND RESPONSIBILITIES OF STEWARDS. 8
5.E. CHANGES IN STEWARDS OR NUMBER OF STEWARDS. 9
5.F. CONDUCT OF MEETINGS. 9
5.G. LIMITATIONS OF TIME OFF. 9
5.H. TIMEKEEPING FOR RELEASE TIME. 9
5.I. SHOP STEWARD SIGNS. 9
5.J. SHOP STEWARD/ELECTED OFFICERS EXTENDED LEAVE OF ABSENCE. 9

SECTION 6. HOURS OF WORK, SHIFTS, SCHEDULES, AND REST PERIODS....10
6.A. WORK SCHEDULE AND CHANGE OF SHIFT. 10
6.B. WORKDAY AND WORKWEEK. 11
6.C. HOURS OF WORK DEFINED. 11
6.D. REST PERIODS. 11
6.E. CONVERSION OF WORKWEEK BETWEEN 37.5 AND 40 HOURS. 12
6.F. VOLUNTARY REDUCTION OF WORK PERIOD. 12

6.G. WORKING NONASSIGNED SHIFTS. 12

SECTION 7. OVERTIME 13
7.A. HOW OVERTIME IS AUTHORIZED. 13
7.B. OVERTIME WORK DEFINED. 13
7.C. RATES DEFINED. 13
7.D. OVERTIME PAYMENT. 14
7.E. WHEN OVERTIME SHALL BE PAID. 14
7.F. WHEN COMPENSATORY TIME OFF MAY BE TAKEN OR PAID. 14
7.G. DAYLIGHT SAVING TIME. 15

SECTION 8. LEAVES OF ABSENCE 15
8.A. LEAVE MAY NOT EXCEED NINE (9) MONTHS. 15
8.B. NO LEAVE TO ACCEPT OUTSIDE EMPLOYMENT. 15
8.C. MILITARY LEAVE. 15
8.D. TEMPORARY APPOINTMENT DUE TO MILITARY LEAVE. 16
8.E. EDUCATIONAL LEAVE. 16
8.F. PAID TIME OFF FOR EDUCATION PURPOSES. 16
8.G. LEAVE WHEN LENT TO OTHER GOVERNMENTAL AGENCY OR GOVERNMENTAL INSTITUTION. 18
8.H. LEAVE OF ABSENCE TO ACCEPT APPOINTMENT TO THE UNCLASSIFIED SERVICE. 18
8.I. LEAVES OF ABSENCE TO ACCEPT APPOINTMENT TO ANOTHER POSITION IN THE CLASSIFIED SERVICE. 19
8.J. LEAVE FOR JURY DUTY OR IN ANSWER TO A SUBPOENA. 19
8.K. DISABILITY LEAVE FOR OTHER EMPLOYMENT. 19
8.L. PREGNANCY DISABILITY LEAVE. 19
8.M. CHILD BONDING LEAVE. 20
8.N. BEREAVEMENT LEAVE. 21
8.O. LEAVE FOR REPRODUCTIVE LOSS. 21
8.P. VICTIM AND FAMILY SUPPORT LEAVE. 22
8.Q. LEAVE FOR PARTICIPATING IN EXAMINATION PROCESS. 22
8.R. LEAVE FOR PARTICIPATING IN THE SELECTION OR TRANSFER PROCESS. 22
8.S. LEAVE FOR EMPLOYMENT WITH THE UNION. 22
8.T. FAMILY-SCHOOL PARTNERSHIP ACT LEAVE. 22
8.U. EFFECT OF LEAVE WITHOUT PAY. 23

SECTION 9. HOLIDAYS 23
9.A. HOLIDAYS DEFINED. 23
9.B. VALUE OF A HOLIDAY. 24
9.C. NUMBER OF HOLIDAYS FOR SHIFT WORKERS. 25
9.D. HOLIDAYS TO BE OBSERVED ON WORKDAYS. 25
9.E. HOLIDAY COMPENSATION. 25
9.F. ELIGIBILITY FOR HOLIDAY PAY. 26
9.G. CONFORMITY WITH STATE HOLIDAYS. 26
9.H. EXEMPT WORK SITUATIONS. 26
9.I. HOLIDAYS FOR AUDITOR-CONTROLLER/CLERK-RECORDER STAFF. 26
9.J. HOLIDAY COMPENSATION FOR SHERIFF'S OFFICE STAFF. 27

SECTION 10. VACATION LEAVE 27
10.A. VACATION ACCRUAL. 27
10.B. CASH PAYMENT OF ACCRUED VACATION LEAVE UPON SEPARATION. 27
10.C. LIMITATION ON UNUSED VACATION LEAVE BALANCES. 27
10.D. DATE WHEN VACATION CREDIT STARTS. 28
10.E. WHEN FIRST VACATION IS DUE. 28
10.F. MAXIMUM VACATION LEAVE. 28
10.G. EFFECT OF LEAVE WITHOUT PAY ON VACATION CREDIT. 28
10.H. EFFECT OF ABSENCE ON CONTINUOUS SERVICE. 28

10.I. WHEN VACATION LEAVE MAY BE TAKEN. 28
10.J. PERSONAL LEAVE. 30
10.K. RATE OF VACATION PAY. 31
10.L. VACATION SELLBACK. 31
10.M. VACATION PURCHASE PLAN. 31
10.N. EXTRA WEEK OF UNPAID LEAVE. 32
10.O. VACATION TRANSFER. 32
10.P. EMPLOYEE ENTRY INTO BARGAINING UNITS COVERED BY THIS MOU. 32

SECTION 11. SICK LEAVE 33
11.A. SICK LEAVE DEFINED. 33
11.B. EMPLOYEE DEFINED. 33
11.C. SICK LEAVE - DAYS OR FRACTIONS OF DAYS. 33
11.D. CUMULATIVE SICK LEAVE PLAN. 33
11.E. RESTORATION OF CUMULATIVE SICK LEAVE BALANCES. 33
11.F. CONVERSION OF SICK LEAVE TO VACATION. 34
11.G. SICK LEAVE CREDIT AT RETIREMENT. 34
11.H. MAJOR MEDICAL SUPPLEMENTAL PAID SICK LEAVE. 34
11.I. SICK LEAVE REVIEW. 35
11.J. MEDICAL REPORT. 35
11.K. FAMILY SICK LEAVE. 35
11.L. SERVICES-AS-NEEDED (SAN) EMPLOYEES SICK LEAVE/FAMILY SICK LEAVE. 35
11.M. INDUSTRIAL SICK LEAVE BENEFIT. 36
11.N. SERVICES-AS-NEEDED AND N-DESIGNATED CLASSIFICATIONS: HEALTH AND DENTAL ENTITLEMENT. 38

SECTION 12. PREMIUM CONDITIONS 38
12.A. SPLIT SHIFT. 38
12.B. NIGHT SHIFT. 38
12.C. BILINGUAL PAY. 38
12.D. SOCIAL SERVICES AGENCY PREMIUM FOR NON-ENGLISH-SPEAKING CASELOAD. 39

SECTION 13. SPECIAL PERFORMANCE PAY 39
13.A. FOR STANDBY DUTY. 39
13.B. FOR CALL-BACK. 39
13.C. FOR TEMPORARY ASSIGNMENT TO A HIGHER-LEVEL POSITION. 40
13.D. REPORTING PAY. 41

SECTION 14. HEALTH AND WELFARE 41
14.A. MEDICAL PLANS. 41
14.B. DENTAL PLAN. 42
14.C. PROVISIONS APPLICABLE TO MEDICAL AND DENTAL COVERAGE. 42
14.D. SHARE THE SAVINGS PLAN. 43
14.E. CAFETERIA BENEFIT PLAN. 44
14.F. COUNTY ALLOWANCE. 44
14.G. PRORATION AND EFFECTS OF LEAVE WITHOUT PAY. 45
14.H. RE-ENROLLMENT AND OPEN ENROLLMENT. 45

SECTION 15. DISABILITY AND LIFE INSURANCE BENEFITS 46
15.A. DISABILITY INSURANCE BENEFITS. 46
15.B. LIFE INSURANCE. 47
15.C. LONG-TERM DISABILITY INSURANCE. 48

SECTION 16. WAGES 48
16.A. WAGES DURING THE MOU TERM. 48
16.B. LONGEVITY PAY. 48
16.C. SPECIAL ADJUSTMENTS. 48

16.D. ZONE 7 CLASSIFICATIONS. 52
16.E. REOPENER. 52

SECTION 17. TWO WEEKS' NOTICE UPON TERMINATION....53
17.A. NOTICE. 53
17.B. NON-UTILIZATION OF SERVICES-AS-NEEDED EMPLOYEES. 53

SECTION 18. AFFIRMATIVE ACTION COMMITTEE 53
18.A. APPOINTMENT OF COMMITTEE. 53
18.B. MEETINGS. 53
18.C. RECOMMENDATIONS. 53
18.D. GOALS. 53

SECTION 19. SAFETY 53
19.A. GOALS AND FUNCTIONS. 53
19.B. CENTRAL SAFETY COMMITTEE. 54
19.C. DEPARTMENTAL OR OFFICE SAFETY COMMITTEES. 54
19.D. COUNTY TIME. 54

SECTION 20. GRIEVANCE PROCEDURE 54
20.A. DEFINITION. 54
20.B. EXCLUSION OF CIVIL SERVICE MATTERS. 54
20.C. DEPARTMENTAL REVIEW AND ADJUSTMENT OF GRIEVANCES. 54
20.D. UNION GRIEVANCE. 55
20.E. WAIVER OF APPEAL STEPS. 55
20.F. BINDING ARBITRATION OF GRIEVANCES. 55
20.G. INFORMAL REVIEW BY DIRECTOR. 55
20.H. SELECTION OF ARBITRATOR. 56
20.I. DUTY OF ARBITRATOR. 56
20.J. PAYMENT OF COSTS. 56
20.K. EFFECT OF FAILURE OF TIMELY ACTION. 56
20.L. LIMITATION OF STALE GRIEVANCES. 56
20.M. CLAIM FOR MONEY RELIEF (JURISDICTIONAL LIMIT ON ANY AMOUNT IN CONTROVERSY). 56
20.N. DESIGNATION OF APPEAL LEVELS. 57
20.O. EXCLUSION OF NONRECOGNIZED ORGANIZATIONS. 57
20.P. GRIEVANCE RIGHTS OF FORMER EMPLOYEES. 57

SECTION 21. PROVISIONS FOR UNCLASSIFIED EMPLOYEES IN THE DISTRICT ATTORNEY'S OFFICE....57
21.A. PROBATIONARY PERIOD. 57
21.B. DISCIPLINE PROCEDURES. 58
21.C. AUTOMATIC RESIGNATION. 60

SECTION 22. LABOR/MANAGEMENT COMMITTEE 60

SECTION 23. SOCIAL SERVICES AGENCY CASELOADS 61

SECTION 24. NOTICE OF LAYOFFS 62

SECTION 25. EFFECT OF MANDATED FRINGE BENEFITS 62

SECTION 26. EDUCATIONAL STIPENDS & LICENSE/CERTIFICATION REIMBURSEMENT62
26.A. EDUCATIONAL STIPEND. 62
26.B. LICENSE/CERTIFICATION REIMBURSEMENT. 62
26.C. EMPLOYEE MAXIMUM AND COUNTY LIABILITY. 62
26.D. PROCESS FOR REQUESTS. 63
26.E. REIMBURSEMENT FORM. 63
26.F. EXCLUSION OF ZONE 7 EMPLOYEES. 63

SECTION 27. UNIFORM ALLOWANCES AND REIMBURSEMENT 63
27.A. UNIFORM ALLOWANCE. 63
27.B. UNIFORMS PROVIDED. 64
27.C. RAIN GEAR. 65
27.D. UNIFORM REIMBURSEMENT. 65
27.E. SAFETY FOOTWEAR REIMBURSEMENT. 65
SECTION 28. AGENCY/DEPARTMENT HEAD 66
SECTION 29. TRANSFER OPPORTUNITIES 66
SECTION 30. ALLOWANCE FOR USE OF PRIVATE AUTOMOBILES 66
30.A. MILEAGE RATES PAYABLE. 66
30.B. MINIMUM ALLOWANCE. 66
30.C. PREMIUM ALLOWANCE. 66
30.D. REIMBURSEMENT FOR PROPERTY DAMAGE. 66
SECTION 31. CATASTROPHIC SICK LEAVE PROGRAM 67
SECTION 32. TEMPORARY WORKERS 68
SECTION 33. SAVINGS CLAUSE 68
SECTION 34. ENACTMENT 68
SECTION 35. NO STRIKE, NO LOCKOUT 68
SECTION 36. SCOPE OF AGREEMENT 69
SECTION 37. TERM OF MEMORANDUM 69
SIGNATURE PAGE 70
APPENDIX A CLASSIFICATION LISTINGS 72
APPENDIX A-1 Classification Listing in Alphabetical Order 73
APPENDIX A-2 Classification and Salary Listing by Representation Unit 84
APPENDIX B INTERMITTENT & SERVICES-AS-NEEDED CLASSIFICATIONS 137
APPENDIX C AGENCY SHOP CONFIDENTIAL EXCLUSIONS 138
APPENDIX D PART-TIME & SERVICES-AS-NEEDED REGISTERED NURSES CLASSIFICATIONS 139
APPENDIX E DOMESTIC PARTNERS 140
APPENDIX F FLOOD CONTROL & WATER CONSERVATION DISTRICT ZONE 7 141
SIDELETTERS OF AGREEMENT 142
Alameda County Health Hazardous Materials Specialist and Senior Hazardous Materials Specialist Certified Unified Program Agency ("CUPA") Additional Compensation 143
Alameda County Health Job Audit for Health Insurance Technicians in Sub Payee Program 144
Alameda County Health Registered Nurse ("RN") IIs Clinical Support Assignments and Premium Pay 145
Alameda County Health Registered Nurse II/III Salary Step Structure, Timeframe and Step Placement 146
Artificial Intelligence ("AI") Technology 147
Assessor's Office Advanced Appraiser Certificate 148
Contracting Out 149
Disaster Service Worker 150
Emergency Response 151
General Services Agency Janitorial Services Staff Clocking In/Out for Their Shift 152

Health and Safety 153
Human Resource Services Medical Leaves and Accommodation Services ("MLAS") 155
Implementation of Salary Step Equalization Review 156
Library Alameda County Library Labor Management Committee 162
Paid Sick Leave on Scheduled Work Days Only 164
Release Time to Attend Retirement Planning Sessions 165
Salary Step Adjustment and Employee Step Placement for Clerical Classifications 166
Services-As-Needed Employees in SEIU Local 616 167
Sheriff's Office Modification of Work Hours and Alternate Work Schedules 169
Sheriff's Office Sheriff's Technicians Assigned to the Coroner's Bureau 173
Social Services Agency Department of Children and Family Services 174
Social Services Agency Department of Children and Family Services - Caseload Standards for Out of State Non-Minor Dependents 177
Social Services Agency Eligibility Services Technician ("EST") Series Performance Evaluation 178
Social Services Agency Eligibility Services Technician ("EST") Workload Issues 179
Social Services Agency Eligibility Support Clerk and Service Support Specialist 180
Social Services Agency Job Audit for Specialist Clerk Is in Social Services Agency Human Resources 181
Social Services Agency Joint Labor/Management Committees For Department Concerns 182
Social Services Agency Temporary Recruitment and Retention Differential for Child Welfare Workers 184
Social Services Agency Welfare Workload Distribution 185
Statement to Support Request for Sick Leave 186
Telework/Telecommute 187
Workload During Negotiations 189

INFORMATION DOCUMENTS 190
Information Document August 4, 1981 Letter from Joseph P. Bort Regarding Scheduling of Lunches 191
Information Document November 18, 2015 Memorandum from Gregory J. Ahearn to Sheriff's Office Quarterly Labor Management Team Meetings 192
Information Document August 4, 1981 Letter from Joseph P. Bort Regarding Sickout 193

MINUTE ORDER 194

PAY PERIOD CALENDARS 195
PAY PERIOD CALENDAR 2026 195
PAY PERIOD CALENDAR 2027 0
PAY PERIOD CALENDAR 2028 1
PAY PERIOD CALENDAR 2029 2

2026 – 2029
MEMORANDUM OF UNDERSTANDING
BETWEEN THE
NORTHERN CALIFORNIA PUBLIC SECTOR REGION, LOCAL 1021
OF THE SERVICE EMPLOYEES INTERNATIONAL UNION, CTW
AND THE
COUNTY OF ALAMEDA

THIS MEMORANDUM OF UNDERSTANDING ("MOU") is entered into by the Director of Human Resource Services of the County of Alameda, said political subdivision hereafter designated as "County," and Northern California Public Sector Region, Local 1021 of the Service Employees International Union, CTW, hereafter designated as "Union," as a recommendation to the Board of Supervisors of the County of Alameda of those conditions of employment which are to be in effect from January 4, 2026 through January 13, 2029, for those employees working in representation units referred to in Section 1 (Recognition) hereof.

MUTUAL RESPECT. The County and the Union agree that all employees regardless of position, profession, or rank will treat each other with courtesy, dignity, and respect, and comply with the County's Abusive Conduct Prevention Policy. The foregoing principles shall also apply in providing services to the public.

SECTION 1. RECOGNITION

1.A. EXCLUSIVE BARGAINING REPRESENTATIVE. The County recognizes the Union as the exclusive bargaining representative for the following employees:

1. All full-time employees in classifications included in Bargaining Units 003, 004, 005, 006, 007, 008, 010, 011, 012, and 059 as specifically enumerated in the appendices attached hereto;

2. All part-time employees in classifications included in Bargaining Units 003, 004, 005, 006, 007, 008, 010, 011, 012, and 059 as referenced above, who are regularly scheduled to work two-fifths (0.4) or more time per pay period; and,

3. All Services-As-Needed ("SAN") employees in classifications included in Bargaining Units 003, 004, 007, 008, 010, 011, 012, and 059 as specifically enumerated in the appendices attached hereto, who are regularly scheduled to work two-fifths (0.4) time or more per pay period.

1.B. EXCLUSION OF EMPLOYEES. The County may designate positions as confidential in accordance with Administrative Code Section 3.04.020 (Definitions). Those positions designated as confidential upon implementation of this subsection, as set forth in Appendix C (Agency Shop Confidential Exclusions) of this MOU, shall not be precedent-setting for future designations of confidential positions. If any position designated confidential after the effective date of this provision is disputed by the Union, the matter shall be decided by an arbitrator.

1.C. ASSIGNMENT OF NEW CLASSIFICATIONS. The County shall recognize the Union as the exclusive bargaining representative for employees in any other classification that may be established and that falls substantially within the scope of duties included in the classifications referenced above. On an as-needed basis the County shall offer to meet and confer with the Union regarding the placement of newly created classifications designated to the bargaining units. Such placement shall be by mutual agreement between the County and the Union. If agreement is not reached, an arbitrator shall decide the matter as outlined below.

In disputes between the County and the Union over the assignment of newly created classifications to appropriate bargaining units, the arbitrator shall decide the matter on the following basis:

1. The arbitrator shall reject any claim by the Union to any newly created classification whose duties are substantially within the scope of (a) management designated classifications, e.g., project specialists, management specialists, administrative interns or other administrative classifications or (b) classifications represented by other employee organizations.

2. The arbitrator shall reject any claim of the Union to any newly created classification occupied exclusively by employees who work less than two-fifths (0.4) time.

3. The arbitrator shall determine any dispute over whether or not the scope of duties of a newly created classification is substantially within the scope of duties now included within a Union represented classification or if a newly-created classification is without clear recent precedent in the County service, whether or not the duties of such classification are, in general character, similar to those within Union represented units provided, however, that the arbitrator shall have no power to assign a supervisory classification, as defined in the National Labor Relations Act, to a non-supervisory bargaining unit represented by the Union. In case of an arbitration involving classifications without clear recent precedent in the County service, the arbitrator shall receive as relevant evidence the views of affected employees.

4. In the resolution of disputes arising from this Section 1. (Recognition), the parties agree on the selection of a permanent arbitrator for each fiscal year from a panel of no less than five (5) arbitrators. In case of disagreement on the selection of the five (5) member panel or the selection of the arbitrator, the provisions of subsection 20.H. (Duty of Arbitrator) of the MOU shall apply.

SECTION 2. NO DISCRIMINATION

2.A. DISCRIMINATION PROHIBITED. No person shall be appointed, reduced, or removed, or in any way favored, discriminated against or harassed because of that person's political or religious opinions or affiliations, age; race; color; sex (including pregnancy, childbirth, breastfeeding or related medical conditions); gender; gender identity; gender expression; ancestry; national origin; sexual orientation; religion; creed; physical or mental disability; medical condition; genetic information; marital status; military or veteran status or any other protected class as defined by federal and state law.

1. Employee Representation. In accordance with the County's Discrimination, Harassment, and Retaliation Prevention policy, an employee filing a formal complaint with the County has a right to be represented by a person of the complainant's choosing throughout the complaint process.

2.B. NO DISCRIMINATION ON ACCOUNT OF UNION ACTIVITY. Neither the County nor employee organizations shall interfere with, intimidate, restrain, coerce, or discriminate against employees covered by this MOU because of the exercise of rights to engage or not to engage in Union activity.

2.C. WHISTLEBLOWER PROTECTIONS. Whistleblower protections are covered under Chapter 3.52 of the Administrative Code.

SECTION 3. UNION SECURITY

3.A. NOTICE OF RECOGNIZED UNION. Each County department or agency shall post within the employee work or rest area a written notice which sets forth the classifications included within each representation unit referred to in Section 1. (Recognition) hereof and which includes any classification existing in the department or agency, and the name and address of the recognized employee organization for each such unit. The department or agency shall also give a written notice to persons newly employed in representation unit classifications which notice shall contain the name and address of the employee organization recognized for such unit; the fact that the Union is the exclusive bargaining representative for the employee's unit and classification; and a copy of the current MOU to be supplied by the Union. Each Union shall receive from the County on a flow basis, but at least once biweekly, the names and addresses of all new employees hired within such units. The Union agrees that it has a duty to provide fair and non-discriminatory representation to all employees in all classes of the units for which this Section is applicable.

3.B. AUTOMATIC PAYROLL DEDUCTIONS AND REMITTANCE. Upon certification by the Union that an employee has signed an authorization for the deduction of Union membership dues and/or designated fees, the County will deduct the appropriate dues or fees, as established and as may be changed from time to time by the Union, from the employee's pay, and remit such dues or fees to the Union. Employee requests to cancel or change such deductions must be directed to the Union, rather than to the County. Deductions will continue unless the employee mails a written revocation to the Union in accordance with the terms of the authorization form, or absent any such terms, by mailing a written revocation to the Union that is postmarked during the thirty (30) day period immediately prior to the annual anniversary date on which the employee signed the authorization form. The Union shall not be required to provide the County a copy of the employee's authorization unless a dispute arises.

No later than December 1st of each year, the County shall provide to the Union the County's official annual calendar showing paydays for the following year. The Union will provide the County with written notice of each employee deduction authorization and/or revocation on or before Monday of a non-payday week. The effective date of the deductions and/or revocations of any existing authorizations for employees shall be the payday Friday following the Union's notification to the County of the deduction authorization or revocation.

On a biweekly basis, the Auditor-Controller/Clerk-Recorder's Office shall provide the Union with a dues deduction report that includes employee name, employee ID, department ID, deduction code, deduction amount, job code, hourly pay rate and union code.

3.C. HOLD HARMLESS. The Union shall defend, indemnify and hold the County and its officers and employees, harmless from any and all claims, demands, suits, or any other action arising from maintenance of dues deductions, and/or from complying with any Union requests for deductions or revocation made pursuant to this Section 3. (Union Security), provided that the County provides notice to the Union within thirty (30) days of receipt of a claim, demand, suit or other action by the County's Clerk of the Board of Supervisors for which the County is seeking defense and/or indemnification. This includes the Union's obligation to indemnify the County of all costs, including settlement costs, and other legal expenses incurred in defending or resolving any such claim, demand, suit or other action. With regard to any such claim, demand, suit or other action, the Union shall have the exclusive right to appoint and direct counsel, control the defense of any action or proceeding, and determine whether any such action or proceeding shall or shall not be compromised, resisted, defended, tried or appealed. In no event shall the County be required to pay from its own funds, Union dues, or fees, which the employee was obligated to pay, but failed to pay, regardless of the reasons.

SECTION 4. UNION BULLETIN BOARD, MEETINGS AND ACCESS TO EMPLOYEES

4.A. BULLETIN BOARDS. Reasonable space shall be allowed on bulletin boards as specified by Agency/Department Heads for use by employees and Union to communicate with agency/departmental employees. Material shall be posted upon the bulletin board space as designated, and not upon walls, doors, file cabinets or any other place. Posted material shall not be obscene, defamatory, or of a partisan political nature, nor shall it pertain to public issues which do not involve the County or its relations with County employees. All posted material shall bear the identity of the sponsor, shall be neatly displayed, and shall be removed when no longer timely. Where an Agency/Department policy permits an employee to post materials in their workplace for their personal convenience, union materials shall be treated on the same basis with other materials so posted.

4.B. USE OF COUNTY FACILITIES. County facilities may be made available upon timely application for use by off-duty employees and the Union. Application for such use shall be made to the management person under whose control the facility is placed.

4.C. JOB CONTACTS. Any authorized representative of the Union shall have the right to contact individual employees working within the representation unit represented by their organization in County facilities during business hours on matters within the scope of representation providing prior arrangements have been made for each such contact with the Agency/Department Head who shall grant permission for such contact, if, in the Agency/Department Head's judgment, it will not disrupt the business of the work unit involved. When contact on the work location is precluded by confidentiality of records, or of work situation, health and safety of employees or the public, or by disturbance to others, the Agency/Department Head shall make other arrangements for a contact location removed from the work area during the same workday or the following workday.

4.D. MEETINGS. Meetings of a representative of a recognized employee organization and a group of employees shall not be permitted during working hours, except as provided herein or in Section 20. (Grievance Procedure). The Agency/Department Head may, upon timely application, allow meetings of a representative and/or a steward of a recognized employee organization and a group of employees during the lunch period in County facilities. If conducting group orientation sessions for new employees, the Agency/Department Head shall permit a union representative or a steward to meet with said new employees for thirty (30) minutes. A steward who attends an orientation session shall be permitted release time for this purpose. No contacts shall be permitted during working hours with employees regarding membership, collection of monies, election of officers, or other similar internal employee organization business.

4.E. DEPARTMENTAL MEETINGS. Unless otherwise agreed, representatives or employees of employee organization shall not be permitted to attend meetings or conferences called by agency/departmental personnel to attend to matters arising out of the normal course of agency/departmental activities.

As used herein, agency/departmental meetings shall not include meetings between management and affected employees on matters mutually acknowledged to be submitted under Section 20. (Grievance Procedure).

4.F. ACCESS TO RECORDS. Employees shall be permitted to review their own personnel record. Union representatives shall be permitted to review employee records when accompanied by the employee or upon presentation of a written authorization signed by the employee. The employee or the Union representative when accompanied by the employee or upon presentation of a written authorization signed by the employee may request a copy of the employee's personnel record. The

County shall provide one (1) copy of the record without charge. The County may verify any written authorization. Third party reference material shall not be made available.

Letters of reprimand concerning time and attendance will be removed from an employee's official personnel file upon request of the employee after three (3) years, provided the County has not initiated any subsequent corrective action, including counseling, of the employee during the entire three (3) year timeframe. Letters of reprimand concerning all other subjects will be removed from an employee's official personnel file upon request of the employee after five (5) years from the date of the letter, provided the County has not initiated any subsequent corrective action of the employee. All requests must be presented in writing to the Agency/Department Head.

4.G. DATA TO UNION. The County shall, upon request, supply the Union with data processing runs of the names, home and office addresses and Civil Service classifications of all employees in represented units. Such service shall be supplied at no more than cost to the County.

In accordance with the California Public Records Act, Government Code Section 7928.300(a)(3), any data provided by the County will not include the home addresses and phone numbers of employees performing law enforcement functions. In addition, if the County does not have the home or personal cell phone number or the personal email address on file, this information shall not be provided.

4.H. UNION ACCESS TO NEW EMPLOYEE ORIENTATION. The County Human Resource Services ("HRS") Employee Benefits Center ("EBC") coordinates a countywide New Employee Orientation ("NEO") for all new employees hired into the County. The NEO is regularly scheduled on the Friday of the first week of a pay period, from 8:15 a.m. – 1:00 p.m. Moreover, the County provides a special NEO for the Social Services Agency ("SSA"), separate from the countywide regularly scheduled Friday NEO referenced herein, the Union shall have access to that special NEO for SSA.

It is the County's policy that NEOs are mandatory for all newly hired employees and that such new employees attend an NEO as promptly as possible after the first day of employment. In the event an employee does not attend the NEO that they were initially scheduled to attend, they will be scheduled to attend the next available NEO.

In accordance with Government Code Sections 3555-3559, the Parties agree to the following:

1. **Designated Representative:** The County shall recognize the designated field representatives as the points of contact for NEO related matters. The Union shall be responsible for updating the County, in writing, of any changes to the designated points of contact.

2. **EBC NEO Schedule:** The County shall provide the Union's designated representatives with a list of the EBC's scheduled NEO dates for the upcoming calendar year, no later than the last full pay period in December of each year. If there are any changes to the scheduled dates, the EBC will notify the Union's designated representative as soon as possible.

3. **NEO Notification and Employee Information:** The EBC will provide, via email to the Union, a list of new employees who are represented by their respective bargaining unit and are scheduled to attend the upcoming NEO session. The EBC will also provide the Union a list of employees who have promoted, demoted, reinstated, or transferred into the bargaining unit, but are not scheduled to attend NEO. The list shall be provided no later than the Monday before the scheduled NEO date or as soon as a complete list of new employees is available. A shorter notice may be provided under mitigating circumstances, in which case the EBC will provide the information as soon as possible prior to the NEO date.

In this notification, the EBC will provide, in a sortable electronic format, the name, job title, department, work location, work, home and personal cell phone numbers, home address, work and personal email addresses on file with the County.

4. **Presentation Time:** The Union shall be permitted to meet separately with newly hired employees represented by their bargaining unit, and make a presentation of up to (30) minutes from 8:15 a.m.–8:45 a.m., or as agreed upon otherwise. The EBC will provide a space for the Union representative to meet with the employees during this timeframe. If, for any reason, the Union will not be present for a scheduled NEO presentation, the Union shall notify the County at least ten (10) working days prior to the session.

   When presenting in person, the Union Representative shall have the right to utilize the audio-visual equipment. When presenting remotely, the Union Representative shall have the right to present on video, screen-share, utilize the chat function, and link-sharing on chat on any video conferencing software used by the County to conduct the NEO.

   County management shall not be present in the room, physical or virtual, during the Union presentation.

5. **Enrollment Forms:** As the custodian of records for Union Membership, the Union will be responsible for distributing and collecting any forms related to membership dues, general assessments and/or payment for any membership benefit program. The County shall maintain the current past practice with regards to the membership forms. Any forms that are submitted directly to the County from an employee shall be forwarded to the applicable employee organization. The Union shall provide the County a certified list of employees who have authorized a payroll deduction for dues to the Union.

6. **Quarterly Union Member List:** On a quarterly basis, the County shall provide, in sortable electronic format, a list of all existing bargaining unit members on record as of the pay period containing March 1, June 1, September 1, and December 1. The list shall be provided to the Union membership department by the last Friday of the month in March, June, September, and December of each year, respectively. The list shall include the following information to the extent it is in the County's possession:

   1. Name
   2. Employee Identification Number
   3. Classification (Job Title)
   4. Job Code
   5. Hourly Pay Rate
   6. Department Name (Business Unit Description)
   7. Department Code (Work Location)
   8. Work Location Description
   9. Work Location Address
   10. Union Code
   11. Union Code Description
   12. Work, Home and Personal Cellular Telephone Numbers
   13. Work and Personal Email Addresses
   14. Home Address
   15. Hire Date
   16. Pay Step

7. **Presentation Release Time:** Union representatives, which are limited to Union Representatives, Union Board Members, Chapter Presidents, and Shop Stewards, shall conduct the presentations covered under this agreement. In the event none of the listed designees are available for a scheduled NEO, a member may be granted release time to present. Only one (1) union member will be granted release time to present at each NEO. In the event that there are 15 or more new employees scheduled to attend a NEO, release time will be allowed for up to two (2) members. Release time requests must be received by the Employee and Labor Relations Division no later than at least three (3) working days before the scheduled NEO.

   Upon request of release time by the Union through the Employee and Labor Relations Division, the Department shall coordinate with the appropriate supervisors of the Union steward or member to allow release time.

8. **Ongoing Union Participation:** If the Union decides to cease participation in the countywide NEO, the designated Union representative must notify the EBC at least 30 calendar days prior to the date that the Union is requesting to cease participation.

   If the Union decides to reinstate their participation in the countywide NEO under this subsection, the designated Union representative must notify the EBC at least 30 calendar days prior to requesting reinstatement.

9. **SSA Lunch Meeting:** The parties agree that, based on mutual agreement and proper coordination with SSA's Human Resources Department, the Union may continue to hold a lunch meeting to meet with newly represented employees during the SSA's NEO that occurs during an Induction class.

SECTION 5. SHOP STEWARDS

5.A. PURPOSE. The County recognizes the need and affirms the right of the Union to designate shop stewards from among employees in the unit. It is agreed that the Union in appointing such shop stewards, does so for the purpose of promoting an effective relationship between supervisors and employees by helping to settle problems at the lowest level of supervision.

5.B. ROLE OF STEWARD AND SUPERVISOR. The shop steward recognizes the fact that the supervisor is the key person in the agency/department and, as such, is responsible to higher management for the quality and quantity of work. As the supervisor is the key person for management, the shop steward is the key person for the Union. They must promote and maintain good morale and friendly relations and must be willing to meet in good faith to settle grievances as they arise, exercising a positive approach. There must be mutual respect on both sides in these relations. The shop steward understands that their stewardship function does not relieve him/her from conforming to all rules of conduct and standards of performance established by law, regulation, county or agency/department policy or MOU.

5.C. SELECTION OF STEWARDS. The Union shall reserve the right to designate the method of selection of shop stewards. The Union shall notify the Agency/Department Head in writing of the names of the stewards and the units they represent. If a change in stewards is made, the Agency/Department Head shall be advised in writing of the steward being replaced and the steward named to take their place. The number of stewards shall be mutually agreed upon and a list of stewards shall be submitted to each agency/department concerned.

5.D. DUTIES AND RESPONSIBILITIES OF STEWARDS. The following functions are understood to constitute the complete duties and responsibilities of shop stewards.

1. Duties and Time Limits.

a. Shop Steward Duties. After obtaining supervisory permission, shop stewards will be permitted to leave their normal work area during on-duty time to conduct their steward duties, including assisting in the investigation of facts and presentation of a grievance, providing representation for a disciplinary hearing or for the subject of an investigatory interview.

b. Time Limits.

i. Shop stewards working full-time shall be permitted to perform their steward duties up to eight (8) hours per pay period.

ii. Shop stewards working less than full-time (employed two-fifths (0.4) or more, but less than full-time), shall be permitted to perform their steward duties up to four (4) hours per pay period.

c. Steward Training. Effective January 3, 2027, designated shop stewards will be allowed up to eight (8) hours of release time annually to attend steward training. The Union shall notify HRS Employee and Labor Relations of the request for release time at least ten (10) business days in advance of the training.

2. Process for Obtaining Permission for Shop Steward Duties.

a. Grievances. To obtain permission to investigate a grievance on on-duty time, the steward shall advise their supervisor and the supervisor of the grievant of their investigation of the facts and the general nature of the grievance.

To promote resolution at the lowest level, if a matter is not resolved pursuant to subsection 20.C.1. of Section 20. (Grievance Procedure), the employee may consult with a shop steward. The shop steward may discuss the issue with the employees directly involved, and, where appropriate, attempt to resolve the matter with the relevant supervisory personnel.

Agencies, wards, clients, detainees and outside interested parties will not be contacted by stewards as part of the grievance process.

The employee may be represented by a steward at such times as a grievance is reduced to writing.

b. Disciplinary Hearings and Investigatory Interviews. To obtain permission to represent an employee at a disciplinary hearing or the subject of an investigatory interview, the steward shall advise their supervisor of the date, time and location of the hearing or interview, and copy their agency/department human resources representative. Such notice shall be provided as far in advance as possible.

c. Supervisor Permission. If, in the judgment of the supervisor, because of the necessity of maintaining an adequate level of service, permission cannot be granted immediately to the shop steward in order to present or investigate a grievance or provide representation as referenced above in 5.D.2.b. (Disciplinary Hearings and Investigatory Interviews) during on-duty time, such permission shall be granted by the supervisor no later than the next working day from the date the shop steward was denied permission.

3. **Timekeeping for Shop Steward Leave.** The shop steward shall report approved time using payroll code UNI.

5.E. CHANGES IN STEWARDS OR NUMBER OF STEWARDS. If management reassigns a shop steward which will leave their present shift or work location without a steward, the Union shall have the right to appoint a replacement. Should the Union wish to change stewards during the grievance procedure, it may do so provided that only one (1) steward will be allowed time off from work upon one (1) occasion to investigate the grievance.

5.F. CONDUCT OF MEETINGS. Any meeting of shop stewards and supervisors will be held in a quiet, dignified manner. Management personnel will agree to recognize and work with Union stewards in a conscientious effort to settle problems at the earliest possible step of the grievance procedure.

5.G. LIMITATIONS OF TIME OFF. Stewards shall not be permitted time off from their work assignment for the purpose of conducting general Union business.

5.H. TIMEKEEPING FOR RELEASE TIME. Employees who participate in the meet and confer process, MOU negotiations or serve on a Labor Management Committee, shall report such approved time using the appropriate payroll codes: 1) MCL for meet and confer; 2) NEG for MOU negotiations; and 3) LMC for Labor Management Committee meetings.

Requests for release time related to meet and confers or MOU negotiations shall be submitted to the Employee and Labor Relations Division, which will coordinate approval with the employee's respective agency/department human resources office.

5.I. SHOP STEWARD SIGNS. Shop stewards may identify themselves by use of an appropriate sign or placard so long as the sign or placard is no larger than four (4) inches by twelve (12) inches.

5.J. SHOP STEWARD/ELECTED OFFICERS EXTENDED LEAVE OF ABSENCE. Pursuant to the provisions of Senate Bill 1085 ("SB 1085")/Government Code Section 3558.8, upon written request of the Union to the Human Resource Services Employee and Labor Relations Division, and subject to Agency/Department Head approval, the County shall grant a steward or union officer of the Union a reasonable leave of absence without loss of compensation or other benefits. Leave granted under this subsection 5.J. (Shop Steward/Elected Officers Extended Leave of Absence) must be in full-day increments and may be on a full-time, part-time, periodic, or intermittent basis and is subject to the following procedures and conditions:

1. The Union shall submit a written request to the Agency/Department Head, with a copy to the County's Labor Relations Manager, at least fifteen (15) business days in advance of the requested leave. The request shall specify it is being made pursuant to SB 1085 and must include the following:

   a. Name of Shop Steward or Elected Officer;
   b. Classification;
   c. Job Code;
   d. Bargaining Unit; and
   e. Dates and times of requested leave.

2. The leave shall be approved if the requested timeframe does not interfere with the performance of County services and Agency/Department operations and provided the following conditions are met, unless otherwise mutually agreed:

a. No more than three (3) employees shall be on leave at the same time for the purposes of subsection 5.J.;
b. Employees must have completed their probationary period. Employees who are approved for leave prior to the completion of their probationary period shall have their probationary period extended by the same period of time the employee is on leave under this subsection 5.J.; and
c. Employees are not on administrative leave for any other purpose.

3. Upon approval of the leave, the authorizing Agency/Department shall codify in a memorandum to the union of the approved leave dates in accordance with subsection 5.J. herein. For the duration of the employee's approved leave, the following shall apply:

a. The employee shall receive general wage increase(s) and step increases authorized for said classification as outlined in Section 16. (Wages).
b. The employee shall not work overtime or in any other capacity for the County during such time the employee is on leave as provided in subsection 5.J.
c. The Union shall reimburse the County for all benefits and compensation paid and earned/realized by the employee on leave, including but not limited to all wages, health and retirement benefits, and any related direct and indirect employer driven costs. The County shall provide the Union with an invoice detailing the direct and/or indirect employer driven costs.
d. The employee shall be covered by the Union's Workers' Compensation Insurance for the duration of the approved leave. The Union shall provide the County with a liability insurance certificate that covers any third-party claim that pertains to the conduct of the employee while they are acting as a representative of the Union.
e. Reimbursement by the Union shall occur within thirty (30) business days of the County billing to the Union. The Union's failure to reimburse the County within thirty (30) business days may be grounds for termination of the employee's otherwise approved leave.

4. At the conclusion or termination of the leave granted under this subsection 5.J., to the extent feasible, the steward or Elected Officer shall have a right to reinstate to the same position and work location they held prior to such leave. If the authorizing Agency/Department determines that by approving such leave, it may not be feasible to reinstate the steward or Elected Officer to the same position and/or work location upon completion of such leave, such concern shall be communicated to the union prior to approving said leave. In the event it is not feasible to reinstate the steward or Elected Officer to the same position and/or work location, the employee will be reinstated to a substantially similar position without loss of seniority, rank or classification.

5. The Union shall hold harmless, defend, and indemnify the County and its officers, agents, and employees from and against any liability, claim, action, cost, expense, fee, damage or loss attributable to bodily injury, sickness, disease, death or to injury to or destruction of property, including the loss therefrom, or to any violation of federal, state or municipal law or regulation arising out of or during the course and scope of the employee's approved assignment.

SECTION 6. HOURS OF WORK, SHIFTS, SCHEDULES, AND REST PERIODS

6.A. WORK SCHEDULE AND CHANGE OF SHIFT. Except for an employee in a classification enumerated in Appendix B (Intermittent and Services-As-Needed Classifications), the Agency/Department Heads shall prepare a schedule showing the hours each employee and appointive officer of the County in their agency/department is to work. Except under unforeseeable circumstances, the Agency/Department Head shall make every reasonable effort to assure that no

employee shall have more than one (1) change of shift in any workweek and that the employee shall be off duty no less than twelve (12) hours prior to working the new shift. Except in cases of emergency, employees in units regularly assigned to cover shifts seven (7) days a week, 24-hours a day, shall be given ten calendar days' notice of any change in shift schedule.

6.B. WORKDAY AND WORKWEEK.

1. **Full-Time Employees.** For full-time employees who work 7.5-hours or 8-hours per day, the regular workweek shall be thirty-seven and one-half (37.5) or forty (40) hours, respectively.

2. **Part-Time and Services-As-Needed (SAN) Employees.** For part-time and SAN employees, the workday and workweek will be determined by the Agency/Department Head. The assigned schedule shall be based on the proration or as-needed application of the regular thirty-seven and one-half (37.5) or forty (40) hour workweek base designated for the employee's classification enumerated in Appendix A (Classification Listings), which shall constitute the "workweek base" for purposes of this section.

3. **Alternate Biweekly Work Schedules.** In accordance with an established agency/department alternative work or flexible schedule policy or program, the Agency/Department Head, or designee, may authorize fixed flexible biweekly work schedules for designated classifications or positions, subject to operational needs. Employees should contact their agency/department human resources for additional information.

   a. **Fair Labor Standards Act (FLSA) Limitations for Non-Exempt Employees.** Employees who are covered by the overtime provisions of the FLSA shall not be assigned a fixed biweekly work schedule that results in regularly working more than 40-hours in any workweek.

6.C. HOURS OF WORK DEFINED. For all nonsupervisory or nonprofessional employees, hours worked, including all hours suffered to be worked, shall include all time not under the control of the employee whether such hours are worked in the County's workplace, or in some other place where the employee is carrying out the duties of the County.

6.D. REST PERIODS. No wage deduction shall be made, nor time off charged against employees taking authorized rest periods, nor shall any right to overtime be accrued for rest periods not taken. There is no obligation upon the County to provide facilities for refreshments during the rest period, or for procurement thereof.

1. **All Employees Other than Video Display Screen Users.** Each employee shall be granted a rest period of fifteen (15) minutes during each work period of more than three (3) hours duration; provided, however, that rest periods are not scheduled during the first or last hour of such period of work.

2. **Employees Using Video Display Screens.** In lieu of subsection 6.D.1. (All Employees Other than Video Display Screen Users) above, employees who operate video display equipment which requires continuous viewing of a video screen for more than two (2) consecutive hours in a day shall be granted rest periods of ten (10) minutes in each hour of such assignment; provided, however, that a rest period is not scheduled during the last hour of an employee's scheduled workday. Occasional use of the telephone or services-as-needed public contact not related to the video display equipment of less than five (5) minutes duration per hour is not inconsistent with the meaning of "continuous viewing" as stated herein. Employees described herein may alternatively select to schedule rest periods as described in subsection 6.D.1. (All

Employees Other than Video Display Screen Users) above instead of the rest periods described in subsection 6.D.2. (Employees Using Video Display Screens).

6.E. CONVERSION OF WORKWEEK BETWEEN 37.5 AND 40 HOURS. Employees in classifications converting to a forty (40) hour workweek shall carry over their vacation and sick leave and subject to subsection 9.A. (Holidays Defined) hereof, floating holiday balance in the same number of days and fractions of days recorded for the thirty-seven and one-half (37.5) hour workweek. For compensatory time, the same number of hours and fractions of hours recorded for the thirty-seven and one-half (37.5) hour workweek shall be carried over for the forty (40) hour workweek subject to subsection 7.F. (When Compensatory Time Off May Be Taken or Paid) hereof.

Employees in classifications converting to a thirty-seven and one-half (37.5) hour workweek shall carry over their vacation and sick leave and subject to subsection 9.A. (Holidays Defined) hereof, floating holiday balance in the same number of days and fractions of days recorded for the forty (40) hour workweek. For compensatory time, the same number of hours and fractions of hours recorded for the forty (40) hour workweek shall be carried over for the thirty-seven and one-half (37.5) hour workweek subject to subsection 7.F. (When Compensatory Time Off May be Taken or Paid) hereof.

6.F. VOLUNTARY REDUCTION OF WORK PERIOD. Upon mutual agreement of a full-time permanent employee covered by this MOU and an Agency/Department Head such employee may elect to reduce work hours with an equal reduction in pay and paid benefits for periods of up to thirteen (13) pay periods as follows:

1. An employee and Agency/Department Head may agree that the employee shall work a part-time work schedule of ninety percent (90%), eighty percent (80%), seventy percent (70%), sixty percent (60%), or fifty percent (50%) in any biweekly pay period with a corresponding reduction in pay and paid benefits as set forth in paragraph 4 of this subsection.

2. Employees working an approved reduced work schedule shall revert to full-time work status at the end of the agreed to period or, if employees transfer, promote, demote, terminate or in any other way change their status with the County they shall be removed from the reduced work schedule.

3. With ten (10) calendar days advance notice, an Agency/Department Head may unilaterally terminate an approved reduced work schedule in the event of an unanticipated staffing or fiscal emergency. The determination to terminate the approved reduction shall be final and non-grievable.

4. Employees opting to reduce hours under this subsection shall be deemed full-time employees for all purposes of this MOU provided that such employees shall be entitled to paid leave accruals and health and dental plan contributions on the same basis as part-time employees represented herein during such periods.

5. Employees who reduce working hours under this subsection will remain on the payroll with full-time employee status and the hours not worked as the result of the reduction shall be coded as leave without pay.

6.G. WORKING NONASSIGNED SHIFTS. Less than full-time employees may contact their respective Agency/Department Head and request to be scheduled to any non-assigned shift. In order to be considered timely, such requests must be made in writing at least seventy-two (72) hours in advance of the starting time of the shift requested. An employee scheduled to work a non-assigned shift, who has less than eight (8) hours of compensatory time accrued, may elect to be

compensated for such work in cash or compensatory time off by including such election in the written request to be assigned.

The Agency/Department Head shall respond to all timely requests and shall schedule the requesting employee for the requested non-assigned shift unless:

1. The requesting employee, in the judgment of the Agency/Department Head, does not have the ability, skills, training and preparation to perform the duties of said shift assignment; and/or,

2. The requested shift would make the requesting employee eligible for overtime in which case the assignment shall be subject to approval by the Agency/Department Head as specified in subsection 7.A. (How Overtime is Authorized) of this MOU.

If more than one (1) such request is received, the Agency/Department Head shall respond to said requests in the order received.

Judgments made by the Agency/Department Head, as herein provided, shall not be subject to the grievance procedure.

SECTION 7. OVERTIME

7.A. HOW OVERTIME IS AUTHORIZED. Work performed by an employee at times other than those scheduled pursuant to subsection 6.A. (Work Schedule and Change of Shift) must be approved in advance and in writing by the Agency/Department Head or designee. In cases of unanticipated emergency, approval may be granted after such emergency work is performed. No employee shall perform overtime work unless such overtime work has been authorized in accordance with this subsection.

7.B. OVERTIME WORK DEFINED. Overtime work is defined as all hours worked in a workweek, authorized pursuant to subsection 7.A. (How Overtime is Authorized), that exceed the regular full-time workweek for the employee's classification. Holidays that fall on an employee's regularly scheduled day off and paid vacation, sick leave and holiday leave shall not count towards the accumulation of the workweek.

7.C. RATES DEFINED.

1. Definition of Hourly Rate:

a. For employees assigned to a thirty-seven and one-half (37.5) hour regular workweek (or workweek base) or a forty (40) hour workweek (or workweek base), the hourly rate shall be the biweekly rate divided by seventy-five (75) or eighty (80), respectively.

b. For employees paid on an hourly or daily rate basis, the applicable hourly or daily rate is listed in the Appendices attached hereto.

2. Definition of Fair Labor Standards Act (FLSA) Regular Rate. For purposes of this subsection, the FLSA regular rate shall consist of the hourly rate as defined in subsection 7.C.1., plus any applicable salary ordinance footnote(s) and any applicable premium payments pursuant to Section 12. (Premium Conditions), subsection 13.A. (For Standby Duty) and subsection 13.C. (For Temporary Assignment to a Higher-Level Position) of this MOU.

7.D. OVERTIME PAYMENT. Employees shall be compensated for overtime work either in cash or in compensatory time at the option of the Agency/Department Head as follows and consistent with subsection 7.F. (When Compensatory Time Off May Be Taken or Paid) herein:

1. For classifications with a thirty-seven and one-half (37.5) hour workweek (or workweek base) or forty (40) hour workweek (or workweek base), employees shall be compensated at time and one-half (1/2) for all time worked in excess of thirty-seven and one-half (37.5) or forty (40) hours, respectively.

2. Employees who are approved for an alternate biweekly work schedule shall be compensated at time and one-half (1/2) for all time worked in excess of approved established fixed biweekly schedule for that workweek (e.g., an employee who regularly works 75 hours in a pay period is eligible for overtime compensation for hours beyond 35 or 40 in the respective week, based on their flexible schedule).

3. The method of compensation for cash payment of overtime worked shall be as follows:

a. Employees covered by the overtime provisions of the FLSA shall be paid time and one-half (1.5) for overtime worked as provided in subsection 7.D. (Overtime Payment) based on the hourly rate defined in subsection 7.C.1. (Definition of Hourly Rate) provided, however, that time and one-half (1.5) the employee's FLSA regular rate defined in subsection 7.C.2. (Definition of Fair Labor Standards Act (FLSA) Regular Rate) shall be paid for all actual hours worked in excess of forty (40) hours (excluding holidays and paid leave time) in an employee's designated workweek.

b. Employees exempt from the overtime provisions of the FLSA shall be paid time and one-half (1.5) for all overtime worked as provided in subsection 7.D. (Overtime Payment) based on the hourly rate defined in subsection 7.C.1. (Definition of Hourly Rate).

4. There shall be no overtime payment unless the employee has actually worked over thirty-seven and one-half (37.5) or forty (40) hours during said workweek.

5. For employees in classifications enumerated in Appendix D (Part-Time and Services-As-Needed Registered Nurses Classifications) and the classification of Licensed Vocational Nurse SAN (5420N), flextime schedules requiring an employee to work in excess of eight (8) hours in any one (1) workday, excluding meal period, or in excess of eight (8) hours in consecutive time, excluding meal period, shall be exempted from the provision requiring overtime compensation after eight (8) hours in a workday.

7.E. WHEN OVERTIME SHALL BE PAID. Compensation for overtime work shall be paid not later than the completion of the pay period succeeding the pay period in which such overtime was earned.

7.F. WHEN COMPENSATORY TIME OFF MAY BE TAKEN OR PAID. Compensatory time off earned may be accrued to a maximum of eighty (80) hours, and any employee who has accumulated eighty (80) hours of compensatory time off shall be paid in cash for all subsequent overtime worked until such time as the employee's compensatory time off balance is reduced below 80 hours. Notwithstanding the foregoing, an employee may exceed the 80-hour maximum when an emergency or other unusual circumstance exists and the Agency/Department has obtained approval from the County Administrator's Office to grant compensatory time off in excess of 80-hours.

Scheduling of compensatory time off shall be by mutual agreement of the employee and the Agency/Department Head provided that the Agency/Department Head may require that an employee adjust their workweek in order to avoid overtime penalties.

An employee covered by the overtime provisions of the FLSA who has accrued compensatory time off in accordance with this subsection shall upon separation from County service be paid for unused compensatory time off at a rate of compensation not less than the average regular rate, as defined above, received by such employee during the last three (3) years of employment or the final regular rate received by such employee, whichever is higher. An employee shall be paid off for any unused compensatory time off, upon resignation/reinstatement, transfer from a regular position to an SAN position, appointment outside of the bargaining unit, or transfer to another agency/department. An employee shall be paid off for any unused compensatory time off prior to appointment from an FLSA non-exempt position to an FLSA exempt position.

An employee who is exempt from the overtime provisions of the FLSA who has accrued compensatory time off in accordance with this subsection shall, upon separation from County service, be paid for unused compensatory time off at the employee's biweekly or hourly rate for each classification as set forth in Appendix A (Classification Listings).

7.G. DAYLIGHT SAVING TIME. All employees working during the time daylight saving time transitions shall be paid for actual time worked and in accordance with Section 7. (Overtime) and its provision.

1. **Spring Daylight Saving Time –** Employees working during the daylight savings time transition, shall work their full shift and, with advance notice to the supervisor, work an additional hour or take compensatory time off, vacation, in-lieu holiday, or floating holiday, at the employee's option to meet the full shift hours for the schedule.

2. **Fall Daylight Saving Time –** Employees working during the daylight savings time transition shall be paid for the actual hours worked for that shift. The additional hour worked shall be paid in accordance with Section 7. (Overtime) and its provisions.

SECTION 8. LEAVES OF ABSENCE

8.A. LEAVE MAY NOT EXCEED NINE (9) MONTHS. A leave of absence without pay may be granted by the Agency/Department Head upon the request of the employee seeking such leave but shall not be longer than nine (9) months, except as hereinafter provided.

8.B. NO LEAVE TO ACCEPT OUTSIDE EMPLOYMENT. A leave of absence without pay may not be granted to a person accepting either private or public employment outside the service of the County of Alameda, except as hereinafter provided.

8.C. MILITARY LEAVE. Employees shall be entitled to military leaves of absence as specified in Chapter 7, Part 1, Division 2 of the California Military and Veterans Code. Employees must present to their supervisor a copy of their military orders which specify the dates and duration of such leave.

If such employees have been continuously employed by the County for at least one (1) year prior to the date such absence begins, they shall be entitled to receive paid military leave as follows:

1. Paid military leave which may be granted during a fiscal year for continuous or intermittent military leave, is limited to a maximum of 240-working hours for forty (40) hour/week classes or 225-working hours for thirty-seven and one-half (37.5) hour/week classes, during ordered military leave, including necessary travel time. The 240-hour limit reflects the equivalent of

thirty (30), eight (8) hour days but is designated in hours to account for alternative work schedules. The 225-hour limit reflects the equivalent of thirty (30), seven and one-half (7.5) hour days but is designated in hours to account for alternative work schedules.

2. During the period specified in 8.C.1. above, the employee shall be entitled to receive pay only for those hours which the employee would have been regularly scheduled to work and would have worked but for the military leave.

3. The rate of pay shall be the same rate the employee would have received for hours worked during a shift they would have been scheduled to work or scheduled for paid holiday leave, had they not been on military leave.

4. In no event shall an employee be paid for time they would not have been scheduled to work during said military leave.

In determining employee eligibility for classifications requiring a minimum length of service, time spent on military leave shall be eligible for inclusion in the length of service calculation.

8.D. TEMPORARY APPOINTMENT DUE TO MILITARY LEAVE. An Agency/Department Head may grant an employee a leave of absence without pay from their position to permit such an employee to be temporarily appointed to fill a position which is vacant as the result, and during the period of, a military leave of absence.

8.E. EDUCATIONAL LEAVE.A leave of absence without pay may be granted by the Agency/Department Head upon the request of the employee seeking such leave for the purpose of education, but no one (1) such leave of absence shall exceed a period of one (1) year.

8.F. PAID TIME OFF FOR EDUCATION PURPOSES.

1. State-Mandated Training. Except for employees enumerated in Appendix B (Intermittent and Services-As-Needed Classifications), employees in the following classifications will be granted paid leave per fiscal year for state mandated training required to maintain their licenses, certifications, or registration. Paid leave for any employee regularly scheduled to work less than the normal work week for the job classification shall be prorated within a pay period in which leave is granted, based upon a proportion of the hours which would have been worked during that pay period but for the leave to the normal full-time pay period for the job classification.

Job Code	Covered Classifications	Hours Limit	Frequency*
2610	Appraiser I	Up to 24	Each fiscal year ("FY").
2615	Appraiser II	Up to 24	Each FY.
2620	Appraiser III	Up to 24	Each FY.
2706	Auditor-Appraiser I	Up to 24	Each FY.
2710	Auditor-Appraiser II	Up to 24	Each FY.
2715	Auditor-Appraiser III	Up to 24	Each FY.
6505	Behavioral Health Clinician I	Up to 36	Over a 2-FY period, effective on the date established by the Board of Behavioral Sciences ("BBS").
6510	Behavioral Health Clinician II	Up to 36	Over a 2-FY period, effective on the date established by the BBS.

Job Code	Covered Classifications	Hours Limit	Frequency*
6512	Behavioral Health Crisis Intervention Specialist I	Up to 36	Over a 2-FY period, effective on the date established by the BBS.
6513	Behavioral Health Crisis Intervention Specialist II	Up to 36	Over a 2-FY period, effective on the date established by the BBS.
5337	Clinical Nurse Specialist	Up to 30	Over a 2-FY period.
6316	Clinical Psychologist	Up to 36	Over a 2-FY period.
6515	Clinical Review Specialist**	Up to 36**	**Applies only if the employee is required to obtain educational units mandated by State law or regulation to maintain licensure or certification: Over a 2-FY period, for BBS or up to 30-hours over 2 FY period for Board of Registered Nursing.
5779	Dental Hygienist	Up to 12.5	Each FY.
6528	Forensic Behavioral Health Clinician I	Up to 36	Over a 2-FY period, effective on the date established by the BBS.
6529	Forensic Behavioral Health Clinician II	Up to 36	Over a 2-FY period, effective on the date established by the BBS.
6496	Marriage and Family Therapist I	Up to 36	Over a 2-FY period, effective on the date established by the BBS.
6497	Marriage and Family Therapist II	Up to 36	Over a 2-FY period, effective on the date established by the BBS.
6490	Mental Health Specialist I, licensed as a Vocational Nurse	Up to 30	Over a 2-FY period.
6491	Mental Health Specialist II, licensed as a Vocational Nurse	Up to 30	Over a 2-FY period.
6492	Mental Health Specialist III, licensed as a Vocational Nurse	Up to 30	Over a 2-FY period.
5605	Microbiologist	Up to 15	Each FY.
5383	Mid-Level Practitioner	Up to 30	Over a 2-FY period.
5850	Pediatric Occupational Therapist	Up to 24	Over a 2-FY period.
5860	Pediatric Physical Therapist	Up to 30	Over a 2-FY period.
5644	Pharmacist, ACBH	Up to 15	Each FY.
5510	Registered Dental Assistant	Up to 25	Over a 2-FY period.
5300	Registered Nurse I	Up to 30	Over a 2-FY period.
5305	Registered Nurse II	Up to 30	Over a 2-FY period.
5315	Registered Nurse III	Up to 30	Over a 2-FY period.
5645	Senior Clinical Pharmacist, ACBH	Up to 15	Each FY.
5610	Senior Microbiologist	Up to 15	Each FY.

Job Code	Covered Classifications	Hours Limit	Frequency*
5865	Senior Therapist	Up to 24-or 30 (based on licensure)	Over a 2-FY period.
**Paid time off for education purpose frequency shall be prorated for part-time employees in the covered classifications.			

2. **Substitution.** The County may substitute on an hour-for-hour basis accredited mandated training offered by the County on an in-service basis for Nursing (5300, 5305, 5315, 5337, 5383) and Pharmacy (5644 and 5645) classifications, and for the classifications of Behavioral Health Clinician I (6505) and Behavioral Health Clinician II (6510).

3. **Nursing Scheduling Time Off.** With respect to scheduling paid time off for the Nursing classifications (5300, 5305, 5315, 5337, 5383), the Agency/Department Head shall schedule such time as follows: The Agency/Department Head shall designate a bulletin board at each major work location where continuing education course announcements shall be posted in a timely fashion. Nurses wishing leave to attend such courses shall complete and forward to the Agency/Department Head any necessary leave form. The County shall have fifteen (15)-days to deny such leave in writing or leave shall be granted as requested by the employee.

4. **Mid-Level Practitioner (5383).** If a Mid-level Practitioner (5383) is required to obtain educational units by an Agency/Department Head that cannot be taken within the Hours Limit as stated above, the Agency/Department Head will authorize such additional paid educational leave as is necessary to satisfy practitioner staff qualifications. Any such additional leave shall be prorated for part-time Mid-level Practitioners (5383) as provided above.

5. **Behavioral Health.** If a Behavioral Health Clinician I (6505), Behavioral Health Clinician II (6510), Behavioral Health Crisis Intervention Specialist I (6512), Behavioral Health Crisis Intervention Specialist II (6513), Forensic Behavioral Health Clinician I (6528) and Forensic Behavioral Health Clinician II (6529) has not complied with the one-time-State-required 10-hour Human Sexuality Training, or one-time-State-required 7-hour Child Abuse Training, or one-time-State-required 15-hour Alcoholism Training, the Agency/Department Head shall authorize paid educational leave for these specific hours for these specific training programs. Any such leave shall be prorated for part-time employees in these classifications.

6. If additional classifications covered by this MOU are mandated by State law or regulation to complete a continuing education requirement to maintain licensure or certification, at the request of the union, the County will meet and confer on inclusion of such classifications within the provisions of this subsection 8.F. (Paid Time Off for Education Purposes).

8.G. LEAVE WHEN LENT TO OTHER GOVERNMENTAL AGENCY OR GOVERNMENTAL INSTITUTION. A leave of absence without pay may be granted by the Agency/Department Head to any employee who is lent to another governmental jurisdiction, to an agency engaged in a survey of government practices, or to an educational institution, but no one (1) such leave of absence shall exceed a period of one (1) year.

8.H. LEAVE OF ABSENCE TO ACCEPT APPOINTMENT TO THE UNCLASSIFIED SERVICE. A leave of absence without pay may be granted to an employee to permit such person to accept employment for an indefinite period in the unclassified civil service of the County or in a position outside the County service, the salary of which is paid in whole or in part by the County. Upon termination of such employment, such person shall revert to the position from which said leave of

absence was granted and, in the event such position has been filled by another person, the reduction in force procedures set forth in the Civil Service Commission Rules shall apply.

8.I. LEAVES OF ABSENCE TO ACCEPT APPOINTMENT TO ANOTHER POSITION IN THE CLASSIFIED SERVICE. An employee having tenure in a classification in the classified civil service who is appointed to another classification in the classified service of the County may be granted a leave of absence without pay from the position to which the employee has tenure until the employee obtains tenure to such other position, or the employee's appointment thereto is terminated for any reason, whichever first occurs. In the event of the return of such employee to the position from which leave of absence was granted, the employee with the least seniority in such class in such agency/department shall be laid off if all authorized positions are filled.

8.J. LEAVE FOR JURY DUTY OR IN ANSWER TO A SUBPOENA. Sufficient paid leave shall be granted to permit an employee to travel between the workplace and the court and while serving on jury duty or in response to a subpoena as a witness. Employees who are regularly scheduled to work less than full-time shall receive pay on a prorated basis, based on the hours they would have been scheduled to work during the period of leave.

Any jury or witness fee received by the employee, excluding mileage reimbursement, shall be deposited into the County Treasury.

Employees who are assigned to afternoon or evening shifts shall be entitled to equal time off as leave with pay from their next regularly scheduled shift equal to the time spent serving on jury duty or responding to a subpoena as a witness, including travel time to and from court.

Employees who are regularly assigned to a schedule that includes working Saturday and Sunday, and who serves on jury duty for their entire two (2) scheduled days off during the previous Monday through Friday period, may, upon 24-hour advance notice to their supervisor elect to use vacation or compensatory time off for their next regular workday. If the employee's jury service extends into a second workweek the employee's schedule shall be temporarily changed to a Monday to Friday day shift for the duration of such jury service only.

When an employee is excused from jury duty or from responding to a subpoena as a witness in time to report for at least one-half (1/2) their regularly scheduled shift, the employee shall report to work and jury duty pay under this subsection shall be reduced accordingly. If the employee fails to report as required, the employee shall be docked for the remainder of the day.

8.K. DISABILITY LEAVE FOR OTHER EMPLOYMENT. Notwithstanding any other provision of this MOU, an employee who, due to illness or injury, is unable to perform their work or duties in the service of the County but who is nevertheless capable of performing other work or duties outside the County service may, at the discretion of the Agency/Department Head, be granted sick leave of absence without pay during such period of disability to accept such employment.

8.L. PREGNANCY DISABILITY LEAVE. An employee who is disabled by pregnancy, childbirth, or a related medical condition is entitled to an unpaid, job-protected leave of absence of up to 17 and 1/3 weeks as determined by the employee's health care provider, in accordance with the Fair Employment and Housing Act (FEHA) Pregnancy Disability Leave (PDL) provision. Employees who are approved for PDL will have their accrued sick leave automatically applied or supplemented if they are eligible and receiving State Disability Insurance (SDI). If employees exhaust their sick leave, their vacation leave, compensatory time off or other accrued paid leave will automatically be applied to their PDL unless the employee requests, in writing, not to have their other leave balances applied. For an employee who is regularly scheduled to work less than the full-time work week for the classification, usage of accrued paid leave shall be granted only for those days, or

fractions thereof, on which such an employee would have been regularly scheduled to work and would have worked but for the PDL.

PDL runs concurrently with approved leave under the federal Family and Medical Leave Act (FMLA), if eligible. Reinstatement of an employee returning from PDL or other job-protected leave shall be to the same classification the employee occupied when the leave was taken, and the Agency/Department Head shall make their best effort to return such employee to the same geographical location, shift and where there is a specialization within a classification, to the same specialization. The determination on whether the Agency/Department Head has used their best effort herein shall not be subject to the grievance procedure.

8.M. CHILD BONDING LEAVE.

1. **Child Bonding Leave Under California Family Rights Act (CFRA) and Family Medical Leave Act (FMLA):** An employee who is a new parent (birth, adoptive or foster placement) is entitled to an unpaid, job-protected leave of absence to bond with a new child up to 12-weeks, within one (1) year of the qualifying event, in accordance with CFRA and FMLA. Child bonding leave taken under CFRA runs concurrently with approved leave under FMLA, if eligible. The scheduling of child bonding leave (either on CFRA or FMLA) on an intermittent basis shall be a basic minimum duration of two (2) weeks; however, an employee shall be permitted leave of less than two (2) weeks' duration on any two (2) occasions. Any requests for additional occasions of intermittent leave or a reduced work schedule are subject to approval by the employee's Agency/Department Head as allowed by law.

2. **Additional County Child Bonding Leave Not Covered by CFRA/FMLA:** An employee may be eligible to take up to a total of 26-weeks of leave inclusive of time under FEHA PDL and Child Bonding Leave under CFRA/FMLA; however, any additional leave taken up to the maximum 26-weeks of total leave that is not covered under FEHA PDL or CFRA/FMLA may be taken utilizing the employee's own leave balances or will be considered authorized leave without pay and subject to subsection 8.U. (Effect of Leave Without Pay). If an employee's combined leave under FEHA PDL and CFRA/FMLA is 26-weeks or more, the employee shall not be eligible for Additional County Child Bonding Leave under this subsection.

3. **Application of Employee Accrued Leave During Child Bonding:** An employee's accrued vacation leave, compensatory time off or other accrued paid leave (excluding sick leave) will automatically be supplemented during the period of child bonding leave referenced in subsections 8.M.1. (Child Bonding Leave Under CFRA/FMLA) and 8.M.2. (Additional County Child Bonding Leave Not Covered by CFRA/FMLA), unless the employee requests, in writing, not to have their other leave balances applied. In the case of an employee who is regularly scheduled to work less than the full-time workweek for the classification, paid leave shall be granted only for those days, or fractions thereof, on which such an employee would have worked but for child bonding leave.

4. **Use of Sick Leave During Child Bonding:** The use of sick leave during child bonding leave shall not be permitted unless they are otherwise eligible to use it as provided in Section 11. (Sick Leave).

5. **Reinstatement Following Child Bonding Leave:** Reinstatement of an employee returning from child bonding leave or other approved leave referenced herein shall be to the same classification the employee occupied when the leave was taken and the Agency/Department Head shall make their best effort to return such employee to the same geographical location, shift, and where there is specialization within a classification, to the same specialization. The determination on whether the Agency/Department Head has made their best effort herein shall not be subject to the grievance procedure.

8.N. BEREAVEMENT LEAVE. An employee shall be granted up to five (5) days of leave of absence with pay by the Agency/Department Head because of death in the immediate family. Employees are required to complete and submit the Bereavement Leave Statement within thirty (30) days of the start of the bereavement leave, and the bereavement leave shall be completed within three (3) months of the date of death of the immediate family member.

For purpose of this subsection 8.N. (Bereavement Leave), "immediate family" means a:

- Spouse or domestic partner (as defined in Appendix B (Domestic Partner Defined);
- Parent (biological, step-, in-law, foster);
- Child (biological, adopted, foster, step-, legal ward, or child of a Domestic Partner);
- Grandparent;
- Grandchild;
- Sibling; or
- Any other person sharing the relationship of in loco parentis; and
- When living in the household of the employee, a son-in-law, daughter-in-law, or sibling-in-law.

Effective January 3, 2027, employees may use up to three (3) days of accrued paid leave for bereavement leave upon the death of a "designated person" as defined under California Government Code §12945.2, for whom the employee was previously approved to use leave under CFRA or family sick leave pursuant to subsection 11.K. (Family Sick Leave).

Employees who experience the death of a sibling-in-law who does not live in their household may take an unpaid leave of absence for up to three (3) days.

Entitlement to leave of absence under this subsection 8.N. (Bereavement Leave) shall be only for all hours the employee would have been scheduled to work for those days granted and shall be in addition to any other entitlement for sick leave, emergency leave, or any other leave.

8.O. LEAVE FOR REPRODUCTIVE LOSS. After 30 days from the date of employment, employees shall be entitled to an unpaid leave of absence of up to five (5) days for each reproductive loss event, up to a maximum of 20 days within a 12-month period. Employees may elect to use their accrued leave balances for all hours of their scheduled workdays. The leave may be taken non-consecutively and must be taken in increments of one (1) workday and completed within three (3) months of the date of the event entitling the employee to such leave. For employees on pregnancy disability leave, FMLA/CFRA leave or other leave entitlement under state or federal law, the reproductive loss leave is in addition to any other such leave entitlements must be completed within three (3) months of the end date of the other leave.

For purposes of this subsection 8.O. (Leave for Reproductive Loss), "a reproductive loss" is defined as:

- Failed adoption
- Failed surrogacy
- Miscarriage
- Stillbirth
- Unsuccessful assisted reproduction

To request such leave, employees must complete and submit the "Request for Leave for Reproductive Loss" form to their Agency/Departmental Human Resources Officer/Representative.

8.P. VICTIM AND FAMILY SUPPORT LEAVE. Effective January 1, 2025, in accordance with Government Code §12945.8 and any amendments thereto, employees are entitled to an unpaid, job-protected leave of absence if they or their family members are a victim of a qualifying act of violence ("QAV"). "Family member" means a child, parent, grandparent, grandchild, sibling, spouse, or domestic partner or designated person. This leave runs concurrently with any leave under the California Family Rights Act and the Family Medical Leave Act, if the employee is eligible.

1. **Use of Paid Leave.** Employees may elect to use accrued sick leave, vacation, compensatory time off, or other available paid leave balances for leave taken pursuant to this subsection. For employees scheduled to work less than the full-time work week, use of paid leave shall be granted only for those days, or fractions thereof, that the employee was scheduled to work. Employees who do not elect to use accrued leave or lack sufficient leave accruals to cover the leave taken under this subsection shall be granted authorized leave without pay.

2. **Request and Documentation.** When feasible, employees must provide advance notice and, if requested, reasonable documentation to support the leave. To request the leave, employees must complete and submit the "Request for Victim and Family Support Leave" form to their Agency/Departmental Human Resources Officer/Representative.

8.Q. LEAVE FOR PARTICIPATING IN EXAMINATION PROCESS. Upon forty-eight (48) hours advance notice by the employee to their supervisor, an employee shall be granted paid leave while participating in a County of Alameda employment examination that is scheduled during the employee's working hours. If the examination is in-person, sufficient paid leave shall be granted to permit the employee to travel between the workplace and the testing site. Examinations for jurisdictions other than the County of Alameda are exempted from this provision.

8.R. LEAVE FOR PARTICIPATING IN THE SELECTION OR TRANSFER PROCESS. Upon twenty-four (24) hours advance notice by the employee to their supervisor, an employee who has received a certification for a County of Alameda employment interview or an employee who must be interviewed as part of an interdepartmental transfer shall be granted paid leave while participating in the interview scheduled during the employee's work hours. If the interview is in-person, sufficient paid leave shall be granted to permit the employee to travel between the workplace and the site of the interview. With prior notice to the employee, the Agency/Department Head may require written verification of an interdepartmental transfer interview. Interviews for jurisdictions other than the County of Alameda are exempted from this provision.

8.S. LEAVE FOR EMPLOYMENT WITH THE UNION. Upon written certification from the Union and the agreement of the Agency/Department Head, up to six (6) employees at any one (1) time who are subject to this MOU shall be granted a leave of absence without pay for a period of up to six (6) months in a twelve (12) month period to work for Local 1021. At the end of such leave the employee shall be returned to the employee's same classification and Agency/Department.

8.T. FAMILY-SCHOOL PARTNERSHIP ACT LEAVE. California Government Code Section 230.8 entitles employees who are a parent, legal guardian, stepparent, foster parent, or grandparent of, or a person who stands in loco parentis to a child in a licensed daycare facility or school (from birth through grade 12) up to forty (40) hours off per year, with a maximum of eight (8) hours per calendar month, to participate in school activities.

Employees shall utilize vacation or compensatory time, for the purposes of the planned absence. The type of leave used by the employee shall be at the sole discretion of the employee. Employees who do not have any accrued vacation, compensatory time or personal leave are permitted to utilize leave without pay for this purpose.

Employees shall give reasonable notice to their supervisor of the school activity planned absence and upon return to work, provide to their supervisor documentation from the school or licensed childcare provider as proof that the employee engaged in child-related activities. An Agency/Department Head shall not deny a request for this leave except for reasons critical to the agency/department operations.

8.U. EFFECT OF LEAVE WITHOUT PAY. No benefits or time credit, such as sick leave or vacation leave, shall be earned during the period when an employee is absent on leave without pay, except as required by law or otherwise specified herein this MOU.

SECTION 9. HOLIDAYS

9.A. HOLIDAYS DEFINED. Holidays shall be defined as follows:

1. Days Observed.

Date Observed	Known As
January 1	New Year's Day
Third (3rd) Monday in January	Dr. Martin Luther King, Jr.'s Birthday
February 12	Lincoln's Birthday
Third (3rd) Monday in February	Washington's Birthday
Last Monday in May	Memorial Day
June 19	Juneteenth
July 4	Independence Day
First (1st) Monday in September	Labor Day
November 11	Veterans Day
Fourth (4th) Thursday in November	Thanksgiving
Day after Thanksgiving	Day after Thanksgiving
December 25	Christmas

2. Federal or State Holidays. All other days appointed by the President of the United States or Governor of the State of California as a nationwide or Statewide public holiday, day of fast, day of mourning, or day of thanksgiving, provided that observance of the day as a paid holiday is approved in writing by three (3) or more members of the Board of Supervisors.

3. Floating Holidays.

a. Allocation. Four (4) floating holidays (32 hours for 80-hour per pay period employees and 30 hours for 75-hour per pay period employees) will be allocated and used on a calendar year basis. Unused floating holidays authorized under this subsection will not be paid out and will be forfeited when an employee terminates County employment or at the end of each calendar year.

b. Proration. Each employee hired prior to July 1 of each year shall be entitled to the floating holiday(s). Employees hired after July 1 will not be entitled to the floating holiday(s) for the calendar year in which they were hired. Less than full-time employees should be entitled to prorated floating holidays based upon a proration of the hours the employee is regularly scheduled to work.

c. When Floating Holidays May Be Taken. Floating holidays are to be scheduled by mutual agreement of the employee and the employee's Agency/Department Head and taken within the calendar year. Employees may use floating holidays in one (1) hour increments. Employees shall have the primary responsibility to schedule and take their floating holidays. When a written request for a floating holiday is submitted, the Agency/ Department Head shall respond in writing within fourteen (14) calendar days or shall schedule the floating holidays as requested by the employee. Agency/Department Heads shall make a reasonable effort to accommodate floating holiday requests.

d. Effect of Transition to Full-Time Status. Floating holidays for less than full-time eligible employees whose standard working hours change to full-time after January 1 but prior to July 1 of a calendar year, shall be increased based upon the employee's full-time status.

The adjustment to the floating holiday hour balance shall not exceed the full-time equivalent amount for four (4) days of floating holidays (32 hours for 80-hour per pay period employees and 30 hours for 75-hour per pay period employees or the full-time equivalent amount in effect for the calendar year). After July 1 of the calendar year, no adjustment will be made to the floating holiday hour balance.

e. Effect of Continuous Leave Without Pay. Employees who are on continuous leave without pay at the beginning of the calendar year will be eligible to use floating holiday hours for said calendar year when they return to paid status during that same calendar year.

In the administration of the above paragraphs, the provision set forth in subsection 10.I.6. (Vacation Leave Segments), shall not apply when an employee's leave request is solely for Floating Holidays.

4. Services-As-Needed. Services-As-Needed employees are not entitled to the holiday benefit as set forth in subsection 9.A.1. (Days Observed), 9.A.2. (Federal or State Holidays), and 9.A.3. (Floating Holidays) above.

9.B. VALUE OF A HOLIDAY. The value of a holiday which falls during a pay period is 1/10th of an employee's time spent in paid status during such pay period, excluding overtime. The maximum value of a holiday is seven and one-half (7.5) hours for a classification normally scheduled to work 75 hours per pay period or eight (8) hours for a classification normally scheduled to work 80 hours per pay period.

1. Holiday Pay for Employees on Alternate Biweekly Work Schedules. Employees who are approved for alternate biweekly work schedules shall receive no more than seven and one-half (7.5) or eight (8) hours of paid holiday leave, consistent with their classification's standard workday. If a holiday falls on a scheduled workday longer than 7.5 or 8 hours, the employee must either: 1) make up the difference during the same workweek (or pay period, if applicable), or 2) use accrued paid leave to supplement the holiday, without additional overtime eligibility.

a. ACSO Employees.

i. Civil and Payroll Units. Employees are required to revert to a regular schedule in pay periods containing a County holiday.

ii. 24-7 Units. Employees shall be required to use their leave balances to supplement the holiday in accordance with the Sheriff's Office Modification of Work Hours and Alternate Work Schedules sideletter of agreement.

9.C. NUMBER OF HOLIDAYS FOR SHIFT WORKERS. Except as provided in subsection 9.B. (Value of a Holiday) hereof, no employee assigned to shift work shall receive a greater or lesser number of holidays as defined in subsection 9.A. (Holidays Defined) in any calendar year than employees regularly assigned to work during the normal workweek, regardless of how the holiday is compensated. The intent of this subsection is to compensate each employee for each holiday defined in subsection 9.A. (Holidays Defined) above, whether compensation is in cash or time off.

For holiday administration purposes only, when an assigned shift overlaps two (2) calendar days, the day worked or scheduled to be worked shall be that calendar day upon which a majority of work, excluding overtime, was performed or scheduled.

9.D. HOLIDAYS TO BE OBSERVED ON WORKDAYS. In the event that January 1 (New Year's Day); February 12, (Lincoln's Birthday); June 19 (Juneteenth); July 4 (Independence Day); November 11, (Veterans Day); or December 25 (Christmas) shall fall on a Saturday, said holiday shall be observed on the preceding Friday. Should any of said holidays enumerated in this subsection fall on a Sunday, said holiday shall be observed on the following Monday. A day proclaimed as a nationwide or statewide public holiday, day of fast, day of mourning, or day of thanksgiving and approved in writing by three (3) or more members of the Board of Supervisors, shall be granted only to those employees who are regularly scheduled to work on the day for which such holiday is proclaimed.

When December 25, January 1, or July 4 occurs in the calendar year on a Saturday or Sunday and a weekend worker is scheduled on said day, the employee shall celebrate the Christmas holiday on December 25, the New Year's holiday on January 1 and July 4th on the actual day rather than the County designated day of observance of the holiday.

9.E. HOLIDAY COMPENSATION.

1. For Full-time Employees.

a. Holidays not worked by full-time employees shall be compensated at straight time.

b. In the event that any employee, by virtue of having worked a holiday, as defined in this subsection, should work longer than the normal workweek as set forth in subsection 6.B. (Workday and Workweek) of this MOU, said employee shall be compensated as provided in subsection 7.D. (Overtime Payment) hereof.

2. For Part-time Employees.

a. For part-time employees, the compensation for holidays not worked shall be at straight time, prorated each pay period in which a holiday occurs, based upon a proration of the hours which would have been worked within the pay period, but for the holiday, to the normal full-time period for the job classification.

Such an employee may, in writing, with a minimum of seven (7) calendar days' notice to the employee's Agency/Department Head elect to use accrued vacation and/or compensatory time off to replace a decrease experienced in the employee's regular biweekly salary due to a prorated holiday.

b. Less than full-time employees shall be compensated for hours worked on holidays defined herein at one and one-half (1.5) times the normal hourly rate.

3. For Services-As-Needed Employees.

a. Notwithstanding subsection 9.A.4. (Services-As-Needed), Services-As-Needed employees shall be compensated only for hours worked on holidays defined in subsection 9.A.1. (Days Observed), and 9.A.2. (Federal or State Holidays), at one and one-half (1.5) times the normal hourly rate.

4. In-Lieu Day Off.

a. Except in the case of employees regularly assigned to Zone 7 or the Alameda County Sheriff's Office, when a holiday as set forth in this Section falls on an employee's regularly scheduled day off, such employee may be given an in-lieu day off (a less than full-time employee will receive a prorated in-lieu day off) within 26 pay periods to be scheduled by mutual agreement of the employee and the Agency/Department, or the Agency/Department Head may compensate the employee in cash. Should an in-lieu day off not be taken within 26 pay periods, the employee shall be compensated in cash.

b. In the case of employees regularly assigned to Zone 7 or the Alameda County Sheriff's Office, when a holiday as set forth in this Section falls on an employee's regularly scheduled day off, such employee shall be compensated in cash (a less than full-time employee will receive prorated compensation in cash) at the rate of time and one-half (1/2) the employee's normal hourly rate.

9.F. ELIGIBILITY FOR HOLIDAY PAY. To be eligible for holiday pay, except pay for a floating holiday, an employee must be on paid status the employee's scheduled workday before and after the holiday. Notwithstanding the above, effective January 3, 2027, an employee who uses vacation purchase on the scheduled workday immediately before or after the holiday shall be eligible for holiday pay. Vacation purchase hours are still considered leave without pay for the purposes of calculating or prorating holiday pay.

9.G. CONFORMITY WITH STATE HOLIDAYS. In the event the Legislature shall amend Section 6700 of the Government Code to change the date of a holiday listed in subsections 9.A. (Holidays Defined) or 9.B. (Value of a Holiday) hereof is observed, employees subject to this MOU shall celebrate said holiday in conformity with the State. This paragraph shall not be applied so as to increase or decrease the number of holidays set forth in subsection 9.A. (Holidays Defined) or 9.B. (Value of a Holiday) hereof.

9.H. EXEMPT WORK SITUATIONS. Time spent in study courses, seminars and meetings of professional groups is exempt from the provisions of this subsection.

9.I. HOLIDAYS FOR AUDITOR-CONTROLLER/CLERK-RECORDER STAFF. Employees of the Auditor-Controller/Clerk-Recorder's Office are excluded from the provisions of subsection 9.A. (Holidays Defined) but shall be entitled to paid holidays for days observed as judicial holidays pursuant to state law. In the event that the total number of judicial holidays in any calendar year shall be less than the number of County holidays, including the floating holidays, specified in subsection 9.A. (Holidays Defined), these employees shall be entitled to as many in-lieu holidays as is necessary to make the number of their holidays equal to the number of holidays specified in subsection 9.A. (Holidays Defined). An employee shall not qualify for an in-lieu holiday granted in exchange for the subsection 9.A. (Holidays Defined) floating holidays unless the employee was hired prior to April 1 of any calendar year. An employee shall not qualify for an in-lieu holiday granted in exchange for any other holiday listed in subsection 9.A. (Holidays Defined) unless the employee was hired on or before the date of the subsection 9.A. (Holidays Defined) holiday not observed as judicial holiday. An in-lieu holiday must be scheduled by mutual agreement of the

employee and the Agency/Department Head, and taken within the calendar year, except that the Agency/Department Head may in writing authorize the in-lieu holiday to be carried over for one (1) calendar year only.

9.J. HOLIDAY COMPENSATION FOR SHERIFF'S OFFICE STAFF. Employees of the Alameda County Sheriff's Office shall be compensated at a premium of two (2) times their normal rate of pay for any hours for which they are ordered to work beyond their regularly scheduled work shift (before or after their regularly scheduled work shift) when such additional work hours occur on the fourth (4th) Thursday in November (Thanksgiving) and/or December 25 (Christmas).

SECTION 10. VACATION LEAVE

Services-As-Needed employees in classifications listed in Appendix B (Intermittent and Services-As-Needed Classifications) are excluded from the provisions of Section 10. (Vacation Leave).

Employees shall accrue vacation as specified below. Vacation pay shall be granted only for those days or fractions thereof on which employees would have been regularly scheduled to work and would have worked but for the vacation period. Employees who are regularly scheduled to work less than the normal full-time workweek for their classification shall accrue vacation on a prorated basis. Vacation accrual shall be prorated each pay period based on the proportion of hours worked to the normal full-time pay period for the job classification.

10.A. VACATION ACCRUAL.

1. Employees shall accrue vacation leave as follows:

a. Two (2) weeks accrual. Employees shall accrue two weeks of vacation annually until completion of 104 full-time biweekly pay periods (4 years) of continuous employment, up to a maximum balance of four (4) weeks.

b. Three (3) weeks accrual. Employees shall accrue three (3) weeks of vacation annually after the completion of 104 full-time biweekly pay periods (4 years) of continuous employment and until completion of 286 full-time biweekly pay periods (11 years) of continuous employment, up to a maximum balance of six (6) weeks.

c. Four (4) weeks accrual. Employees shall accrue four (4) weeks of vacation annually after the completion of 286 full-time biweekly pay periods (11 years) of continuous employment and until completion of 520 full-time biweekly pay periods (20 years) of continuous employment, up to a maximum balance of eight (8) weeks.

d. Five (5) weeks accrual. Employees shall accrue five (5) weeks of vacation annually after the completion of 520 full-time biweekly pay periods (20 years) of continuous employment, up to a maximum balance of ten (10) weeks.

10.B. CASH PAYMENT OF ACCRUED VACATION LEAVE UPON SEPARATION. Employees who separate from County service for any reason shall be paid for unused vacation leave at their current biweekly or hourly rate, as established for their classification in Appendix A, up to the date of separation.

10.C. LIMITATION ON UNUSED VACATION LEAVE BALANCES. Vacation accrual shall cease in any pay period in which the employee's vacation balance reaches the maximum balance and shall not resume until the balance falls below this maximum. Employees are responsible for scheduling

sufficient vacation to reduce their accrued vacation leave balances to levels below their maximum balance, however, Agency/Department Heads shall make a reasonable effort to accommodate written requests that specifically state they are intended to reduce excess vacation leave balances.

The maximum balance for each accrual rate shall be as follows:

Vacation Accrual Rate	Maximum Pay Period Balance
2 weeks	4 weeks
3 weeks	6 weeks
4 weeks	8 weeks
5 weeks	10 weeks

10.D. DATE WHEN VACATION CREDIT STARTS. Vacation credit shall begin on the first day of employment.

10.E. WHEN FIRST VACATION IS DUE. Vacation credit and the first vacation leave for any employee shall be due only after the completion of at least the equivalent of 130 full-time working days or the equivalent of 13 full-time pay periods of employment. For purposes of this subsection, "working day" shall mean any day upon which an employee would regularly be required to work.

10.F. MAXIMUM VACATION LEAVE. An employee shall be allowed to take two (2) times the employee's annual vacation accrual during any calendar year, provided that the employee has accumulated sufficient unused vacation leave.

10.G. EFFECT OF LEAVE WITHOUT PAY ON VACATION CREDIT. No vacation credit shall be earned during the period when an employee is absent on leave without pay

10.H. EFFECT OF ABSENCE ON CONTINUOUS SERVICE. Absences due to authorized leave without pay, layoff, or time when an employee is temporarily not employed by the County shall not be considered as an interruption of continuous service for vacation qualification purposes, if the employee is reemployed within three (3) years. In such cases, continuous service for vacation qualification purposes shall resume from the point at which the employee separated; however, time spent not on authorized leave without pay or not employed by the County shall not be counted when computing such years of continuous employment for the purpose under this subsection 10.H. (Effect of Absence on Continuous Service).

Employees who are reemployed after an absence exceeding three (3) years shall accrue vacation as a new hire. However, once such employees complete ten (10) years of uninterrupted County service following such reemployment, they shall receive credit for all prior County service for purposes of determining eligibility for fifteen (15), twenty (20) or twenty-five (25) days of vacation leave accrual.

Employees eligible under this subsection 10.H. (Effect of Absence on Continuous Service) must notify the Human Resource Services Employee Benefits Center (EBC) when they meet the applicable requirement.

10.I. WHEN VACATION LEAVE MAY BE TAKEN. Paid leave may be granted only for those days or fractions thereof on which an employee would have been regularly scheduled to work and would have worked but for the vacation leave.

1. Vacation Seniority. Vacation seniority shall be determined as follows:

a. All Employees Except Those Assigned to the Sheriff's Department. Vacation seniority begins when the employee enters a vacation scheduling unit within their classification. Seniority restarts when the employee changes their scheduling unit and/or classification, except promotions within a flexibly-staffed classification series.

b. Employees Assigned to the Sheriff's Department. Vacation seniority begins upon entry into the Sheriff's Department and continues unless interrupted by service outside of the Sheriff's Department. Seniority restarts when an employee changes classifications, except for promotions within a flexibly-staffed classification series.

c. Tie Breakers. If a tie breaker is needed, the following criteria shall be applied in order:

i. Total department time (less leave without pay)
ii. Total County time (less leave without pay)
iii. Test administration number
iv. Exam score
v. Date stamp on application (received in County Human Resource Services)
vi. Coin toss

2. For Full-time Employees. Except as provided in subsection 10.I.4. (Alternative Scheduling Procedure), vacation leave shall be scheduled by mutual agreement between the employee and the Agency/Department Head.

a. Conflicting Requests (Except for employees assigned to the Sheriff's Department). In the event of conflicting requests between two (2) or more employees, the request shall be granted to the employee having the longest County service in the classification within the vacation scheduling unit. If a tie breaker is needed, the request shall be granted based on the criteria under 10.I.1.c. (Tie Breakers).

b. Conflicting Requests (Sheriff's Department). For the first three (3) segments requested in a calendar year, conflicts shall be resolved based on the seniority rules in subsection 10.I.1. (Vacation Seniority). The remaining two (2) segments, if requested, shall be processed in accordance with 10.I.2.c. (Subsequent Vacation Requests (All Employees)).

c. Subsequent Vacation Requests (All Employees). Subsequent vacation requests within the same calendar year shall be resolved as follows:

i. The employee with the greatest seniority who has not yet had such a conflict resolved in their favor during the calendar year shall prevail.

ii. If all employees have, by virtue of their senior position, had such conflicts resolved in their favor during the calendar year, the senior employee who has had the least number of such conflicts resolved in their favor shall prevail.

d. Required Response Timeline. When written submission of a vacation request is required pursuant to this subsection 10.I.2. (For Full-time Employees), the Agency/Department Head, or their designee, shall respond within twenty (20) calendar days in writing or shall schedule the vacation requested by the employee.

3. For Part-time Employees. Employees scheduled to work less than the full-time workweek and two-fifths (0.4 FTE) or more time for their job classification may, at the discretion of the Agency/Department Head, be included in the same vacation scheduling unit with full-time

employees in the same job classification. When included, conflicts shall be resolved using the same procedures applicable to full-time employees.

4. **Alternative Scheduling Procedure.** When vacation scheduling under subsections 10.I.2. (For Full-time Employees) or 10.I.3. (For Part-time Employees) is impractical due to the size of the vacation scheduling unit or other reasons, the following process may be implemented:

   a. **Annual Submission Period.** During a month designated by the Agency/Department Head, employees may submit up to three (3) preferred vacation periods for the subsequent twelve (12) months.

   b. **Approval and Posting.** The Agency/Department Head shall approve such requests based on employee seniority as set forth in subsection 10.I.2. (For Full-time Employees) and shall employees of the approved vacation schedule within four (4) weeks following the end of the designated month that included the close of the submission period.

   c. **Employees Who Do Not Submit Requests.** Employees who fails to submit choices during the designated period, or new employees entering the unit after the submission period, shall schedule vacations by mutual agreement pursuant to subsections 10.I.2. (For Full-time Employees) or 10.I.3. (For Part-time Employees), provided that such requests do not supersede previously approved and posted vacations.

   d. **Required Posting.** The Agency/Department Head shall post:

      i. Seniority lists;
      ii. The number of employees allowed to be on vacation at one time (by classification); and
      iii. Instructions and submission tools that allow employees to submit their three (3) choices and view competing vacation request submissions.

5. **Alternative Scheduling Period for the Social Services Agency.** During the Alternative Scheduling Period as contained in subsection 10.I.4. (Alternative Scheduling Procedure) above, vacation requests shall be scheduled by mutual agreement and conflicting vacation requests shall be resolved based on employee County seniority among employees in the same classification the scheduling work unit.

   Vacation requests submitted outside of the Alternative Scheduling Period shall be scheduled by mutual agreement under subsections 10.I.2. (For Full-time Employees) and 10.I.3. (For Part-time Employees). Conflicts shall be resolved based on unit seniority among employees in the same classification within the scheduling work unit.

6. **Vacation Leave Segments.** Employees may divide their annual vacation leave in any calendar year into five (5) segments. An Agency/Department Head may, at their discretion, authorize additional vacation segments of at least one (1) hour or more. These segments do not include vacation hours used as personal leave under subsection 10.J. (Personal Leave) or floating holiday leave specified in subsection 9.A.3. (Floating Holidays).

10.J. PERSONAL LEAVE. Employees shall be allowed three (3) days in any calendar year from their regular vacation allowance or compensatory time off for personal leave. An Agency/Department Head shall not deny a request for this leave except for reasons critical to the operation of their agency/department. Such personal leave shall be in segments of one (1) hour or more.

10.K. RATE OF VACATION PAY. Compensation during vacation leave shall be at the rate of pay the employee would have received, including applicable premium pay, had the employee been in active service during such vacation period. Compensation during vacation shall not include pay for overtime work not actually performed.

10.L. VACATION SELLBACK. Employees may receive equivalent cash payment for up to five (5) vacation days per fiscal year and employees accruing at least twenty (20) days of vacation may receive equivalent cash payment for up to ten (10) days per fiscal year. This benefit shall be prorated for part-time employees based on the proportion of the normal thirty-seven and one-half (37.5) or forty (40) hour workweek for which the employee is regularly scheduled to work. In lieu of, or in addition to the foregoing, an employee may have accrued vacation leave credited against the employee's transition pay obligation to the County. Vacation sellback under this subsection is in addition to the amount of sellback that can be used to purchase Long-Term Disability Insurance under Section 15. (Long-Term Disability Insurance Coverage). Requests for vacation sellback are irrevocable.

10.M. VACATION PURCHASE PLAN. Full-time employees covered by this MOU, excluding employees in classifications listed in Appendix B (Intermittent and Services-As-Needed Classifications) and Appendix D (Part-Time and Services-As-Needed Registered Nurses Classifications) may elect to purchase, during Open Enrollment, one (1) or two (2) additional weeks of vacation over and above their regular entitlement as set forth in subsection 10.A. (Vacation Accrual).

1. **Eligibility.** To purchase vacation, an employee must:

   a. Have paid in full for any previously purchased vacation; and
   b. Have no more than one (1) week of unused purchased vacation as of the third pay period prior to the start of Open Enrollment.

   To purchase two (2) weeks of vacation, an employee must have used all previously purchased vacation leave as of the third pay period prior to Open Enrollment.

2. **Credit and Repayment.** Purchased vacation shall be credited to the employee's vacation balance on the first pay period of the calendar year and may thereafter be used subject to mutual agreement between the employee and the Agency/Department Head.

   Employees shall pay the cost of purchased vacation in equal installments during the calendar year. If an employee lacks sufficient pay to cover the cost of purchased vacation in any pay period(s), the County reserves the right to adjust the future pay period amount. Should an employee use their purchased vacation time, and subsequently separates from the County prior to full repayment, the County will recover any outstanding cost from the employee, including deducting any sum owed from the employee's final pay warrant. In the event there is insufficient pay to deduct from the employee's final pay warrant, the amount is still due and payable to the County. Amounts not recovered remain due and payable and any failure to repay the County upon separation of employment will result in collection proceedings.

3. **Use of Vacation Purchase for Personal Leave.** If an employee has exhausted vacation balances accrued pursuant to subsection 10.A. (Vacation Accrual), then purchased vacation may be utilized for personal leave granted under subsection 10.J. (Personal Leave).

4. **Cash Payment of Purchased Vacation.** For purposes of cash payment of vacation leave, vacation purchased pursuant to this subsection shall be combined with vacation accrued pursuant to subsection 10.A. (Vacation Accrual) and subject to subsection 10.B. (Cash Payment of Accrued Vacation Leave Upon Separation) hereof.

5. **Movement Between 37.5- and 40-Hour Workweeks.** If a participating employee moves between a forty (40) hour per week position and a thirty-seven and one-half (37.5) hour per week position, the employee shall carry over their purchased vacation balance in the same number of days and fractions of days.

6. **Change from Eligible to Ineligible Status.** Employees who change status from eligible status to purchase vacation to ineligible status will be paid for any purchased vacation balance and the County reserves the right to adjust the purchased vacation balance and/or deductions.

   a. The County shall cease deduction and no additional days will be allowed for purchase.

   b. The County shall reduce the purchased vacation balance by the amount which the employee has not yet paid.

   c. The employee shall be allowed to retain and use the time purchased as of the date of the change from eligibility to ineligibility through the final pay period of the calendar year of the date of ineligibility.

   d. For purchased vacation remaining and unused through the final pay period of the calendar year, as set forth in 4.c. above, the employee shall be paid at the pay rate at the time of enrollment, for the purchased vacation time not taken as of the 1st pay period of the following year.

7. **Effect of Pay Rate Changes.** In the event that an employee experiences a pay rate change during the plan year, the total annual cost will remain the same as at the time of enrollment.

8. **Effect on Benefits and Accruals.** Employees purchasing vacation are responsible for all County costs associated with vacation purchase.

   For any pay period in which purchased vacation is utilized as time off, the employee's total compensation shall not include the County contributions toward premium based and accrued benefits, including retirement. These prorated premium costs shall be deducted from the employee's paycheck for the biweekly pay period in which the purchased vacation is utilized. Employees will not accrue vacation or sick leave for purchased vacation hours used and such hours will not count toward seniority, hours in step, completion of the probationary period or retirement service credit.

10.N. EXTRA WEEK OF UNPAID LEAVE. Part-time employees in a classification listed in Appendix D (Part-Time and Services-As-Needed Registered Nurses Classifications) and, all other part-time employees subject to this MOU, may take one (1) week of unpaid leave per calendar year after completing one (1) year of employment. The unpaid leave must be taken in one (1) segment and taken in conjunction with approved vacation leave. The scheduling of this unpaid leave shall be subject to the vacation scheduling provisions contained herein. This unpaid leave shall not reduce the County's regular biweekly dental or health plan contributions.

10.O. VACATION TRANSFER. Married couples or domestic partners, employed by the County, may elect to transfer up to five (5) days (37.5 or 40 hours) of their accrued vacation leave balances to their spouse or domestic partner (upon submission of an affidavit as defined in Appendix E (Domestic Partners) per each event of maternity, paternity and adoption.

10.P. EMPLOYEE ENTRY INTO BARGAINING UNITS COVERED BY THIS MOU. Employees who enter a bargaining unit covered by this MOU and come from a bargaining unit where the "maximum

allowable vacation balance" is not applicable, shall have two (2) full calendar years to reduce their vacation balance to the maximum allowable. After two (2) full calendar years, the vacation leave balance of any employee that exceeds the maximum balance allowable will be paid in cash to the maximum balance. Agency/Department Heads shall make a reasonable effort to accommodate written vacation leave requests submitted by employees that state that the purpose of such request is to reduce accrued vacation leave balances below the maximum accrual level.

SECTION 11. SICK LEAVE

Services-As-Needed employees working in classifications which are enumerated in Appendix B (Intermittent and Services-As-Needed Classifications) are excluded from the provisions of Section 11 (Sick Leave) except as noted in subsection 11.L. (Services-As-Needed Employees Sick Leave/Family Sick Leave).

11.A. SICK LEAVE DEFINED. As used in this subsection, "Sick Leave" means leave of absence of an employee because of any of the following:

1. illness or injury that renders the employee incapable of performing their work or duties for the County;
2. the employee's exposure to contagious disease; and
3. routine medical or dental appointment of the employee.

11.B. EMPLOYEE DEFINED. As used in this subsection, "Employee" means any person, except for employees in classifications listed in Appendix B (Intermittent and Services-As-Needed Classifications), holding a regular, provisional, or temporary appointment in the County service, and otherwise subject to the provisions of this MOU.

11.C. SICK LEAVE - DAYS OR FRACTIONS OF DAYS. Paid leave may be granted only for those days or fractions thereof on which an employee would have been regularly scheduled to work and would have worked but for the sick leave.

11.D. CUMULATIVE SICK LEAVE PLAN.

1. Accumulation of Sick Leave.

a. For full-time employees (37.5-hour or 40-hour workweek). Each employee shall accumulate sick leave with pay entitlement at the rate of one-half (1/2) workday (3.75 hours or 4 hours for 37.5-hour or 40-hour employees, respectively) for each full biweekly pay period on paid status up to a maximum accumulation of 155 days (7.5 or 8 hour rate) of unused sick leave with pay entitlement.

b. For part-time employees. (37.5-hour or 40-hour workweek base). Each employee who is regularly scheduled to work less than the full-time thirty-seven and one-half (37.5) or forty (40) hour workweek base shall accrue sick leave pursuant to subsection 11.E.1.a. above, except that the sick leave accrual shall be prorated each pay period based upon the proportion of the hours worked within a pay period to the thirty-seven and one-half (37.5) or forty (40) hour workweek base up to a maximum accumulation of 155 days (7.5 or 8 hour rate) of unused sick leave with pay entitlement.

11.E. RESTORATION OF CUMULATIVE SICK LEAVE BALANCES. An employee laid off due to a reduction in force who is, within three (3) years of the date of layoff, returned to County service

from layoff status shall have the balance of unused cumulative sick leave accrued pursuant to subsection 11.D. (Cumulative Sick Leave Plan), restored for use as provided in this subsection.

An employee, as defined in subsection 11.B. (Employee Defined), who separates from the County and is reinstated/rehired, for any reason other than lay-off (see above), by the County within one (1) year from the date of separation, shall have previously accrued and unused paid sick days reinstated up to a maximum of 40-hours. The employee shall be entitled to use the reinstated and unused paid sick days as stated above.

11.F. CONVERSION OF SICK LEAVE TO VACATION. When an employee's sick leave balance accrued pursuant to subsection 11.E. (Cumulative Sick Leave Plan) hereof, reaches 155 days, five (5) days shall be deducted from said sick leave balance and shall be converted to one (1) day of vacation. Said vacation shall be added to vacation balances accumulated pursuant to Section 10. (Vacation Leave) and shall thereafter be subject to the provisions of Section 10. (Vacation Leave).

11.G. SICK LEAVE CREDIT AT RETIREMENT. County employees who are members of the Alameda County Employees' Retirement System and who retire, shall be credited for fifty percent (50%) of their unused paid sick leave accumulated as of the date of their retirement, up to a maximum credit of sixty-two and one half (62.5) days.

11.H. MAJOR MEDICAL SUPPLEMENTAL PAID SICK LEAVE.

1. Limits on Duration of Major Medical Supplemental Paid Sick Leave.

a. For employees who, as of June 25, 1979, completed the equivalent of twenty-six (26) pay periods but less than 130 pay periods, the maximum aggregate lifetime eligibility for major medical supplemental paid sick leave shall be as follows:

i. Twenty-two (22) days for those employed on a full-time basis as of June 25, 1979.
ii. Twenty-two (22) days prorated based upon a proportion of the hours worked in the pay period immediately preceding June 25, 1979 for those employed on a less than full-time basis.

b. For employees who, as of June 25, 1979, completed the equivalent of 130 pay periods of continuous employment, the maximum aggregate lifetime eligibility for major medical supplemental paid sick leave shall be as follows:

i. Forty-four (44) days for those employed on a full-time basis as of June 25, 1979.
ii. Forty-four (44) days prorated based upon a proportion of the hours worked in the pay period immediately preceding June 25, 1979 for those employed on a less than full-time basis.

2. Criteria Which Must Be Met Before Granting Major Medical Supplemental Paid Sick Leave. For employees continuously employed before July 1, 1975, who were otherwise granted the one (1) time non-recurring sick leave bonus made available to such employees, the Agency/Department Heads in their sole discretion, may grant major medical supplemental paid sick leave in those instances in which:

a. the employee exhausted paid cumulative sick leave entitlement accrued pursuant to subsection 11.E. hereof.
b. the employee's absence is caused by a serious injury or illness requiring prolonged absence from work,
c. the injury or illness was not incurred in the course of employment, AND

d. the employee has not incurred a break in service subsequent to June 24, 1979.

3. Major Medical Supplemental Paid Sick Leave. The Department Head's determination to deny major medical supplemental paid sick leave shall be final and non-grievable.

11.I. SICK LEAVE REVIEW. Employees have the right to receive an oral warning that the employee's attendance record is marginal, followed by a written confirmation of the oral warning that includes an opportunity for the employee to meet with the immediate supervisor prior to being placed on sick leave review. Employees placed on sick leave review shall be provided with a written statement explaining the reason and length of review period. Absences covered by the provisions under the federal Family and Medical Leave Act and/or other state or federal leave laws shall not be used to determine sick leave review. During the sick leave review period, the employee is required to provide medical evidence of sickness or injury to permit the use of sick leave with pay.

11.J. MEDICAL REPORT. The Agency/Department Head, as a condition of granting sick leave with pay, may require medical evidence of sickness or injury in the form of a statement from an employee's healthcare provider acceptable to the agency/department when the employee is absent for more than three (3) consecutive working days or when at the discretion of the agency/department head, the agency/department head determines that there are indications of excessive use of sick leave or sick leave abuse.

11.K. FAMILY SICK LEAVE. Employees, as defined in subsection 11.B. (Employee Defined), are eligible to use, in each calendar year, up to twelve (12) days (at 7.5 or 8 hours per day) of accumulated sick leave to attend to immediate family members who are ill or injured, including emergency or routine medical/dental appointments and/or to obtain or attempt to obtain any relief to help ensure the health, safety, or welfare of themselves or their child(ren) when the employee is a victim of domestic violence, sexual assault or stalking. For the purpose of this subsection "immediate family" means:

1. Parent (biological, adoptive, foster-parent, step-parent, grand-parent or legal guardian of an employee or the employee's spouse or domestic partner (upon submission of a written affidavit for domestic partnership as defined in Appendix E (Domestic Partners) or a notarized Declaration of Domestic Partnership [Form DP-1] filed with the California Secretary of State) or a person who stood in loco parentis when the employee was a minor child);

2. Spouse or domestic partner (upon submission of a written affidavit for domestic partnership as defined in Appendix E (Domestic Partners) or a notarized Declaration of Domestic Partnership [Form DP-1] filed with the California Secretary of State);

3. Child (biological, adopted, foster-child, step-child, grand-child, legal ward or child to whom the employee stands in loco parentis);

4. Sibling; and

5. a "designated person" whom the employee shall identify at the time the employee requests the leave. Employees are limited to one (1) "designated person" per 12-month period.

11.L. SERVICES-AS-NEEDED (SAN) EMPLOYEES SICK LEAVE/FAMILY SICK LEAVE.

1. Sick Leave Defined. As used in this subsection, "Employee Sick Leave" means leave of absence of an employee because of any of the following: (i) illness or injury which renders the employee incapable of performing their work or duties for the County; (ii) the employee's exposure to contagious disease; and (iii) routine medical or dental appointment of the employee.

2. **Accumulation of Sick Leave.** Each calendar year, in the pay period containing January 1, SAN employees shall receive forty (40) hours of sick leave credited to their balance. Employees hired after the pay period containing January 1 shall receive forty (40) hours of sick leave credited to their balance in the first pay period following their date of hire. Any unused sick leave will be removed effective December 31 of each calendar year.

3. **Employee/Family Sick Leave.** Beginning on the 90th day of employment, SAN employees working in classifications which are enumerated in Appendix B (Intermittent and Services-As-Needed Classifications) are eligible to use, in each calendar year, three (3) days of accumulated sick leave to attend to the employee's illness or that of an immediate family member who are ill or injured and/or to obtain or attempt to obtain any relief to help ensure the health, safety, or welfare of themselves or their child(ren) when the employee is a victim of domestic violence, sexual assault or stalking. For the purpose of this subsection "immediate family" means:

   a. Parent (biological, adoptive, foster-parent, step-parent, grand-parent or legal guardian of an employee or the employee's spouse or domestic partner (upon submission of a written affidavit for domestic partnership as defined in Appendix E (Domestic Partners) or a notarized Declaration of Domestic Partnership [Form DP-1] filed with the California Secretary of State) or a person who stood in loco parentis when the employee was a minor child);
   b. Spouse or domestic partner (upon submission of a written affidavit for domestic partnership as defined in Appendix E (Domestic Partners) or a notarized Declaration of Domestic Partnership [Form DP-1] filed with the California Secretary of State);
   c. Child (biological, adopted, foster-child, step-child, grand-child, legal ward or child to whom the employee stands in loco parentis);
   d. Sibling; and
   e. A "designated person" whom the employee shall identify at the time the employee requests the leave. Employees are limited to one (1) "designated person" per 12-month period.

4. **Restoration of Cumulative Sick Leave Balances – Services-As-Needed Employees.** Any SAN employees working in classifications which are enumerated in Appendix B (Intermittent and Services-As-Needed Classifications), who separate from the County and are reinstated/rehired by the County within the calendar year in which they leave, shall have previously accrued and unused paid sick days reinstated up to a maximum of 40 hours. The employee shall be entitled to use the previously accrued and unused paid sick days as stated above.

11.M. INDUSTRIAL SICK LEAVE BENEFIT. If an employee is incapacitated by sickness or injury received in the course of employment by the County, such employee shall be entitled to pay as provided herein.

1. **Employees Excluded.** The provisions of this subsection do not apply to safety members who are subject to the provisions of California Labor Code Section 4850 and all incumbents of positions in classes designated SAN or by the letter N.

2. **Amount and Duration of Payment.**

   a. Full-time employees. For any injury that is approved by the County such employees shall be entitled to wage continuation commencing with the fourth (4th) calendar day of the incapacity. The industrial sick leave wage continuation shall be equal to the difference between seventy-five percent (75%) of the employee's gross salary and the amount of any Worker's Compensation temporary disability payments to which such employee is

entitled during such disability. This period shall not exceed two hundred seventy (270) calendar days from the date of illness or injury resulting in the incapacity.

b. Use of Accrued Leave After 270 Calendar Days. Following two hundred seventy (270) calendar days from the date of illness or injury, employees may supplement their temporary disability payments with their accrued paid leave up to no more than seventy-five percent (75%) of their gross salary. Available leave balances shall include sick leave, vacation leave, compensatory time off, floating holidays, and holiday in-lieu time.

c. Waiting Period. In the event that the period of the incapacity exceeds fourteen (14) calendar days, the employee so incapacitated shall be granted industrial sick leave wage continuation at the rate of one hundred percent (100%) of the employee's gross salary for the first three (3) calendar days of such incapacity. If the period of the incapacity does not exceed fourteen (14) calendar days, the employee so incapacitated will be eligible to receive any available leave balance for the first three (3) workdays of such incapacity.

b. Part-time employees. Subsection 11.M.2.a. (Full-time employees) above applies to part-time employees but shall be on a prorated basis.

3. When Payments Shall be Denied. Payments shall not be made pursuant to subsection 11.M.2. (Amount and Duration of Payment) to an employee:

a. Who does not apply for or who does not receive temporary disability benefits under the Worker's Compensation Law;

b. Whose injury or illness has become permanent, and stationary;

c. Whose injury or illness, although continuing to show improvement, is unlikely to improve sufficiently to permit the employee to return to work in the employee's usual and customary position, and the employee has been declared a "Qualified Injured Worker" ("QIW") or "Maximum Medical Improvement" (MMI) and referred to vocational rehabilitation;

d. Who is retired on permanent disability and/or disability retirement pension;

e. Who unreasonably refuses to accept other County employment for which the employee is not substantially disabled;

f. Whose injury or illness is the result of failure to observe County health or safety regulations or the commission of a criminal offense;

g. Whose injury or illness has been aggravated or delayed in healing by reasons of the failure of the employee to have received medical treatment or to have followed medical advice, except where such treatment or advice has not been sought or followed by reason of the religious beliefs of the employee; and/or

h. Whose injury or illness is a recurrence or reinjury of an earlier job-related injury or illness, or is contributed to by a susceptibility or predisposition to such injury or illness related to an earlier job-related injury or illness.

4. Fringe Benefit Entitlement During Industrial Sick Leave. Employees who receive Workers' Compensation temporary disability benefits and supplement those benefits with the full amount of accrued paid leave or industrial sick leave wage continuation up to seventy five

percent (75%) of their gross salary shall maintain and accrue all the same benefits (i.e. County contribution towards medical and dental insurance premiums, share the savings, basic life insurance, and full vacation and sick leave accrual) provided under this MOU that the employee was entitled to immediately preceding an industrial illness or injury.

5. **Leave for Medical Treatment**. Employees with an approved Workers' Compensation claim who have returned to work and are required by their physician to undergo therapy, diagnostic tests or treatment due to an industrial injury/illness shall receive Industrial Leave with pay under the following conditions:

   a. Treatments are being paid under Workers' Compensation;

   b. The therapy diagnostic tests or treatment falls within the employee's normal working hours;

   c. The leave applies only to the actual treatment time and reasonable travel time. In no event shall leave under this subsection and the employee's actual work time exceed the employee's normally scheduled workday.

11.N. SERVICES-AS-NEEDED AND N-DESIGNATED CLASSIFICATIONS: HEALTH AND DENTAL ENTITLEMENT. Employees in classes designated Services-As-Needed or by the letter "N" who are absent from work due to an industrial injury or illness, who had been receiving health and dental benefits, and who would otherwise have worked and continued to receive such benefits but for the industrial illness or injury, shall continue to be eligible to receive health and dental benefits at the same level and as set forth in Section 14. (Health and Welfare).

SECTION 12. PREMIUM CONDITIONS

12.A. SPLIT SHIFT. Except as provided otherwise in subsection 12.B. (Night Shift), below, any employee required to work a split shift shall be paid at a rate of seven and one-half percent (7.5%) over and above the employee's regular biweekly or hourly rate of pay for the entire shift so worked. For purposes of this paragraph "split shift" is defined as any daily tour of duty divided into two (2) periods of time and taking more than nine and one-half (9.5) consecutive hours to complete.

12.B. NIGHT SHIFT. Employees who are required to work at least five-eighths ($5/8^{th}$) of their normal daily tour of duty after 4:30 p.m. and before 8:00 a.m. shall be paid at a rate of seven and one-half percent (7.5%) over and above their normal biweekly or hourly rate of pay for the entire shift so worked.

12.C. BILINGUAL PAY. To be eligible for bilingual pay, employees must have taken and passed a bilingual proficiency test coordinated by Human Resource Services or an authorized Agency/Department and administered by a person certified as bilingually proficient (including sign language). The bilingual proficiency test and the County's determination of an employee's bilingual competency shall not be subject to the grievance procedure. Bilingual pay shall be provided as follows:

1. **Positions Requiring Fluency and Ongoing Use.** Upon approval of the Agency/Department Head, employees occupying a position that requires fluency in a language other than English and who use such bilingual skills on a regular basis shall be compensated an additional sixty dollars ($60.00) per pay period. Employees occupying such positions with proficiency in three (3) or more languages and are required to use those additional languages in the course of their duties shall be compensated sixty-five dollars ($65.00) per pay period.

2. **Bilingual Pay for Services Requested.** An employee who is eligible for bilingual pay referenced above in 12.C. (Bilingual Pay) and directed by the Agency/Department Head or designee to use their bilingual skills on an as-needed basis, shall be compensated sixty dollars ($60) for any pay period in which the employee is so directed and uses the bilingual skills in the course of the employee's assignment. Employees receiving compensation under subsection 12.C.1. (Positions Requiring Fluency and Ongoing Use) shall not be eligible for compensation under this subsection.

12.D. SOCIAL SERVICES AGENCY PREMIUM FOR NON-ENGLISH-SPEAKING CASELOAD. Employees assigned to the Social Services Agency ("Agency") who carry a caseload of which at least twenty-five percent (25%) is comprised of non-English speaking clients shall be compensated an additional sixty dollars ($60.00) per pay period. The Agency will conduct an annual evaluation to ensure employees receiving this premium continue to meet the twenty-five percent (25%) non-English speaking client caseload threshold requirement. Employees who no longer meet the threshold will revert to the lower level premium effective the first day of the first full pay period following completion of said annual evaluation. Employees who newly meet the threshold shall begin receiving this premium effective the first pay period in the second calendar month following the month in which the threshold is met. Moreover, the Agency will continue to make every effort to assign non-English speaking caseloads to bilingual workers.

This premium shall be in lieu of bilingual pay provided under Section 12.C. (Bilingual Pay).

SECTION 13. SPECIAL PERFORMANCE PAY

13.A. FOR STANDBY DUTY. Unless otherwise provided in the Salary Ordinance, employees who perform standby duty shall be compensated at the rate of one-fifth ($1/5^{th}$) pay for such duty.

1. **Second Call Duty Officer ("SCDO") Rotation**. If at the time the SCDO rotation standby duty schedule is set and there are less than 15 nurses in the Alameda County Health, Public Health Department who make themselves available to provide SCDO rotation standby duty, the County and the Union will meet and confer on Division of Communicable Disease Control and Prevention ("DCDCP") nurses' participation in the SCDO rotation standby duty. No nurse shall be required to provide SCDO rotation standby duty for any shift without first having completed the required training.

13.B. FOR CALL-BACK. An employee called back to work from either standby duty or non-standby status shall be compensated at the premium overtime rate for such work, provided, however, that the minimum compensation shall be two (2) hours at the overtime rate.

An employee called back to work because of a shift change shall be compensated at the premium overtime rate only for the hours worked prior to the beginning of the employee's regular shift. An employee notified of a shift change before going off duty is not eligible for call back pay.

1. **Social Services Agency.** Employees in the classifications of Child Welfare Worker I (JC 6740) and Child Welfare Worker II (JC 6745) assigned to the Social Services Agency's Children and Family Services' after-hours Emergency Response Stand-by Program shall be eligible for call-back compensation when required by the Director of Social Services, or designee, to provide services by telephone or in-person during times other than the employee's regularly scheduled work hours.

2. **Alameda County Health.**

a. Behavioral Health Department. Employees in the classifications of Behavioral Health Clinician I (JC 6505), Behavioral Health Clinician II (JC 6510), Forensic Behavioral Health Clinician I (JC 6528), Forensic Behavioral Health Clinician II (JC 6529), Rehabilitation Counselor I (JC 6638), Rehabilitation Counselor II (JC 6640), Behavioral Health Crisis Intervention Associate (JC 6509), Behavioral Health Crisis Intervention Specialist I (JC 6512), Behavioral Health Crisis Intervention Specialist II (JC 6513), and Clinical Psychologist (JC 6316) in Behavioral Health, shall be eligible for call-back compensation when required by the Director of Alameda County Health, or designee, to provide services over the telephone during times other than the employee's regularly scheduled work hours.

b. Public Health Department. Employees in the classifications of Medical Clerk (1126), Specialist Clerk I (1128) and Specialist Clerk II (1129) assigned to the Public Health Department's Vital Registration Unit shall be eligible for call-back compensation when required by the Director of Alameda County Health, or designee, to provide services by telephone and email during times other than the employee's regularly scheduled work hours.

3. Information Technology Department. Employees in the classifications of Programmer I (JC 1821), Programmer II (JC 1823), and Programmer Analyst (JC 1825) assigned to the Information Technology Department ("ITD") shall be eligible for call-back compensation when required by the Chief Information Officer, or designee, to provide services by telephone or through the Agency Web Server during times other than the employee's regularly scheduled work hours.

Compensation shall be at the overtime rate as follows:

- Six (6) to eighteen (18) minutes shall be compensated for thirty (30) minutes;
- Nineteen (19) to forty-two (42) minutes shall be compensated for one (1) hour;
- Forty-three (43) to sixty (60) minutes shall be compensated for one (1) hour and fifteen minutes (1.15);
- Sixty-one (61) to one hundred twenty (120) minutes shall be compensated for two (2) hours or actual time worked, whichever is greater.

13.C. FOR TEMPORARY ASSIGNMENT TO A HIGHER-LEVEL POSITION. An employee temporarily assigned to perform the duties of a higher-level position in which there is no appointed incumbent, or in which the appointed incumbent is on paid or unpaid leave, shall be compensated in accordance with 13.C.3. below, provided that all of the following conditions are met:

1. The full range of duties of the higher-level position, except the preparation of performance evaluations, has been specifically assigned in writing by the Agency/Department Head.

2. Assignment for out-of-class pay can only be made for the full shift of the higher-level position. Part-time employees can only meet the "full shift" criteria by being assigned to a higher-level part-time position, or by being assigned to work the full shift of a full-time position.

3. Compensation for temporary assignment to a higher-level position shall be as follows:

a. The temporary assignment must exceed ten (10) workdays in any twelve (12) month period. Once the ten (10) workday threshold is met, payment shall be retroactive to the first day of the assignment within that twelve (12) month period.

b. The out-of-class pay rate shall be calculated as though the employee has been promoted to the higher-level position as outlined in Salary Ordinance 4-7 (Change to Position of Higher Grade), which is the next step in the compensation schedule of the higher-level classification that is at least five percent (5%) above the salary rate the employee has been receiving in the lower-level position, except that the next step shall not exceed the salary range of the higher-level classification. Since out-of-class pay is a temporary assignment, not a Civil Service appointment to the position, the employee is not eligible for step increases in the higher-level position but continues to receive step increases in the regular (lower-level) position, if otherwise eligible.

i. Notwithstanding this restriction, however, the employee's rate of pay shall not be reduced during a continuous period of out-of-class assignment in the event that the salary range of the higher-level position increases.

c. An employee otherwise eligible for out-of-class pay who is absent on paid leave shall be paid at the out-of-class pay rate for such paid leave, provided that:

i. Another person has not been hired or assigned to work on an out-of-class pay basis to the same position to which the out-of-class pay assignment has been made for the same period.

ii. Paid leave shall be granted at the higher-level rate for the first five (5) consecutive workdays of absence. Any absence beyond five (5) consecutive workdays shall be paid at the employee's regular (non-out-of-class) rate.

d. Work assignments shall not be changed or rotated among employees for the purpose of avoiding out-of-class pay obligations under this section.

e. An employee in a thirty-seven and one-half (37.5) hour classification who is assigned to a forty (40) hour higher level position may, at the discretion of the Agency/Department Head, continue to work thirty-seven and one-half (37.5) hours and shall be paid at the appropriate hourly rate of the higher-level classification as if the employee were promoted (see subsection 13.C.3.b. above).

f. Time worked in a higher-level assignment beyond the workweek of the employee's regular Civil Service appointed position shall be compensated in accordance with Section 7. (Overtime) hereof.

g. Out-of-class assignments shall be limited to 18-months. If an extension beyond 18-months is necessary, the Agency/Department shall provide the Union with a courtesy notification explaining the reason for the extension. This notification is not required if the assignment is due to a leave of absence of the incumbent employee.

13.D. REPORTING PAY. Employees who are scheduled or directed to report for work and so report but are then advised by the Agency/Department Head that their services are not required shall receive two (2) hours pay at the straight time rate. Employees who begin work but are sent home through no fault of their own before completing their shift shall receive the greater of 1) four (4) hours of straight time pay; or 2) straight time pay for all hours actually worked.

SECTION 14. HEALTH AND WELFARE

14.A. MEDICAL PLANS. The County offers Health Maintenance Organization (HMO) medical plan options and a Preferred Provider Organization (PPO)/Indemnity medical plan. Alternative plan

options listed in subsection 14.C.2. (Duplicate Coverage) apply to employees who receive alternate coverage through the County. Employees who are regularly scheduled to work at least fifty percent (50%) of the normal full-time biweekly pay period for their classification, shall be entitled to elect coverage from the available options.

The County and covered employees share the cost of medical premiums as follows:

1. **Payment for Premiums.** The County shall contribute eighty-eight percent (88%) of the total monthly premium of an HMO plan or eighty-eight percent (88%) of the total premium of the lowest cost HMO plan toward the total monthly premium of the PPO/indemnity plan at the corresponding level of coverage (i.e., Self, Self + 1 dependent, Family) in a Plan Year.

   The County contribution herein shall be prorated in accordance with subsection 14.G.1. (Proration of County Contributions and Stipends), below.

14.B. DENTAL PLAN. The County offers both a Dental Health Maintenance Organization (DHMO) and a dental PPO plan option. Alternative plan options listed in subsection 14.C.2. (Duplicate Coverage) apply to employees who receive alternate coverage through the County. Employees who are regularly scheduled to work at least fifty percent (50%) of the normal full-time biweekly pay period for their classification, shall be entitled to elect coverage from the available options.

1. **Payment of Premiums.** The County shall contribute the total semi-monthly premium for a County-offered dental plan at the corresponding level of coverage (i.e., Self, Self + 1 dependent, Family), provided the employee meets the eligibility and paid-status requirements in subsection 14.G.1. (Proration of County Contributions and Stipends).

2. **Maximum Annual Dental Coverage Limit.** The maximum annual dental benefit for each covered individual is one thousand nine hundred dollars ($1,900).

14.C. PROVISIONS APPLICABLE TO MEDICAL AND DENTAL COVERAGE.

1. **Benefits Subject to Availability.** The foregoing County-offered medical and dental benefit options described above shall remain available to the extent that the applicable carrier continues to offer them. The County will notify the Union of changes in the availability of any of the above County-offered benefit plans regarding a substitute benefit. If a substitute benefit is not possible, as determined by the County, the parties will meet and confer regarding the impact of such benefit changes on matters within the scope of representation. Within seven (7) days of receiving such notice, the Union may request to meet and confer regarding the impact of the change.

   The parties agree that the County may make changes during the term of the MOU to the Medical and Dental Plans which do not materially impact the health benefits upon notice to the Union. Within seven (7) days of receiving such notice the Union may request to meet with the County.

   The parties agree that the MOU shall be reopened on notice to the Union to discuss possible changes in the medical and dental plan design.

2. **Duplicate Coverage**. This subsection applies to married County employees, employees in domestic partnerships (as defined in Appendix B – Domestic Partners) and employees in parent-young adult dependent (YAD) relationships where the YAD employee is under age twenty-six (26), when both parties are employed by the County. The intent of this subsection is to limit County employees from both covering each other within the same medical or dental plan.

a. Medical Plan Coverage. Married County employees or employees in domestic partnerships, who are both employed by the County, shall be entitled to one (1) choice from the following list of Medical Plan coverages:

- Up to one (1) full family PPO or Indemnity plan.
- Up to one (1) full family HMO plan.
- Up to one (1) full family HMO membership with up to one (1) full family PPO or Indemnity plan.
- Up to one (1) full family HMO plan with up to one (1) full family alternative HMO plan.

For any County employee in a parent-YAD relationship, the YAD employee cannot have duplicate coverage within the same plan as the parent employee. If the parent employee has the YAD employee on a family HMO plan, the YAD employee cannot select individual coverage on the same HMO plan as the parent employee.

b. Dental Plan Coverage. Married County employees and employees in domestic partnerships who are both employed by the County shall be entitled to one (1) choice from the following list of dental plan coverages:

- Up to one (1) full family PPO or Indemnity dental plan together with up to one (1) PPO full family Supplemental dental plan.
- Up to one (1) full family PPO or Indemnity dental plan together with up to one (1) full family DHMO dental plan.
- Up to one (1) full family DHMO dental plan.
- Up to one (1) full family PPO/Indemnity dental plan.

For County employees in a parent-YAD relationship, the YAD employee cannot have duplicate coverage within the same plan as the parent employee if the parent employee has the YAD employee on a family plan.

14.D. SHARE THE SAVINGS PLAN. Employees who are eligible for medical benefits as defined in subsection 14.A. (Medical Plans) and have alternate medical coverage, are eligible to enroll in the Share the Savings plan if they choose to waive their County-sponsored medical coverage or reduce their applicable level of enrollment (i.e., Self, Self + 1 dependent, Family). The stipend provided by this plan is taxable, payable on a semi-monthly basis, and subject to subsection 14.D.2. (Proration).

1. Tiers and Monthly Stipend. The County's Share the Savings plan tiers and monthly stipend amounts for each eligible employee are as follows:

Tier	Monthly Stipend
Employees who decline all medical coverage.	$300.00
Employees who decline Family coverage and elect Single coverage.	$250.00
Employees who decline Family coverage and elect 2-Party coverage.	$200.00
Employees who decline 2-Party coverage and elect Single coverage.	$200.00

2. Proration and Effects of Leave Without Pay. The stipend shall be prorated as provided in subsection 14.G. (Proration and Effects of Leave Without Pay).

14.E. CAFETERIA BENEFIT PLAN. Employees are eligible to participate in the County's Cafeteria Benefit Plan. The County's Cafeteria Benefit Plan, authorized under Section 125 of the Internal Revenue Service (IRS) Code, was established for the purpose of providing eligible employees the ability to elect pre-tax deductions from salary to the extent permitted by the IRS regulations, to pay for allowable medical and other covered optional benefit expenses. In addition, the County provides employees with a County Allowance (outlined in subsection 14.F. (County Allowance) below) in order to offset the cost related to such eligible benefits.

During the annual Open Enrollment for each new plan year, or within the first thirty (30) days of becoming eligible, the employee may allocate from the employee's salary, on a pre-tax basis, an amount to the Health Care FSA. Except as governed by subsection 14.F. (County Allowance) herein, no change may be made in the allocation during the calendar year, and any sums remaining unused at the end of the year, including the employee pre-tax salary contribution amount, shall become County funds.

Reimbursement may be made for qualifying health care expenses within the meaning of Section 213(d) of the Internal Revenue Code (e.g. out-of-pocket medically necessary medical, dental, and vision care expenses, including deductibles and co-insurance payments), provided that such expenses were incurred during the period of coverage and paid for by the employee and eligible family members, and not reimbursed or paid under the employee's medical or dental plans or any other applicable personal or group health care plan. Participating employees must comply with all applicable County administrative procedures.

The remaining County Allowance funds, up to five-hundred dollars ($500), are automatically deposited into the employee's Health Care Flexible Spending Account (Health Care FSA). In addition, the employee may allocate pre-tax salary contributions towards eligible Health Care and Dependent Care Flexible Spending Accounts. Unallocated and/or unused funds are subject to subsection 14.F.4. (Unallocated and/or Unused Funds).

14.F. COUNTY ALLOWANCE. To help offset employee costs toward the Cafeteria Benefit Plan (as outlined in subsection 14.E. (Cafeteria Benefit Plan) above), the County provides eligible employees with a County Allowance each calendar year. County contributions are made on a semi-monthly basis and subject to proration (as outlined in subsection 14.F.2. (Proration)).

1. **Annual Allowance.** The annual County Allowance amount shall be one-thousand two-hundred dollars ($1,200) per calendar year.

2. **Proration.** The County Allowance amount shall be prorated in advance of the calendar year for employees regularly scheduled to work less than full-time based upon the proportion of hours that the employee has been regularly scheduled to work to the normal full-time biweekly pay period for the job classification. Employees who transition from a part-time position to a full-time position in a different job classification or from one (1) representation group to another, shall be entitled to a prorated amount stipulated in subsection 14.F.1. (Annual Allowance) based upon the number of pay periods the employee is regularly scheduled to work on a full-time basis during the remainder of the calendar year. Employees appointed during the last two (2) full pay periods and any following partial pay period prior to December 31, shall not be eligible for plan benefits until the following calendar year.

   The County Allowance maximum sum available to an employee who reinstates shall not exceed the annual amount stipulated in subsection 14.F.1. (Annual Allowance) minus the sum of the County Allowance received by the employee during the portion of the calendar year preceding termination.

3. **Limitation.** Except in the case of a termination, reinstatement or a qualifying change in status event, employees may not make any changes to their County Allowance allocation or Flexible Spending Accounts during the plan year.

4. **Unallocated and/or Unused Funds**. Failure by employees to allocate their County Allowance to the eligible benefits noted in subsection 14.E. (Cafeteria Benefit Plan) above within the stated timeframe will result in having the unallocated County Allowance funds, up to a maximum of five-hundred dollars ($500), deposited into the employee's Health Care Flexible Spending Account pursuant to the IRS regulations. Unallocated County Allowance funds exceeding five-hundred dollars ($500) shall be paid as after-tax earnings on a semi-monthly basis.

   Any remaining unspent funds in any of the Flexible Spending Accounts (Health Care, Dependent Care, and/or Adoption Assistance) at the end of the year, including salary contributions, are County funds.

14.G. PRORATION AND EFFECTS OF LEAVE WITHOUT PAY.

1. **Proration of County Contributions and Stipends.** Unless otherwise provided in this Section, any County contribution or stipend under this Section 14. (Health and Welfare), including but not limited to subsections 14.A., 14.B. and 14.D., shall be prorated each pay period based on the proportion of hours the employee is in paid status during that biweekly pay period, compared to the normal full-time schedule for the job classification.

   a. Vacation purchase hours under subsection 10.M. (Vacation Purchase Plan) do not count as hours in paid status.
   b. To receive a County contribution or stipend, an employee must be in paid status for at least fifty percent (50%) of the normal full-time biweekly pay period.
   c. Employees on paid status less than fifty percent (50%) of the normal full-time biweekly pay period shall be responsible for one hundred percent (100%) of the premium cost for the benefit, or ineligible for the stipend for that pay period, as applicable.

2. **Effect of Leave Without Pay.** Employees on continuous leave without pay may elect to continue uninterrupted medical or dental coverage for up to nine (9) months by paying one hundred percent (100%) of the premium for their current plan or for a lower level of coverage, consistent with subsection 14.H.1. (Re-Enrollment After Leave or Coverage Lapse).

   a. Failure to pay required premiums will result in a lapse in coverage.

      i. Employees whose lapse in coverage is three (3) months or less may re-enroll as continuing members in the same plan within thirty (30) calendar days of returning to paid status.
      ii. Employees whose lapse in coverage exceeds three (3) months may re-enroll as new participants, subject to applicable waiting periods, deductibles, and plan-year maximums.

14.H. RE-ENROLLMENT AND OPEN ENROLLMENT.

1. **Re-Enrollment After Leave or Coverage Lapse.**

   a. Return within Three (3) Months. An employee whose medical or dental coverage lapses for three (3) months or less while on leave without pay may re-enroll as a continuing member in the same plan held prior to the leave by completing the appropriate enrollment form within

thirty (30) calendar days of returning to paid status. Such employees are subject to any deductibles, maximums, and waiting periods applicable to the Plan Year in which they return. The effective date of coverage shall follow guidelines established by the County and promulgated by the Employee Benefits Center (EBC).

b. Return After More Than Three (3) Months. An employee whose lapse in coverage exceeds three (3) months may re-enroll within thirty (30) calendar days of returning to work as a new participant, subject to all new-hire eligibility rules, waiting periods, deductibles, and Plan Year maximums.

2. Special Enrollment Due to Change in Status. Employees may make benefit-election changes outside the annual Open Enrollment period when they experience a qualifying event (e.g., marriage, divorce, adoption, loss of coverage by a spouse or domestic partner) as defined by Internal Revenue Code Section 125. Employees must notify the EBC within thirty (30) calendar days of such event.

3. Open Enrollment. Eligible employees may choose among County-offered medical and dental plans and make benefit-election changes during the County's annual Open Enrollment period.

SECTION 15. DISABILITY AND LIFE INSURANCE BENEFITS

15.A. DISABILITY INSURANCE BENEFITS.

1. Participation. The County shall continue to participate under the State Disability Insurance (SDI) Program.

2. Payment of SDI Premiums. SDI premiums shall be shared equally by the employee and the County.

3. Employee Options. There are two (2) options available to an employee who is otherwise eligible for disability insurance benefits which are as follows:

a. Option 1: Not applying for disability insurance benefits and using accrued paid leave, vacation leave, compensatory time off, floating holiday leave, and/or with the consent of the Agency/Department Head, discretionary Major Medical Supplemental Paid Sick Leave;

b. Option 2: Applying for disability insurance benefits and integrating accrued paid leaves with the SDI benefits. Such accrued paid leaves shall include sick leave, vacation leave, compensatory time off, floating holiday leave, and/or, with the consent of the Agency/Department Head, discretionary Major Medical Supplemental Paid Sick Leave, unless the employee provides written notice to the Agency/Department Head to limit the integration to only accrued sick leave with SDI benefits. The choice to integrate only accrued sick leave with SDI benefits may not be waived by the employee or the County.

4. Amount of Supplement. The amount of the supplement provided in subsection 15.D. (How a Supplement to SDI is Treated), hereof, for any hour of any normal workday, shall not exceed the difference between one hundred percent (100%) of the employee's normal gross salary rate, including premium conditions specified in Section 12. (Premium Conditions) and applicable Salary Ordinance footnotes, and the "weekly benefit amount" multiplied by two (2) and divided by 75/80.

5. **How a Supplement to SDI is Treated.** Hours, including fractions thereof, charged against the employee's accrued sick leave, discretionary major medical supplemental paid sick leave, vacation leave, compensatory time off, and/or floating holiday balances as supplements to SDI benefits will be regarded as hours of paid leave of absence.

   Vacation and sick leave shall be accrued based upon the proportion of the hours charged against the employee's accrued sick leave, discretionary major medical supplemental paid sick leave, vacation leave, compensatory time off and/or floating holiday balances to the normal pay period.

6. **Medical and Dental Plan Coverage in Conjunction with SDI.** For purposes of determining eligibility for the County's hospital and medical care contributions and dental coverage, employees who are receiving a supplement to SDI benefits paid from and charged to accrued sick leave, discretionary major medical supplemental paid sick leave, vacation leave, compensatory time off and/or floating holiday balances shall be regarded as on paid status for their regular work schedules with regard to the days for which such supplement is paid.

   The group health care providers will permit employees who are dropped from health and/or dental plan coverage because of exhaustion of their accrued sick leave, discretionary major medical supplemental paid sick leave, vacation leave, compensatory time off and/or floating holiday balances, to re-enter the group plans upon returning to their former work schedules, if the employee is otherwise eligible pursuant to Section 14. (Health and Welfare) herein.

7. **Holiday Pay in Conjunction with SDI.** In the event that a paid holiday occurs during a period of absence for which the employee receives SDI benefits, holiday pay shall be prorated in proportion to the amount paid to the employee as a supplement to the SDI benefit from accrued sick leave, discretionary major medical supplemental paid sick leave, vacation leave, compensatory time off, and/or floating holiday balances on the day before and the day after the holiday.

15.B. LIFE INSURANCE.

1. **Basic Life Insurance.**Except for employees enumerated in Appendix B (Intermittent and Services-As-Needed Classifications) and any employee who is regularly scheduled to work less than half the normal work week for the job classification, basic group life insurance coverage of twenty thousand dollars ($20,000.00) will be provided to each employee who meets the enrollment requirements. The County shall continue to pay necessary premiums for two (2) pay periods after the employee goes on approved leave without pay. This coverage reduces by thirty-five percent (35%) at age 65. The reduced amounts will be rounded in accordance with the existing schedule.

2. **Supplemental Life Insurance.** Except for employees enumerated in Appendix B (Intermittent and Services-As-Needed Classifications) and employees who are regularly scheduled to work less than half the normal work week for the job classification are eligible for Voluntary Employee Supplemental life insurance as follows:

   Voluntary Employee Supplemental life insurance may be purchased on a pre-tax basis through payroll deductions by eligible employees in increments of ten-thousand dollars ($10,000.00), not to exceed the lesser of three (3) times the annual base salary or three-hundred thousand dollars ($300,000.00).

Voluntary Employee Supplemental Life Insurance is subject to premium costs, eligibility requirements, evidence of insurability, age limitations, coverage exclusions, conversion rights and all other provisions set forth in the plan document.

15.C. LONG-TERM DISABILITY INSURANCE. A long-term disability insurance policy will be made available for the employee only. Coverage can be purchased either through the use of vacation sellback (up to five (5) days) or through payroll deduction. This policy is subject to premium costs, eligibility requirements, age limitations, coverage exclusions, conversion rights, and all other provisions set forth in the applicable insurer contracts.

SECTION 16. WAGES

16.A. WAGES DURING THE MOU TERM.

1. Effective September 13, 2026, salaries for employees in classifications represented by the Union shall be increased by four percent (4.0%).

2. Effective July 4, 2027, salaries for employees in classifications represented by the Union shall be increased by three percent (3.00%).

3. Effective July 2, 2028, salaries for employees in classifications represented by the Union shall be increased by -three percent (3.00%).

4. One-Time Payment. Employees covered by this MOU who are in paid status as of the pay period containing Board adoption of this MOU, shall receive a one-time payment of seven-hundred and fifty dollars ($750). This amount shall be prorated for employees who work less than full-time, based upon the hours the employee is regularly scheduled to work.

16.B. LONGEVITY PAY.

1. 10-Years of Service. Except for employees covered under subsection 16.B.1.a. (Child Welfare Worker I/II) below, employees completing the equivalent of ten (10) or more years of continuous service (equivalent to or at least 20,800 and 19,500 total service hours for 80- and 75-hour employee, respectively) shall receive an additional one percent (1.0%) compensation and shall apply to all hours in a paid status.

a. Child Welfare Worker I/II. Notwithstanding subsection 16.B.1. (10-Years of Service) above, employees occupying positions as Child Welfare Worker I (Job Code 6740) or Child Welfare Worker II (Job Code 6745), upon completion of the equivalent of ten (10) years of continuous service, in either or both job classifications, shall receive an additional two percent (2.0%) compensation.

2. 20-Years of Service. Except for employees covered under subsection 16.B.1.a. (Child Welfare Worker I/II) above, employees completing the equivalent of twenty (20) or more years of continuous service (equivalent to or at least 41,600 and 39,000 total service hours for 80-hour and 75-hour employee, respectively) shall receive an additional one percent (1.0%) compensation, for a total of two percent (2.0%) and shall apply to all hours in a paid status.

16.C. SPECIAL ADJUSTMENTS.

1. In addition to the general wage increases as provided in subsection 16.A. (Wages During the MOU Term), the base salaries for the following classifications will receive the respective special salary adjustment(s) listed below effective January 3, 2027:

a. Special Adjustments – Equities. The following special salary adjustments shall be applied to the top of the salary range and the preceding salary steps shall be adjusted five percent (5%) downward consistent with Salary Ordinance 4-15.

Salary Step Equalization = ("SSE")

Job Code	Classification Title	Effective January 3, 2027
1305	Account Clerk I	2.54%
1305	Account Clerk I SAN	2.54%
1310	Account Clerk II	4.28%
1310	Account Clerk II SAN	4.28%
2705	Auditor-Appraiser I	2.50%
2705N	Auditor-Appraiser I SAN	2.50%
2710	Auditor-Appraiser II	2.50%
2710N	Auditor-Appraiser II SAN	2.50%
2715	Auditor-Appraiser III	2.50%
9408	Auto Parts Technician	8.49%
1165	Child Support Assistant I	3.15%
1166	Child Support Assistant II	1.04%
6740	Child Welfare Worker I	5.00%
6745	Child Welfare Worker II	5.00%
1241	Civil Legal Clerk	7.12%
6700	Community Outreach Worker I	1.16%
6507	CORE Associate Clinical Therapist	7.82%
6498	CORE Clinical Therapist	7.82%
6499	CORE Lead Clinical Therapist	7.82%
8525	Criminalist III	3.00%
1570	Eligibility Services Technician I	5.00%
1572	Eligibility Services Technician III	3.00%
1132	Eligibility Support Clerk	3.89%
1882	Emergency Services Dispatcher I	4.00%
1885N	Emergency Services Dispatcher II	4.00%
6784	Employment Counselor	3.00%
6782	Employment Specialist II, Behavioral Health	2.99%
6708	Family Support Senior Case Manager	4.00%
1283	Fingerprint Examiner	5.00%
5650	Hazardous Materials Specialist	1.17%
7410	Janitor	2.00%
7410N	Janitor SAN	2.00%
7411	Janitor, Floor Specialist	2.00%
7416	Janitor, Detention Facilities	2.00%
7417	Janitor Floor Specialist, Detention Facilities	2.00%
8522	Latent Fingerprint Examiner	7.00%
7415	Lead Janitor	2.00%
7418	Lead Janitor, Detention Facilities	2.00%
1511	Legal Process Clerk I	7.00%
1513	Legal Process Clerk II	7.00%
1103	Library Clerk I	4.15%
1103N	Library Clerk I SAN	14.02%

Job Code	Classification Title	Effective January 3, 2027
1104	Library Clerk II	4.15%
1104N	Library Clerk II SAN	13.93%
9310N	Library Driver-Clerk SAN	8.92%
4200	Library Lead Clerk	5.64%
1109	Library Page	5.00%
1109N	Library Page SAN	15.81%
1118	Mail Clerk	6.33%
6490	Mental Health Specialist I	2.17%
6491	Mental Health Specialist II	2.17%
6492	Mental Health Specialist III	2.17%
1105	Messenger	6.33%
1105N	Messenger SAN	6.33%
5799	Nutrition Assistant II	3.12%
5646	Pharmacy Support Specialist	10.0%
5770	Public Health Investigator	6.00%
5300	Registered Nurse I	20.92%
5305	Registered Nurse II	6.00%
5315	Registered Nurse III	6.00%
5645	Senior Clinical Pharmacist, ACBH	4.00%
1287	Senior Fingerprint Examiner	5.00%
5655	Senior Hazardous Materials Specialist	1.17%
8531	Senior Latent Fingerprint Examiner	9.00%
1133	Service Support Specialist	3.89%
9294	Sheriff's Multimedia Producer	9.23%
8752	Sheriff's Safety Aide	2.25%
6720	Social Worker III	4.00%
1705	Supply Clerk I	7.85%
1705N	Supply Clerk I SAN	17.69%
1710	Supply Clerk II	3.26%
1710N	Supply Clerk II SAN	11.82%

b. Special Adjustments – Salary Step Equalization. In implementing the following special adjustments, the County will review step placement of current incumbents and adjust the steps five percent (5%) upward or downward at the corresponding salary steps that do not negatively impact existing incumbents. The following special adjustments shall be implemented to achieve the appropriate salary step equalization:

Job Code	Classification Title	Effective January 3, 2027
0132	Accountant	0.93%
1314	Accounting Specialist I	0.23%
1316	Accounting Specialist II	0.23%
1142	Administrative Assistant	0.38%
6760	Adult Protective Services Worker I	0.89%
6765	Adult Protective Services Worker II	0.72%
8202N	Agricultural and Standards Aide N	0.14%
8418	Agricultural and Standards Investigator I	1.48%
8419	Agricultural and Standards Investigator II	1.55%
8420	Agricultural and Standards Investigator IIII	0.77%

Job Code	Classification Title	Effective January 3, 2027
2610	Appraiser I	1.00%
2610N	Appraiser I SAN	1.00%
2615	Appraiser II	0.97%
2615N	Appraiser II SAN	0.97%
2620	Appraiser III	0.48%
0143	Auditor	0.06%
6505	Behavioral Health Clinician I	0.86%
6510	Behavioral Health Clinician II	0.69%
6512	Behavioral Health Crisis Intervention Specialist I	0.64%
6513	Behavioral Health Crisis Intervention Specialist II	1.64%
1492	Billing Technician II	1.34%
2972	Bonds & Finance Technician III	0.09%
6787	Career Development Specialist I	1.17%
1401	Child Support Specialist I	0.10%
6515	Clinical Review Specialist	1.64%
1115	Clerk I	1.77%
1420	Collection Enforcement Deputy I	1.06%
6701	Community Outreach Worker II	2.10%
8520	Crime Laboratory Technician	0.67%
8523	Criminalist I	0.39%
8524	Criminalist II	1.22%
1282	Elections Technician	0.50%
1282N	Elections Technician N	0.50%
2123	Engineering CAD/D Tech II	0.58%
5649	Environmental Health Technician	0.86%
5660	Registered Environmental Health Specialist Trainee	1.58%
6706	Family Support Care Coordinator	1.94%
6707	Family Support Case Manager	1.69%
7510	Food Service Worker	2.14%
7510N	Food Service Worker SAN	2.14%
6528	Forensic Behavioral Health Clinician I	0.87%
6529	Forensic Behavioral Health Clinician II	0.69%
9103	Gardener II, PWA	1.50%
7879	Health Services Trainee	1.46%
2955	Healthy Housing Rehab Spec I	0.42%
2965	Housing & Comm Dev Spec II	0.54%
2966	Housing & Comm Dev Spec III	0.25%
2961	Housing & Comm Dev Tech I	0.57%
2973	Housing & Comm Dev Tech II	0.71%
0411	Information Systems Technician II	0.42%
1792	Info Technology Specialist I	0.10%
1793	Info Technology Specialist II	0.12%
1795	Info Technology Specialist IV	0.05%
4130	Librarian I	0.17%
4130N	Librarian I SAN	11.84%
4140	Librarian II	0.19%
4120	Library Technician	1.84%
4120N	Library Technician SAN	11.61%
4121	Literacy Specialist	0.96%

Job Code	Classification Title	Effective January 3, 2027
2183	Materials Testing Technician III	1.29%
5605	Microbiologist	0.75%
5605N	Microbiologist SAN	0.75%
5799	Nutrition Assistant II	0.83%
5792	Nutritionist I	0.41%
5795	Nutritionist II	0.62%
5850	Pediatric Occup Therapist	0.52%
5850N	Pediatric Occup Therapist N	0.63%
5860	Pediatric Physical Therapist	0.52%
5860N	Pediatric Physical Therapist N	0.62%
2925	Planner I	1.29%
2930	Planner II	1.31%
1821	Programmer I	0.20%
1823	Programmer II	0.51%
0173	Procurement & Contracts Specialist II	0.49%
2111	Public Works Tech Asst I	0.89%
2112	Public Works Tech Asst II	0.99%
2113	Public Works Tech Asst III	0.71%
2172	PW Inspector III, Facilities	0.67%
2162	PW Inspector III, Construction	0.67%
5660	Registered Environmental Health Spec Trainee	1.50%
5665	Registered Environmental Health Specialist	1.50%
5667	Senior Registered Environmental Health Specialist	0.12%
5865	Senior Therapist	0.02%
8755	Sheriff's Technician	1.88%
6710	Social Worker I	1.94%
6715	Social Worker II	1.69%
1205	Stenographer I	2.10%
1205N	Stenographer I SAN	2.10%
1210	Stenographer II	0.79%
1210N	Stenographer II SAN	0.79%
1799	Technical Support Specialist II	0.25%
9280	Telecom Technician	1.20%
9279	Telecom Technician Trainee	1.20%
5825	Therapy Aide	0.98%
1602	Treasurer-Tax Coll Spec II	0.93%
1603	Treasurer-Tax Coll Spec III	1.29%
1476	Veterans Service Representative	0.54%
1467	Workforce Services Technician	0.49%

16.D. ZONE 7 CLASSIFICATIONS. The job classes, unique to the Alameda County Flood Control and Water Conservation District, Zone 7 listed in Appendix F (Flood Control and Water Conservation District Zone 7) are excluded from the provisions of this Section 16. (Wages).

16.E. REOPENER. At the County's discretion, reopeners may occur to meet and confer on salaries for specific classifications identified by the County based on recruitment and retention operational needs.

SECTION 17. TWO WEEKS' NOTICE UPON TERMINATION

17.A. NOTICE. When an employee is terminated for a cause other than gross misconduct; such as intoxication on the job, gross insubordination, dishonesty, workplace violence (as defined by the County of Alameda Workplace Violence Prevention Policy), or conviction of a felony related to the employee's job, the appointing authority or designee shall provide the employee with a written notice of termination at least ten (10) working days prior to the effective date of said termination. If the employee is not at work on the date they would be entitled to such notice, it shall be mailed to the employee on that date. Time spent on the job during such ten (10) day notice period by a probationary employee shall not count toward completion of the probationary period. At the employee's written request, the County will provide a copy of any such notice to the Union. Failure to receive such notice shall not invalidate such termination.

17.B. NON-UTILIZATION OF SERVICES-AS-NEEDED EMPLOYEES. If a Services-As-Needed ("SAN") employee has worked in a department fifty percent (50%) time or more every pay period for thirteen (13) or more consecutive pay periods and will no longer be utilized, the Agency/Department Head shall provide the employee with a written notice at least ten (10) working days prior to the effective date of said separation. This requirement for a notice of non-utilization shall not apply to SAN employees with time-specific projects, employees in P-designated positions, or employees who accept either another SAN position or assignment to another Agency/Department without a break in service.

If, after issuing a separation notice, the Agency/Department Head extends the employee's utilization by up to two (2) weeks, a new notice is not required. If utilization extends beyond said two (2) week period, the Agency/Department Head shall issue a revised written notice of separation.

SECTION 18. AFFIRMATIVE ACTION COMMITTEE

18.A. APPOINTMENT OF COMMITTEE. The Union may appoint a committee consisting of four (4) full-time or less than full-time employees as Union representatives to meet with the Diversity Programs Manager, provided, however, that the employee shall only be granted paid release time for meetings during those hours which the employee would have been regularly scheduled to work.

18.B. MEETINGS. The Affirmative Action Committee shall meet quarterly, or more frequently by mutual agreement of the parties, at times and places to be decided by the parties.

18.C. RECOMMENDATIONS. The recommendations and deliberations of said Committee shall be advisory to the County including its Agencies/Departments, commissions and personnel.

18.D. GOALS. The goals and objectives of said Committee shall be those set forth in the Alameda County Board of Supervisors' Resolution No. 168398, adopted on August 24, 1976.

SECTION 19. SAFETY

19.A. GOALS AND FUNCTIONS. Chapter 2.108 of the Alameda County Administrative Code relating to the County's Central Safety Committee is hereby incorporated into this MOU by reference. Such Chapter establishes the goals and functions hereunder.

19.B. CENTRAL SAFETY COMMITTEE. Pursuant to Section 2.108.030 of said Chapter, the County agrees to appoint four (4) full-time or less than full-time employees to the Central Safety Committee as may hereafter be designated by the Unions.

19.C. DEPARTMENTAL OR OFFICE SAFETY COMMITTEES. The Union shall have the right to participate in any and all existing agency/departmental safety committees or in any other formal or informal arrangement relating to safety as may currently be in effect. The Union shall further have the right to initiate a safety committee or other formal or informal arrangement relating to safety as may be appropriate to the work situation in any agency/department where such committees or other arrangements do not currently exist.

19.D. COUNTY TIME. Full-time or less than full-time employees who have been formally designated as Union representatives pursuant to paragraphs B. and C. above shall carry out their duties under this subsection on County time, provided, however, that the employee shall only be granted paid release time for meetings during those hours which the employee would have been regularly scheduled to work.

SECTION 20. GRIEVANCE PROCEDURE

20.A. DEFINITION. A grievance is defined as an allegation by an employee, a group of employees that the County has failed to provide a condition of employment, which is established by the annual Salary Ordinance, by written agency/departmental rules, or by this MOU as adopted by Ordinance, provided that the enjoyment of such right is not made subject to the discretion of the Agency/Department Head or the County; and, provided further, that the condition of employment which is the subject matter of the grievance is a matter within the scope of representation as defined in California Government Code Section 3504.

20.B. EXCLUSION OF CIVIL SERVICE MATTERS. The grievance procedure herein established shall have no application to matters over which the Civil Service Commission has jurisdiction pursuant to the County Charter or rules adopted thereunder. Additionally, claims of discrimination in violation of subsection 2.A. by employees who are in the unclassified service, and therefore not subject to jurisdiction of the Civil Service Commission, shall not be grievable if they arise from or seek to reverse layoffs, separations, dismissals, suspensions, or reductions in rank or compensation, but these employees may pursue any other available administrative or legal remedy.

20.C. DEPARTMENTAL REVIEW AND ADJUSTMENT OF GRIEVANCES. The following is the procedure to be followed in the resolution of grievances for full-time employees. For less than full-time employees the procedure shall be the same as herein except that the time limits for filing written grievances, appeals and responses shall be ten (10) calendar days.

1. An employee having a grievance shall first discuss it with their immediate supervisor and endeavor to work out a satisfactory solution in an informal manner with such supervisor.

2. If a satisfactory solution is not accomplished by informal discussion, the employee shall have the right to consult with, and be assisted by, a representative of their own choice in this and all succeeding steps of this subsection 20.C. and may thereafter file a grievance in writing with their immediate supervisor within seven (7) working days after the date of such informal discussion.

Within seven (7) working days after receipt of any written grievance, the immediate supervisor shall return a copy of the written grievance to the employee with the supervisor's answer

thereto in writing. If the grievance is not resolved at this level, the employee shall have seven (7) working days from receipt of the answer within which to file an appeal to the section head.

3. The section head, or corresponding administrative level, shall have seven (7) working days after receipt of the written appeal in which to review and answer the grievance in writing. If the grievance is not resolved at this level, the employee or the employee's representative shall have seven (7) working days from receipt of the answer within which to file an appeal with the division head, or corresponding administrative level.

4. The division head, or corresponding administrative level, shall have seven (7) working days after receipt of the written appeal in which to review and answer the grievance in writing. Although no hearing is required at this step, the employee and the employee's representative may be present at, and participate in, any such hearing as the division head may conduct. If the grievance is not resolved at this level, the employee shall have seven (7) working days from receipt of the answer within which to file an appeal with the Department Head.

5. An Agency/Department Head shall have seven (7) working days after receipt of the written appeal in which to review, hold hearings, and answer the grievance in writing. Unless waived by mutual agreement of the employee or the employee's representative and the Agency/Department Head, a hearing is required at this step, and the employee and the employee's representative shall have the right to be present at, and participate in, such hearing. The time limits at this step may be extended by mutual agreement between the Agency/Department Head and the employee or the employee's representative.

20.D. UNION GRIEVANCE. The Union may, in its own name, file a grievance alleging that the County has failed to provide it some organizational right which is established by the Board of Supervisors in Chapter 3.04 of the County of Alameda Administrative Code, by written agency/department rules, or by this MOU as adopted by Ordinance, provided that such right is not made subject to the discretion of the agency/department. Such Union grievances shall be filed with the Agency/Department Head and heard and determined pursuant to the provisions of the fifth step of the grievance procedure.

20.E. WAIVER OF APPEAL STEPS. If the grievance is not resolved after the first-line supervisor has answered it in writing, the Union and the Agency/Department Head may by mutual agreement waive review of the grievance at the section head or equivalent level, or at the division head or equivalent level, or both, in those cases in which such levels of management are without authority to resolve the grievance as requested by the employee. Grievances raised pursuant to subsection 2.A. which allege sexual harassment by the first-line supervisor may be filed initially with the section head, grievances alleging sexual harassment by the section head may be filed initially with the division head, and grievances alleging sexual harassment by the division head may be filed initially with the Agency/Department Head.

20.F. BINDING ARBITRATION OF GRIEVANCES. In the event that the grievance is not resolved at Step 5 of subsection 20.C. herein, the grievant or the employee's representative may, within thirty (30) days after receipt of the decision of the Agency/Department Head made pursuant to said subsection 20.C., request that the grievance be heard by an arbitrator.

20.G. INFORMAL REVIEW BY DIRECTOR. Prior to the selection of the arbitrator and submission of the grievance for hearing by said arbitrator, the Director of Human Resource Services or designee, shall informally review the grievance and determine whether said grievance may be adjusted to the satisfaction of the employee. The Director of Human Resource Services shall have twenty (20) working days in which to review and seek adjustment of the grievance. In the event that the grievance is not resolved at the Informal Review by the Director, the grievant or the grievant' s

representative may, within thirty (30) days after receipt of the decision, request that the grievance be heard by an arbitrator.

20.H. SELECTION OF ARBITRATOR. The arbitrator shall be selected by mutual agreement between the Director of Human Resource Services and the employee or employee's representative. If the Director of Human Resource Services and the employee or the employee's representative are unable to agree on the selection of an arbitrator, they shall jointly request the American Arbitration Association to submit a list of five (5) qualified arbitrators. The Director of Human Resource Services and the employee or employee's representative shall then alternately strike names from the list until only one (1) name remains, and that person shall serve as arbitrator.

20.I. DUTY OF ARBITRATOR. Except when an agreed statement of facts is submitted by the parties, it shall be the duty of the arbitrator to hear and consider evidence submitted by the parties and to thereafter make written findings of fact and a disposition of the grievance which shall be final and binding upon the parties. The arbitrator shall have no power to amend this MOU, a Resolution of the Board of Supervisors, the Charter, Ordinance, State law, or written agency/departmental rule, or to recommend such an amendment.

20.J. PAYMENT OF COSTS. Each party to a hearing before an arbitrator shall bear their own expenses in connection therewith. All fees and expenses of the arbitrator and of a reporter shall be borne one-half (1/2) by the County and one-half (1/2) by the grievant.

20.K. EFFECT OF FAILURE OF TIMELY ACTION. Failure of the employee to file an appeal within the required time limit at any step shall constitute an abandonment of the grievance. Failure of the County to respond within the time limit at any step shall result in an automatic advancement of the grievance to the next step.

20.L. LIMITATION OF STALE GRIEVANCES. A grievance shall be void unless presented within 60 calendar days from the date upon which the County has allegedly failed to provide a condition of employment or a union organizational right. This sixty (60) day filing requirement is tolled only in the following applications:

1. Up to sixty (60) days after the County's alleged failure was reasonably discoverable, or,

2. Up to sixty (60) days after when the grievant may reasonably claim he or she delayed the filing of a grievance as a direct consequence of representations made by the County upon which the grievant relied to their detriment.

20.M. CLAIM FOR MONEY RELIEF (JURISDICTIONAL LIMIT ON ANY AMOUNT IN CONTROVERSY). Notwithstanding subsection 20.L. above, in no event shall any grievance include a claim for money relief for more than a 60-day period. The application of this period shall be as follows:

The earlier of:

1. The 60-day period is limited to that which immediately precedes the filing of the grievance, or,

2. The 60-day period is limited to that which immediately precedes the date upon which the grievant reasonably discovers the basis for the grievance or can be reasonably found to have delayed in filing due to detrimental reliance upon representations made by the County, as set forth in subsection 20.L. (Limitation of Stale Grievance), 1. and 2. above.

This provision does not establish any limit for liability accruing after a grievance was filed. An arbitrator shall have no power of jurisdiction to award any monetary relief or damages for any claim which has or may have accumulated prior to the 60-day period as set forth herein.

20.N. DESIGNATION OF APPEAL LEVELS. Each Agency/Department Head shall designate in writing the positions or levels in their agency/department to which the various appeals provided in subsection 20.C. (Departmental Review and Adjustment of Grievances) hereof shall be made.

20.O. EXCLUSION OF NONRECOGNIZED ORGANIZATIONS. For the purposes of this subsection, the provisions of Section 1. (Recognition) of the MOU shall be construed to limit the employee's right of selection of a representative to the extent that agents of any other employee organization as defined in Section 3.04.020 of the Alameda County Administrative Code, which is not a party to this MOU, are specifically excluded from so acting. The Union shall be notified of all grievances filed pursuant to subsection 20.C.2.

In those cases in which the employee elects to represent himself/herself, or arranges for independent representation, the County shall make no settlement or award which shall be inconsistent with the terms and conditions of this MOU. In the event the Union shall determine that such inconsistent award has been made, the Union, on its own behalf, may file a grievance pursuant to paragraph 20.D. of this section for the purpose of amending such award. In the event any unrepresented or independently represented employee shall elect to go to arbitration under subsection 20.F. hereof, the Union may elect to be a full and equal party to such proceeding for the purpose of protecting the interests of its members in negotiated conditions of employment.

20.P. GRIEVANCE RIGHTS OF FORMER EMPLOYEES. A person who because of dismissal, resignation, or layoff is no longer a County employee may file and pursue a grievance at the department head level and may also pursue such grievance through the remaining levels of the grievance procedure, including binding arbitration, provided that the grievance is timely filed as provided in subsections 20.K. (Effect of Failure of Timely Action) and 20.L. (Limitation of Stale Grievance) hereof, that the grievance is filed no later than thirty (30) calendar days from the date of issuance of the warrant complained of, that the issue would otherwise be grievable under this Section; and provided further, however, that under no circumstances may a former employee file or pursue any grievance unless it relates solely to whether such person's final pay warrant(s) correctly reflected the final salary, or fringe benefits taken in the form of cash owed to such person.

SECTION 21. PROVISIONS FOR UNCLASSIFIED EMPLOYEES IN THE DISTRICT ATTORNEY'S OFFICE

21.A. PROBATIONARY PERIOD. Effective January 3, 2027, all unclassified employees employed by the District Attorney's Office in classifications covered by this MOU shall serve a probationary period as outlined hereunder.

1. **DEFINED.** The probationary period shall be regarded as an integral part of the hiring process. It shall be utilized for the effective adjustment of the probationer, for close observation of the probationer's performance, and for termination, if such performance does not meet the work standards for the classification or if the probationer's conduct, moral responsibility, or integrity is found to be unsatisfactory.

2. **APPOINTMENTS SUBJECT TO PROBATIONARY PERIOD.** The following types of appointments are subject to satisfactory completion of a probationary period:

Regular; promotional; services-as-needed; reinstatement; transfer (from another Agency/Department) or demotion (voluntary or involuntary) appointments.

3. **EXCLUSION OF LIMITED TERM APPOINTMENTS.** Time not served in the actual classification shall not be credited toward the completion of any period of probation.

4. **WHEN PROBATIONARY PERIOD NOT REQUIRED.** A new probationary period is not required for voluntary demotion appointments of employees who completed the probationary period in the classification from which they are taking a demotion.

5. **LENGTH.** Appointments referenced in 21.A.2. (Appointments Subject to Probationary Period) shall be tentative and subject to a 12-month probationary period, consisting of a minimum of 2,080 hours of actual work, exclusive of all leave and light duty. The probationary period shall be completed within 24-months.

6. **PROBATIONARY PERIOD AND MILITARY LEAVE**. Probationary employees who are granted military leaves of absence shall complete the balance of their probationary period within a period of 12-months following their return to County service. No provision of this subsection shall be interpreted to preclude the County from establishing a new classification covered by this MOU that may require a probationary period of more than 12-months.

7. **EXCLUSION.** Employees who were hired, rehired, or promoted prior to January 3, 2027 shall receive credit toward completion of the probationary period only for time served in their current classification immediately preceding January 3, 2027.

   An employee who is subsequently appointed, as described in 21.A.2., to a classification previously held shall be required to serve a new probationary period for that classification.

   a. Notwithstanding the foregoing, for a period of twelve (12) months following January 3, 2026, an employee who was promoted to a higher classification less than twelve (12) months prior to January 3, 2027, as of January 3, 2027, and voluntarily demotes during the probationary period to the lower classification held immediately preceding the promotion shall receive credit toward completion of the probationary period for time previously served in that lower classification, if such time was as described in subsection 21.A.5. (Length). The voluntary demotion must be approved by the District Attorney.

8. **STATUS UPON COMPLETION OF PROBATIONARY PERIOD.** An employee who satisfactorily completes the period of probation for the classification to which the employee was regularly appointed, shall be eligible for just cause as outlined in subsection 21.B. (Discipline Procedures) if charged with disciplinary action involving suspension, demotion or termination of employment.

9. **REJECTION.** During the probationary period, an employee may be rejected at any time without right of appeal or hearing in any manner. An employee rejected from a classification to which the employee was promoted may be reinstated to the position from which the employee was promoted and had previously completed their probationary period. If reinstated, the employee shall complete the probationary period applicable to the reinstated classification in accordance with this subsection 21.A. (Probationary Period), except as provided in subsection 21.A.7.a.

21.B. DISCIPLINE PROCEDURES. Effective January 3, 2027, unclassified employees employed by the District Attorney's Office covered by this MOU shall be afforded the procedure established hereunder

in subsection 21.B. (Discipline Procedures) for disciplinary action(s) involving suspension, demotion, or termination of employment.

1. **GENERAL PROVISION AND ELIGIBILITY.** Employees who have successfully completed their probationary period in their existing classification as outlined in subsection 21.A. (Probationary Period) covered by this MOU may be suspended, demoted, or terminated for just cause as provided below.

2. **CAUSES.** Each of the following may constitute a cause or reason for disciplinary action, but such action shall not be restricted to the particular causes listed:

   a. Fraud in securing the appointment.
   b. Unfitness for the position.
   c. Inefficiency.
   d. Neglect of duty.
   e. Drunkenness on the job.
   f. Addiction to the use of narcotics or habit-forming drugs.
   g. Willful disobedience.
   h. Insubordination.
   i. Inexcusable absence without leave.
   j. Discourteous treatment of the general public or fellow employees.
   k. Forbidden political activity.
   l. Willful misuse of public property.
   m. Immorality.
   n. Dishonesty.
   o. Conviction of a felony.
   p. Any failure of good behavior or acts either during or outside of office hours which are incompatible with or inimical to the public service.
   q. Engaging in business or accepting outside employment, while an employee of Alameda County, which gives rise to a conflict of interest.

3. **REPRESENTATION.** Any employee facing formal disciplinary action shall have the right to be represented, at the employee's own expense, by an attorney, labor representative or other person selected by the employee.

4. **WRITTEN NOTICE OF INTENT.** A written Notice of Intent ("NOI"), stating the reasons for the proposed disciplinary action, shall be provided to any employee subject to suspension, demotion, or termination of employment. The NOI shall inform the employee of the right to deny the allegations by providing a written response to the District Attorney within ten (10) working days from the date of service of the NOI to the employee.

5. **WRITTEN DECISION.** The District Attorney shall consider the written response to the allegations in the NOI, if submitted, and issue a decision. The issued decision constitutes the District Attorney's determination of the disciplinary action and shall be effective and implemented in accordance with its terms. The employee may appeal the decision pursuant to subsection 21.B.6. (Appeal); however, the filing of an appeal shall not stay or delay its implementation. If the employee does not file a timely appeal, the District Attorney's decision shall be final and binding.

6. **APPEAL.** The employee suspended, demoted, or terminated, may, within ten (10) working days after receipt of the decision pursuant to subsection 21.B.5. (Written Decision), appeal said Written Decision to an impartial hearing officer as provided in subsection 21.B.7. (Impartial

Hearing) by notifying the District Attorney in writing, with a copy to the Director of Human Resource Services or their designee.

7. **IMPARTIAL HEARING.** Unless the parties otherwise agree, the appeal shall consist of a proceeding conducted by an Administrative Law Judge ("ALJ") with the California Department of General Services, Office of Administrative Hearings ("OAH"), as outlined in the District Attorney's Office Procedures for Impartial Hearings.

   The ALJ's decision shall be final and binding on both parties.

8. **INDEMNIFICATION AND DEFENSE.** The Union will defend, indemnify, and hold harmless the County of Alameda, and its officers, employees, and agents from and against all liability, loss, damage, cost, and expense, including reasonable attorneys' fees actually and necessarily incurred, arising out of any claim or cause of action brought or filed during the term of this MOU to the extent said claim or cause of action seeks to void subsection 21.B. (Discipline Procedures), or any part thereof, so long as subsection 21.B. (Discipline Procedures) remains in effect. The Union's responsibility under this provision shall extend only to claims or causes of action seeking to void subsection 21.B. (Discipline Procedures).

21.C. AUTOMATIC RESIGNATION. Failure to return at the expiration of a leave of absence or being absent without an approved leave shall be considered an automatic resignation. Eligible employees covered by this MOU shall be afforded the procedure established hereunder in subsection 21.C. (Automatic Resignation).

1. **GENERAL PROVISION AND ELIGIBILITY.** Employees who successfully completed their probationary period as outlined in subsection 21.A. (Probationary Period) shall be afforded the procedure established below.

2. **WRITTEN NOTICE OF INTENT.** A written NOI to invoke automatic resignation shall be provided to any employee who fails to return at the expiration of a leave of absence or is absent without leave. The NOI shall inform the employee of the right to provide a written response to the District Attorney within three (3) calendar days from the date on the NOI.

   A written response may be made by the employee or on behalf of the employee by a representative of the employee's choice and will be considered before a final decision is made. Failure to present satisfactory reasons for the absence within three (3) calendar days of the date of actual or constructive receipt of the NOI will be deemed to have resigned effective the day immediately following the expiration of the three (3) calendar days.

3. **WRITTEN DECISION.** The District Attorney shall consider the written response to the allegations in the NOI, if submitted, and issue a decision. The District Attorney may rescind the resignation if the employee presents satisfactory reasons for their absence within three (3) calendar days of the date of actual or constructive receipt of the NOI.

   The decision of the District Attorney shall be final.

SECTION 22. LABOR/MANAGEMENT COMMITTEE

The County's established joint Labor/Management Committees ("LMC") as of January 1, 2023, are listed below:

1. Alameda County Child Support Services

2. Alameda County Library
3. Alameda County Sheriff's Office
4. Social Services Agency ("SSA"), Department of Administration and Finance
5. SSA, Department of Adult and Aging Services
6. SSA, Department of Children and Family Services
7. SSA, Department of Workforce and Benefits Administration

Any County agency/department not listed above shall make every effort to schedule a LMC meeting within ten (10) business days upon request by the Union, and any meetings scheduled shall be held no more frequently than quarterly. Nothing in this subsection shall prevent issue-specific LMCs from being held between the parties upon mutual agreement.

The purpose of the LMC is to discuss or make recommendations regarding issues of mutual concern. Issues may include but are not limited to agency/department communications, workload, morale, policies, procedures, new program initiatives. LMCs will not discuss issues related to discipline, grievances, individual performance problems, negotiations, or meet and confer items. Unless otherwise mutually agreed, the LMC will consist of up to two (2) representatives each from the Union and the agency/department, excluding the Union's business representative. Meetings will be one (1) hour in length and may be extended by mutual agreement.

SECTION 23. SOCIAL SERVICES AGENCY CASELOADS

CASELOAD DISCIPLINE. In the appeal of dismissals, demotions or suspensions involving an Eligibility Services Technician I (JC 1570) and Eligibility Services Technician II (JC 1571) or case-carrying Social Worker or case-carrying Child Welfare Worker, who alleges that the discipline resulted from errors related to eligibility determinations, grant computations, case maintenance or inability to complete all tasks associated with the employee's regularly assigned cases, the County hereby agrees that if the employees can establish that their caseload (or tasks within a caseload for Workforce and Benefits Administration) exceeded the County's budgeted standard in effect during the time period related to the discipline, the County is required to establish that the employee's deficiencies did not result from assignment of cases in excess of such standard.

Time spent on assigned work not part of the regular caseload will be recognized and included in consideration of employee performance and in disciplinary appeals to the extent that such work has had an impact upon the quantity and/or quality of work performed by the employees on their regularly assigned caseload. The County shall keep records of work done by employees on cases outside their regular assignment, exclusive of routine telephone contacts and other incidental activities. The exclusive procedures for enforcing the obligation of the Social Services Agency to consider time spent on assigned work not part of the employee's regular caseload are (1) the filing of a rebuttal to the evaluation which shall be attached to the evaluation and/or (2) producing evidence at a disciplinary hearing at which such evaluation has been received, that the employee's work deficiencies resulted from time spent on assigned work not part of the employee's regular caseload which was not reflected in the evaluation.

No changes in the standards shall occur except after meet and confer sessions on the effects of proposed changes which are mandated by State or Federal regulations, court actions, or local adjustments deemed necessary by the Board of Supervisors.

A reasonable adjustment period will precede the application of any changes in the standards of caseload for disciplinary considerations. It is understood and agreed that any and all bilingual cases, regardless of aid category or to whom such cases are assigned, shall be given a weight of 1.2 regular cases effective November 1, 1992. Such weighing shall be credited against existing workload yardsticks in the case of Eligibility Services Technician I (JC 1570) and Eligibility Services Technician II (JC 1571) and for services

shall be credited against the average of actual assigned caseloads in a given service program. This average is to be determined monthly on an agency wide basis beginning November 1, 1992.

SECTION 24. NOTICE OF LAYOFFS

Except for employees employed in a classification enumerated in Appendix B (Intermittent and Services-As-Needed Classifications), the County shall give reasonable notice to the Union before effecting any layoffs which materially affect employees represented under this MOU. Upon receiving such notices, the Union may meet and confer regarding the effect of the layoff.

SECTION 25. EFFECT OF MANDATED FRINGE BENEFITS

In the event that State or Federal law shall mandate the granting to employees of benefits or other terms and conditions of employment which duplicate, supplement, or otherwise impinge upon benefits or other terms and conditions of employment set forth herein, the provisions of this MOU so duplicated, supplemented, or impinged upon shall be void and of no further effect as of the date the mandated benefit or term and condition of employment becomes effective, but the parties hereto shall then meet and confer with regard to such benefit or other term and condition of employment in order to assure that the State or Federal mandate does not result in an overall loss of benefits to employees.

SECTION 26. EDUCATIONAL STIPENDS & LICENSE/CERTIFICATION REIMBURSEMENT

26.A. EDUCATIONAL STIPEND. Upon approval of an employee's educational plan by the Agency/Department Head, or designee, the County shall reimburse an employee for job-related educational courses, certifications or licenses that maintain or upgrade the employee's skills on the job, or prepare the employee for promotional opportunities, subject to the limits set forth in subsection 26.C. (Employee Maximum and County Liability) below, upon submission of evidence of successful completion.

Study materials and coursebooks may be reimbursed if the employee can demonstrate that such materials were directly related to the approved course, certification or licensure.

26.B. LICENSE/CERTIFICATION REIMBURSEMENT. Employees may request reimbursement of up to one hundred dollars ($100.00) for a professional license or certification required by the County as a condition of employment.

Effective July 1, 2027, reimbursement under this subsection shall not be subject to the one hundred dollar ($100.00) limit; however, such reimbursement shall continue to apply toward the annual maximum set forth in subsection 26.C. (Employee Maximum and County Liability).

26.C. EMPLOYEE MAXIMUM AND COUNTY LIABILITY. Employees may submit more than one (1) educational plan or license/certification reimbursement request in a fiscal year (FY), but in no event shall the stipend exceed eight hundred dollars ($800.00) per employee per FY. Effective July 1 following adoption of the MOU by the Board of Supervisors, the maximum reimbursement amount shall be nine hundred dollars ($900.00) per employee per FY. The maximum County liability under this Section 26. (Educational Stipends & License/Certification Reimbursement) shall not exceed one hundred and seventy-five thousand dollars ($175,000.00). Unexpended funds shall be carried over to the following FY only, up to a maximum of twenty thousand dollars ($20,000.00).

Reimbursements shall be distributed on a first-come, first-served basis each fiscal year.

26.D. PROCESS FOR REQUESTS. Employees must submit reimbursement requests on the form provided by the Auditor-Controller's Office. Requests received within a FY shall apply toward both the employee's annual maximum and the County's annual liability for that FY.

Claims for eligible expenses incurred in the prior FY must be received by the Auditor-Controller's Office no later than August 1. After August 1 of each FY, the Educational Stipend and License/Certification Reimbursement pool for the prior FY will be closed and no further claims shall be accepted.

26.E. REIMBURSEMENT FORM. The County agrees to post the reimbursement form on the County intranet and the Union agrees to post the form on its website. Any changes to the form will be reviewed with the Union prior to implementation.

26.F. EXCLUSION OF ZONE 7 EMPLOYEES. Employees in representation unit 059 (Zone 7) shall be excluded from the provisions of this Section.

SECTION 27. UNIFORM ALLOWANCES AND REIMBURSEMENT

27.A. UNIFORM ALLOWANCE.

1. Sheriff's Technicians (JC 8755) and Sheriff Safety Aides (JC 8752).

a. Initial Uniform Allowance for New Hires. After completing six (6) months of continuous service, newly hired employees shall receive an initial uniform allowance of six hundred and twenty-five dollars ($625.00). Effective January 3, 2027, the initial uniform allowance shall increase to seven hundred and twenty-five dollars ($725.00).

b. Annual Uniform Allowance. Following payment of the initial uniform allowance, employees shall receive an annual uniform allowance of eight hundred dollars ($800.00), payable in January of each year. Effective January 3, 2027, the annual uniform allowance shall be nine hundred dollars ($900.00).

2. Coroner's Investigator I (JC 8503) and Coroner's Investigator II (JC 8504).

a. Initial Uniform Allowance for New Hires. After completing six (6) months of continuous service, newly hired employees shall receive an initial uniform allowance of five hundred and fifty-five dollars ($555.00). Effective January 3, 2027, the initial uniform allowance shall be six hundred and fifty-five dollars ($655.00).

b. Annual Uniform Allowance. Following payment of the initial uniform allowance, employees shall receive an annual uniform allowance of seven hundred and thirty dollars ($730.00), payable in January of each year. Effective January 3, 2027, the annual uniform allowance shall be eight hundred and thirty dollars ($830.00).

3. Emergency Services Dispatcher I (JC 1882) and Emergency Services Dispatcher II (JC 1885).

a. Initial Uniform Allowance for New Hires. After completing six (6) months of continuous service, newly hired employees shall receive an initial uniform allowance of four hundred and seventy-five dollars ($475.00). Effective January 3, 2027, the initial uniform allowance shall increase to five hundred and seventy-five dollars ($575.00).

b. Annual Uniform Allowance. Following payment of the initial uniform allowance, the annual uniform allowance shall be six hundred and fifty dollars ($650.00), payable in January of each year. Effective January 3, 2027, the annual uniform allowance shall be seven hundred and fifty dollars ($750.00).

4. **Damaged or Lost Uniforms.** The County shall replace or repair all uniforms damaged or lost, provided that the damages or loss occurred in the normal line of duty and that these damages or losses were not caused by or contributed to by any negligence on the employee's part. The determination whether to repair or replace shall be at the discretion of the Sheriff.

27.B. UNIFORMS PROVIDED.

1. **Heavy Equipment Repair**. The County shall provide uniforms to each employee in the classification of Senior Heavy Equipment Parts Technician (JC 9411) and to one (1) Supply Clerk II (JC 1710) assigned to the Heavy Equipment Repair Building of the Public Works Agency.

2. **Gardeners.** The County will provide five (5) sets of shirts and pants to each employee in the classifications of Gardener I, General Services Agency (JC 7205), Gardener I, Public Works Agency (JC 9102), Gardener II, General Services Agency (JC 7210), and Gardener II, Public Works Agency (JC 9103).

3. **Public Guardian-Conservator Staff**. The County will provide a windbreaker to each employee in the classifications of Assistant Public Guardian-Conservator (JC 8509) and Deputy Public Guardian–Conservator/Investigator (JC 8705).

4. **Janitorial Staff.** The County will provide five (5) uniform shirts or smocks and five (5) uniform pants for each employee in the classifications of Janitor (JC 7410), Lead Janitor (JC 7415), Janitor, Detention Facilities (JC 7416), Janitor Floor Specialist, Detention Facilities (JC 7417), and Lead Janitor, Detention Facilities (JC 7418). The uniforms will be replaced as needed as a result of normal wear and tear during the daily performance of job duties or as a result of inadvertent damage while on duty. Effective January 2027 or as soon as administratively possible, the initial uniform shirts or smocks and pants provided to employees shall be in new condition.

   To replace worn or damaged uniforms, staff must submit a uniform exchange request form to their immediate supervisor denoting the need to replace the existing uniform as well as provide the worn or damaged garment in exchange.

   The uniform fabric and the color will be determined by the General Services Agency and is non-grievable.

5. **Criminalist and CORE Therapist Staff.** Effective January 3, 2027, the County will provide two (2) uniform shirts and two (2) uniform pants to employees in the classifications of Criminalist I (JC 8523), Criminalist II (JC 8524), and Criminalist III (JC 8525) when assigned to the Crime Response Team, and to employees in the classifications of CORE Program Assistant (JC 6511), CORE Associate Clinical Therapist (JC 6507), CORE Clinical Therapist (JC 6498) and CORE Lead Clinical Therapist (JC 6499).

6. **Code Enforcement Officers.** Effective January 3, 2027, the County will provide five (5) uniform shirts with County insignia to employees in the classifications of Code Enforcement Officer I (JC 8675), Code Enforcement Officer II (JC 8680) and Code Enforcement Officer III (JC 8685).

7. **Uniform Standards.** Employees provided uniforms as outlined in this subsection 27.B. (Uniforms Provided) are required to wear the County-issued uniform during work hours. Uniforms shall be replaced as needed at the discretion of the respective Agency/Department Head.

27.C. RAIN GEAR.

1. The County will provide one (1) set of rain gear, including boots, to each employee in the classifications of Building Inspector I (JC 8305), Building Inspector II (JC 8310) and Construction Inspector (JC 8350) who are regularly assigned to work outdoors.

2. The County will provide up to one (1) set of rain gear, excluding boots, to each employee in the classifications of Agricultural and Standards Investigator I (JC 8418), Agricultural Standards Investigator II (JC 8419), and Agricultural and Standards Investigator III (JC 8420) who are regularly assigned to work outdoors.

3. Rain gear will be replaced as needed, at the discretion of the Agency/Department Head.

27.D. UNIFORM REIMBURSEMENT. The County shall reimburse employees in the classifications of Food Service Worker (JC 7510), and Senior Food Service Worker (JC 7512), who are assigned to work at Juvenile Institutions or the Sheriff's Work Alternative Program (also known as Work Furlough), for one-half (1/2) the cost of up to eight (8) dietary uniforms per employee per fiscal year.

27.E. SAFETY FOOTWEAR REIMBURSEMENT.

1. **Agricultural and Standards Classifications.** The County will reimburse employees in the classifications of Agricultural and Standards Technician (JC 8204), Agricultural and Standards Investigator I (JC 8418), Agricultural Standards Investigator II (JC 8419), and Agricultural and Standards Investigator III (JC 8420) for the actual cost of one (1) pair of approved safety footwear up to a maximum of one-hundred and fifty dollars ($150.00) per calendar year.

2. **Gardeners.** The County will reimburse employees in the classifications of Gardener I, General Services Agency (JC 7205), Gardener I, Public Works Agency (JC 9102), Gardener II, General Services Agency (JC 7210), and Gardener II, Public Works Agency (JC 9103) for the actual cost of one (1) pair of steel toed, ankle-high work boots, up to a maximum of one hundred and fifty dollars ($150.00) per calendar year.

3. **Telecommunications Classifications.** The County will reimburse employees in the classifications of Electronic Systems Technician (JC 9267), Telecommunications Equipment Installer (JC 9270), and Telecommunications Technician (JC 9280) for the actual cost of one (1) pair of safety climbing boots up to a maximum of two hundred dollars ($200.00) once every three (3) years.

4. **Food Service Workers.** The County will reimburse employees in the classification of Food Service Worker (JC 7510), and Senior Food Service Worker (JC 7512), for the actual cost of one (1) pair of slip-resistant, reinforced-toe work shoes, up to a maximum of one hundred and fifty dollars ($150.00) per calendar year. An employee may receive only one (1) reimbursement per year.

5. **Code Enforcement Officers.** Effective January 3, 2027, the County will reimburse employees in the classifications of Code Enforcement Officer I (JC 8675), Code Enforcement

Officer II (JC 8680) and Code Enforcement Officer III (JC 8685) for the actual cost of one (1) pair of steel-toed, slip resistant work shoes, up to a maximum of one hundred and fifty dollars ($150.00) per calendar year.

6. **Janitorial Staff.** Effective January 3, 2027, the County will reimburse employees in the classifications of Janitor (JC 7410), Lead Janitor (JC 7415), Janitor, Detention Facilities (JC 7416), Janitor Floor Specialist, Detention Facilities (JC 7417), and Lead Janitor, Detention Facilities (JC 7418) for the actual cost of one (1) pair of slip-resistant work shoes, up to a maximum of one hundred and fifty dollars ($150.00) per calendar year.

General Provisions. Reimbursement, after the end of the calendar year, will be based on verification of assignment and submittal of proof of purchase. Employees are required to wear safety footwear during work hours, as determined by the supervisor.

SECTION 28. AGENCY/DEPARTMENT HEAD

"Agency/Department," as used herein, shall mean the Agency Head, the Department Head, or the designee of the Agency Head or Department Head.

SECTION 29. TRANSFER OPPORTUNITIES

During the term of this MOU, the County shall continue to maintain a link on the County's website that will provide information to employees about job openings.
http://www.acgov.org/hrs/divisions/ps/reinstatement.htm

SECTION 30. ALLOWANCE FOR USE OF PRIVATE AUTOMOBILES

30.A. MILEAGE RATES PAYABLE. Mileage allowance for authorized use of personal vehicles on County business shall be paid at the standard business rate as prescribed by the Internal Revenue Service. Mileage allowance shall be adjusted to reflect changes in this rate effective the first month following announcement of the changed rate by the Internal Revenue Service.

30.B. MINIMUM ALLOWANCE. Employees who are required by their Agency/Department Head to use their private automobile at least eight (8) days in any month on County business shall not receive less than ten dollars ($10.00) in that month for the use of their automobile.

30.C. PREMIUM ALLOWANCE. Employees who are required by their Agency/Department Head to use their private automobile at least ten (10) days in any month and, in connection with such use, is also regularly required to carry in their private automobile, County records, manuals and supplies necessary to their job of such bulk and weight (20 lbs. or more) that they may not be transported by hand, shall be compensated an additional twelve dollars ($12.00) per month for any such month.

30.D. REIMBURSEMENT FOR PROPERTY DAMAGE. In the event that an employee, required or authorized by the Agency/Department Head to use a private automobile on County business, while so using the automobile, should incur property damage to the employee's automobile through no negligence of the employee, and the employee is unable to recover the cost of such property damage from either the employee's own insurance company or from any other driver, or other source, such costs shall be paid to such employee of the County, in a sum not exceeding five hundred dollars ($500.00), unless the employee can prove that the actual costs for the losses due to an accident or theft exceed the total amount of the reasonable mileage reimbursement paid by

the County, plus five hundred dollars ($500.00) and provided that any claims employees may have against their insurance company or any third party have been litigated or settled, and provided further, that the employee is not found guilty of a violation of the California Vehicle Code or Penal Code in connection with the accident causing such damage. Employees shall submit proof of loss, damage or theft (i.e., appropriate police report and/or estimated statement of loss) to the Agency/Department Head within thirty (30) days of such loss, damage or theft. Property damage or loss incurred to the private automobile while located on the street or at the parking facility serving the employee's normal place of work shall not be compensated under this subsection, but property damage or loss incurred to the private automobile while located on the street or at the parking facility serving the employee's County business destination shall be compensated as provided above.

SECTION 31. CATASTROPHIC SICK LEAVE PROGRAM

An employee may be eligible to receive donations of paid leave to be included in the employee's sick leave balance if the employee has suffered a catastrophic illness or injury that prevents the employee from being able to work. Catastrophic illness or injury is defined as a critical medical condition considered to be terminal or a long-term major physical impairment or disability.

Effective January 3, 2027, an employee who is approved for FMLA or CFRA to care for a qualifying dependent with a catastrophic illness or injury that prevents the employee from working shall be eligible to receive direct donations of catastrophic sick leave for use during that leave. Such employees shall not be eligible to access the applicable agency/department existing catastrophic sick leave pool.

Eligibility:

1. The recipient employee, recipient employee's family, or other person designated in writing by the recipient employee must submit a request to the Human Resource Services Department.

2. The recipient employee is not eligible so long as the recipient employee has paid leaves available, however, the request may be initiated prior to the anticipated date leave balances will be exhausted.

3. A medical verification including diagnosis and prognosis must be provided by the recipient employee in a manner that maintains patient confidentiality.

4. A recipient employee is eligible to receive up to one-hundred eighty (180) working days of donated time per employment.

5. Donations shall be made in full-day increments of 7.5/8 hours for full-time employees, and in increments of 3.5/4 hours for less than full-time employees. Employees may donate unlimited amounts of time. All donations are irrevocable.

6. The donor employee may donate vacation, compensatory time or in lieu holiday time that shall be converted to the recipient employee's sick leave balance and all sick leave provisions will apply. Time donated in any pay period may be used in the following pay periods. No retroactive donations will be permitted. Effective January 3, 2027, when an employee is eligible to receive and use catastrophic sick leave to care for a qualifying dependent under this Section, the provisions of subsection 11.K. (Family Sick Leave) shall not apply.

7. The donor's hourly value will be converted to the recipient's hourly value and then added to the recipient's sick leave balance on a dollar-for-dollar basis.

8. The determination of the employee's eligibility for Catastrophic Sick Leave donation shall be at the County's sole discretion and shall be final and non-grievable.

9. Recipient employees who are able to work but are working less than their regular schedule will integrate Catastrophic Sick Leave donations with time worked and their own paid leaves, which must be used first, not to exceed one hundred percent (100%) of the employee's gross salary.

SECTION 32. TEMPORARY WORKERS

The County is committed to reducing the utilization of temporary workers. To accomplish this objective, the County developed a proactive action plan in conjunction with Agencies and Departments to reduce usage of temporary workers.

The County maintains a tracking system to track temporary workers by classification and duration of appointment for each Agency/Department. The report is disseminated to Agency/Department Heads through Human Resource Services for the purpose of tracking the number and frequency of positions staffed by temporary workers. This information is distributed to Agencies/Departments, and the Union on a quarterly basis.

The use of temporary workers is, in many cases, a practical tool that can permit Agencies and Departments to complete essential work, serve the public, and eliminate clerical backlogs due to employee absence situations, the difficulty of immediately filling vacant positions, and clerical overloads that oftentimes accompany the implementation of new technology. However, the County does not support the use of temporary workers for the purpose of avoiding the Civil Service hiring process. To that end, the County will continue to track, limit and reduce the use of temporary workers.

SECTION 33. SAVINGS CLAUSE

If any provision of this MOU shall be held invalid by operation of law or by any court of competent jurisdiction, or if compliance with or enforcement of any provision shall be restrained by any tribunal, the remainder of this MOU shall not be affected thereby, and the parties shall enter into negotiation for the sole purpose of arriving at a mutually satisfactory replacement for such provision.

SECTION 34. ENACTMENT

It is agreed that the foregoing shall be jointly submitted to the Alameda County Board of Supervisors by the Director of Human Resource Services and the Unions for the Board's consideration and approval. Upon approval, the Board shall adopt an Ordinance which shall incorporate this MOU either in full or by reference. Upon such adoption, the provisions of this MOU shall supersede and control over conflicting or inconsistent County Ordinances and Resolutions.

SECTION 35. NO STRIKE, NO LOCKOUT

During the term of this MOU, the Union, its members and representatives agree that it and they will not engage in, authorize, or sanction a strike, stoppage of work, or withdrawal of services.

The County will not lockout employees during the term of this MOU.

SECTION 36. SCOPE OF AGREEMENT

Except as otherwise specifically provided herein, this MOU fully and completely incorporates the understanding of the parties hereto regarding the provisions contained in this MOU. Neither party shall, during the term of this MOU, demand any change herein, provided that nothing herein shall prohibit the parties from changing the terms of the MOU by mutual agreement.

SECTION 37. TERM OF MEMORANDUM

This MOU shall become effective upon the approval of the Board of Supervisors and shall remain in full effect to and including January 13, 2029

SIGNATURE PAGE

FOR THE COUNTY

Signed by: Jeff Bailey 11/3/2026
5EBF626044F840D...
Jeff Bailey, Chief Negotiator, IEDA

DocuSigned by: 11/3/2026
C47C66C107AA454...
Michi Yoshii, Labor Relations Manager

DocuSigned by: Mary Woo 11/3/2026
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Mary Woo, Labor Relations Analyst

DocuSigned by: Angela Zhang 11/3/2026
2475F4CC9E00419...
Angela Zhang, Labor Relations Analyst

Signed by: Alysia Evans 11/3/2026
73AC87158675486...
Alysia Evans, Chief Departmental HR Administrator, ACSO

DocuSigned by: Sharon Moore 11/3/2026
8B2BA110E6EE4C9...
Sharon Moore, Chief Departmental HR Administrator, SSA

Signed by: Marsha Rice 11/3/2026
96FDA2538E6E4CC...
Marsha Rice, Division Director, SSA (Retired Annuitant)

DocuSigned by: Cherrie Rondon 11/3/2026
16BC172F8EE8470...
Cherrie Rondon, Departmental HR Manager, AC Health

DocuSigned by: Stephanie Torres 11/3/2026
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Stephanie Torres, Departmental HR Manager, AC Health

DocuSigned by: Shelisa Jackson 11/4/2026
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Shelisa Jackson, Human Resources Manager, Zone 7

FOR THE UNION

DocuSigned by: Nato Green 11/9/2026
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Nato Green, Collective Bargaining Coordinator, SEIU

DocuSigned by: Peter Masiak 11/3/2026
4AEEF13FB5D2410...
Peter Masiak, Field Director, SEIU

DocuSigned by: Keith Snodgrass 11/4/2026
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Keith Snodgrass, Field Supervisor, SEIU

Cara Williams, SSA Chapter President

Signed by: Ray Carlson 11/12/2026
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Ray Carlson, ACBH Chapter President

Signed by: 11/10/2026
E0548E409E4439...
Alfonso Espinoza, Negotiation Team, Zone 7

Signed by: Aliya Khan 11/4/2026
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Aliya Khan, Negotiation Team, AC Health - EHD

DocuSigned by: Brett O'Hara 11/4/2026
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Brett O'Hara, Negotiation Team, Zone 7

Signed by: Bridget Mooney 11/10/2026
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Bridget Mooney, Negotiation Team, AC Health - EHD

DocuSigned by: 11/3/2026
CB095325699C4D9...
Crystal Tenorio, Negotiation Team, AC Health - PHD

Signed by: Cynthia Landry 11/9/2026
3FA1EBF6DE99485...
Cynthia Landry, Negotiation Team, SSA

Signed by: Isha Brown 11/4/2026
5EEB1B9B109F4F8...
Isha Brown, Negotiation Team, ACSO

Signed by: Kimberly Blakiston 765213825CBB4D5... 11/3/2026

Kimberly Blakiston, Negotiation Team, AC Health - PHD

Signed by: Kimberly Muller A4B05D1453F7482... 11/4/2026

Kimberly Muller, Negotiation Team, AC Health - PHD

DocuSigned by: Lorelei Self 693824FD7E8F4D1... 11/3/2026

Lorelei Self, Negotiation Team, SSA

DocuSigned by: Nkiruka Ajaelo 84AF17F765F9492... 11/10/2026

Nkiruka Ajaelo, Negotiation Team, SSA

Signed by: Rebecca Richardson 8CE52ACB58C34AB... 11/4/2026

Rebecca Richardson, Negotiation Team, Assessor

Signed by: Stacy Thompson 5BD60B222AEB4AA... 11/4/2026

Stacy Thompson, Negotiation Team, OCC

Signed by: Tichia Holly 14E57EDCE382407... 11/3/2026

Tichia Holly, Negotiation Team, ACSO

William Wells, Negotiation Team, SSA

Signed by: Margarita Zamora 24C63D8E074A48D... 11/10/2026

Margarita Zamora, Director of Human Resource Services

Approved as to Form
Andrea L. Weddle, Interim County Counsel

By: Kristy van Herick

Kristy van Herick, Assistant County Counsel

APPENDIX A
CLASSIFICATION LISTINGS

Listed herein Appendix A-1 and A-2 are all the Alameda County job classes represented by the Union.

- Appendix A-1 lists all classifications alphabetically, including Representation Unit, Hours, Overtime Status and FLSA Status.

- Appendix A-2 lists all classifications alphabetically (within Representation Unit) with related salaries effective on the dates shown at the heading of each listing for the period covering December 11, 2022 through January 3, 2026.

O/T* STATUS CODES: The letter designation shown for each class in the column titled O/T* Status represents the method of compensation (either in pay or in compensating time off) for overtime worked as shown below:

A = 1.5 O/T for all time worked over workweek, excluding vacation, vacation buy, personal leave, sick leave (all types), holiday or floating holiday leave – Cash or Comp Time Off (CTO) at Agency and/or Department Head option.

B = 1.5 O/T for all time worked over workweek excluding vacation, vacation buy, personal leave, sick leave (all types), holiday or floating holiday leave, except that for all time worked in excess of twelve (12) consecutive hours, the rate shall be 2-times the employee's hourly rate as defined in subsection 7.C. (Rates Defined).

C = 1.5 O/T for all time worked over 37.5/40-hours in any workweek, excluding vacation, vacation buy, personal leave, sick leave (all types), holiday or floating holiday leave, except that for all time worked in excess of 12-consecutive hours the rate shall be 2-times the employee's hourly rate as defined in subsection 7.C. (Rates Defined)

FLSA CODES: The letter designation shown for each class in the column titled FLSA Status represents the status of the class under the overtime provisions of the FLSA.

C = Covered by the overtime provisions of the FLSA.

E = Exempt from the overtime provisions of the FLSA.

APPENDIX A-1
Classification Listing in Alphabetical Order

For Salary Information, See Appendix A-2 (Classification and Salary Listing Within Representation Unit, January 3, 2026 to January 13, 2029).

Job Code	Classification Title	Rep Unit	Hours	O/T Status	FLSA Status
1305	Account Clerk I	010	75.0	A	C
1305N	Account Clerk I SAN	010	75.0	A	C
1310	Account Clerk II	010	75.0	A	C
1310N	Account Clerk II SAN	010	75.0	A	C
0132	Accountant	011	75.0	A	E
1314	Accounting Specialist I	010	80.0	A	C
1316	Accounting Specialist II	010	80.0	A	C
1142	Administrative Assistant	010	80.0	A	C
6760	Adult Protective Services Worker I	005	75.0	A	E
6765	Adult Protective Services Worker II	005	75.0	A	E
8418	Agricultural and Standards Investigator I	012	75.0	A	C
8419	Agricultural and Standards Investigator II	012	75.0	A	C
8420	Agricultural and Standards Investigator III	012	75.0	A	C
8204	Agricultural and Standards Technician	011	75.0	A	C
8204N	Agricultural and Standards Technician N	011	75.0	A	C
8202	Agricultural and Standards Aide	011	75.0	A	C
8202N	Agricultural and Standards Aide N	011	75.0	A	C
8205	Agricultural Biologist Trainee	011	75.0	A	C
2610	Appraiser I	011	75.0	A	C
2610N	Appraiser I SAN	011	75.0	A	C
2615	Appraiser II	011	75.0	A	E
2615N	Appraiser II SAN	011	75.0	A	E
2620	Appraiser III	011	75.0	A	E
2203	Architectural Project Coordinator I	011	75.0	A	C
2205	Architectural Project Coordinator II	011	75.0	A	E
2507	Assessor's Technician	012	75.0	A	C
5694	Assistant Vector Ecologist	008	80.0	A	C
2515	Associate Right of Way Agent	011	80.0	A	E
8509	Assistant Public Guardian-Conservator	011	75.0	A	E
2510	Assistant Right of Way Agent	011	80.0	A	E
0143	Auditor	011	75.0	A	C
1527	Auditor Associate I	010	75.0	A	C
1528	Auditor Associate II	010	75.0	A	C
1529	Auditor Associate III	010	75.0	A	C

Job Code	Classification Title	Rep Unit	Hours	O/T Status	FLSA Status
2700	Auditor-Appraiser Aide	012	75.0	A	C
2705	Auditor-Appraiser I	011	75.0	A	C
2705N	Auditor-Appraiser I SAN	011	75.0	A	C
2710	Auditor-Appraiser II	011	75.0	A	E
2710N	Auditor-Appraiser II SAN	011	75.0	A	E
2715	Auditor-Appraiser III	011	75.0	A	E
9408	Auto Parts Technician	012	80.0	A	C
6509	Behavioral Health Crisis Intervention Associate	005	75.0	A	C
6512	Behavioral Health Crisis Intervention Specialist I	005	75.0	A	C
6513	Behavioral Health Crisis Intervention Specialist II	005	75.0	A	C
6505	Behavioral Health Clinician I	005	75.0	A	C
6510	Behavioral Health Clinician II	005	75.0	A	E
1491	Billing Technician I	010	75.0	A	C
1492	Billing Technician II	010	75.0	A	C
1493	Billing Technician III	010	75.0	A	C
2968	Bonds & Finance Technician I	011	75.0	A	C
2969	Bonds & Finance Technician II	011	75.0	A	C
2972	Bonds & Finance Technician III	011	75.0	A	C
8303	Building Inspection Technician	012	80.0	A	C
8305	Building Inspector I	012	80.0	A	C
8310	Building Inspector II	012	80.0	A	C
0161	Business License Tax Auditor	011	75.0	A	C
0152	Business License Tax Lead Auditor	011	75.0	A	C
2210	Capital Improvement Project Coordinator	011	80.0	A	C
6787	Career Development Specialist I	005	75.0	A	E
5553	Chemist	011	80.0	A	E
1165	Child Support Assistant I	010	75.0	A	C
1166	Child Support Assistant II	010	75.0	A	C
1167	Child Support Assistant III	010	75.0	A	C
1401	Child Support Specialist I	012	75.0	A	C
1402	Child Support Specialist II	012	75.0	A	C
1403	Child Support Specialist III	012	75.0	A	C
6740	Child Welfare Worker I	005	75.0	A	E
6745	Child Welfare Worker II	005	75.0	A	E
1241	Civil Legal Clerk	010	75.0	A	C
1242	Civil Legal Secretary	010	75.0	A	C
1115	Clerk I	010	75.0	A	C
1115N	Clerk I SAN	010	75.0	A	C

Job Code	Classification Title	Rep Unit	Hours	O/T Status	FLSA Status
1120	Clerk II	010	75.0	A	C
1120N	Clerk II SAN	010	75.0	A	C
1296N	Clerk Intermittent I SAN	010	75.0	A	C
1297N	Clerk Intermittent II SAN	010	75.0	A	C
6643	Clinical Case Manager, CHSC	005	75.0	A	C
5337	Clinical Nurse Specialist	003	80.0	C	E
6316	Clinical Psychologist	007	75.0	A	E
6316N	Clinical Psychologist SAN	007	75.0	A	E
6515	Clinical Review Specialist	005	75.0	A	E
8675	Code Enforcement Officer I	011	80.0	A	C
8680	Code Enforcement Officer II	011	80.0	A	C
8685	Code Enforcement Officer III	011	80.0	A	E
8423	Code Enforcement Tech I	011	75.0	A	C
8424	Code Enforcement Tech II	011	75.0	A	C
1420	Collection Enforcement Deputy I	012	75.0	A	C
1425	Collection Enforcement Deputy II	012	75.0	A	C
6701	Community Outreach Worker II	008	75.0	A	C
5344	Communicable Disease Surveillance Practitioner	003	80.0	C	E
6700	Community Outreach Worker I	008	75.0	A	C
0325	Community Relations Coordinator	008	80.0	A	C
1811	Computer Operator I	012	75.0	A	C
1811N	Computer Operator I SAN	012	75.0	A	C
1812	Computer Operator II	012	75.0	A	C
8350	Construction Inspector	012	80.0	A	C
6489	Consumer Assistance Specialist, BHCS	008	75.0	A	C
5097	Consumer Family/Relations Program Assistant	008	80.0	A	C
6507	CORE Associate Clinical Therapist	005	75.0	A	C
6511	CORE Program Assistant	008	75.0	A	C
6498	CORE Clinical Therapist	005	75.0	A	E
6499	CORE Lead Clinical Therapist	005	75.0	A	E
8503	Coroner's Investigator I	012	80.0	A	C
8504	Coroner's Investigator II	012	80.0	A	C
8520	Crime Laboratory Technician	012	75.0	A	C
0404	Crime Technician	012	80.0	A	C
8523	Criminalist I	011	80.0	A	C
8524	Criminalist II	011	80.0	A	E
8525	Criminalist III	011	80.0	A	E
7420N	Custodian SAN	004	80.0	A	C

Job Code	Classification Title	Rep Unit	Hours	O/T Status	FLSA Status
1154	Customer Services Representative, DCSS	010	80.0	A	C
1154N	Customer Services Representative, DCSS N	010	80.0	A	C
1131	Data Input Clerk	010	75.0	A	C
1541	Deferred Compensation Technician	012	80.0	A	E
5779	Dental Hygienist	007	75.0	A	E
8705	Deputy Public Guardian-Conservator/Investigator	011	75.0	A	E
8529	DNA Technical Lead	011	80.0	A	C
2980	Economic and Civic Development Specialist I	011	75.0	A	C
2981	Economic and Civic Development Specialist II	011	75.0	A	C
2982	Economic and Civic Development Specialist III	011	75.0	A	C
1282	Elections Technician	010	75.0	A	C
1282N	Elections Technician N	010	75.0	A	C
9267	Electronic Systems Technician	012	80.0	A	C
1570	Eligibility Services Technician I	006	75.0	A	C
1571	Eligibility Services Technician II	006	75.0	A	C
1572	Eligibility Services Technician III	006	75.0	A	C
1573	Eligibility Services Technician IV	006	75.0	A	C
1132	Eligibility Support Clerk	010	75.0	A	C
1882	Emergency Services Dispatcher I	012	80.0	A	C
1885	Emergency Services Dispatcher II	012	80.0	A	C
1885N	Emergency Services Dispatcher II N	012	80.0	A	C
8720	Emergency Services Coordinator I	012	75.0	A	C
8721	Emergency Services Coordinator II	012	75.0	A	E
6784	Employment Counselor	005	75.0	A	E
6783	Employment Counselor Trainee	005	75.0	A	C
6781	Employment Specialist I	005	75.0	A	C
6782	Employment Specialist II	005	75.0	A	E
2105	Engineering Aide	012	80.0	A	C
2122	Engineering CAD/D Technician I	012	80.0	A	C
2123	Engineering CAD/D Technician II	012	80.0	A	C
2124	Engineering CAD/D Technician III	012	80.0	A	C
5647	Environmental Health Maintenance Worker	007	80.0	A	C
5649	Environmental Health Technician	007	80.0	A	C
6737	Family Services Support Worker	005	75.0	A	C
6706	Family Support Care Coordinator	005	75.0	A	C
6707	Family Support Case Manager	005	75.0	A	E
6708	Family Support Senior Case Manager	005	75.0	A	E
1426N	Financial Hearing Officer SAN	012	75.0	A	C

Job Code	Classification Title	Rep Unit	Hours	O/T Status	FLSA Status
1426	Financial Hearing Officer	012	75.0	A	C
1283	Fingerprint Examiner	012	75.0	A	C
7510	Food Service Worker	004	75.0	A	C
7510N	Food Service Worker SAN	004	75.0	A	C
8516	Forensic Computer Examiner I	011	80.0	A	C
8517	Forensic Computer Examiner II	011	80.0	A	C
6528	Forensic Behavioral Health Clinician I	005	75.0	A	C
6529	Forensic Behavioral Health Clinician II	005	75.0	A	C
6532	Forensic Mental Health Specialist	008	75	A	C
7205	Gardener I, GSA	004	80.0	A	C
9102	Gardener I, PWA	004	80.0	A	C
7210	Gardener II, GSA	004	80.0	A	C
9103	Gardener II, PWA	004	80.0	A	C
1730	General Services Aide	004	75.0	A	C
2125	Geographical Info Technician	012	80.0	A	C
5650	Hazardous Materials Specialist	007	80.0	A	E
5648N	Hazardous Waste Worker SAN	007	80.0	A	C
1461	Health Care Claims Examiner I	010	75.0	A	C
1462	Health Care Claims Examiner II	010	75.0	A	C
6300N	Health Care Services Intern N	007	75.0	A	C
5780	Health Educator I	007	75.0	A	E
5781	Health Educator II	007	75.0	A	E
1485	Health Insurance Technician	012	80.0	A	C
7879	Health Services Trainee	008	75.0	A	C
2997	Healthy Homes Community Development Technician I	011	75.0	A	C
2998	Healthy Homes Community Development Technician II	011	75.0	A	C
2994	Healthy Homes Community Development Specialist I	011	75.0	A	C
2995	Healthy Homes Community Development Specialist II	011	75.0	A	C
2996	Healthy Homes Community Development Specialist III	011	75.0	A	C
2955	Healthy Housing Rehabilitation Specialist I	011	75.0	A	C
2984	Healthy Housing Rehabilitation Technician	011	75.0	A	C
2956	Healthy Housing Rehabilitation Specialist II	011	75.0	A	C
2957	Healthy Housing Rehabilitation Specialist III	011	75.0	A	C
2964	Housing and Community Development Specialist I	011	75.0	A	C
2965	Housing and Community Development Specialist II	011	75.0	A	C
2966	Housing and Community Development Specialist III	011	75.0	A	C

Job Code	Classification Title	Rep Unit	Hours	O/T Status	FLSA Status
2961	Housing and Community Development Technician I	011	75.0	A	C
2973	Housing and Community Development Technician II	011	75.0	A	C
6635	Housing Resource Specialist, BHCS	005	75.0	A	E
1121	Human Resources Assistant I	010	75.0	A	C
1122	Human Resources Assistant II	010	75.0	A	C
2080	Industrial Hygiene Engineer	007	80.0	A	E
0410	Information Systems Technician I	012	80.0	A	C
0411	Information Systems Technician II	012	80.0	A	C
1792	Information Technology Specialist I	012	75.0	A	C
1793	Information Technology Specialist II	012	75.0	A	C
1794	Information Technology Specialist III	012	75.0	A	C
1795	Information Technology Specialist IV	012	75.0	A	C
6929	Information & Referral Worker	006	75.0	A	C
7410	Janitor	004	75.0	A	C
7410N	Janitor SAN	004	75.0	A	C
7416	Janitor, Detention Facilities	004	75.0	A	C
7411	Janitor, Floor Specialist	004	75.0	A	C
7417	Janitor Floor Specialist, Detention Facilities	004	75.0	A	C
6786	Job Developer	005	75.0	A	E
8740	Keeper	012	80.0	A	C
8740N	Keeper SAN	012	80.0	A	C
7850	Laboratory Assistant I	008	75.0	A	C
7850N	Laboratory Assistant I SAN	008	75.0	A	C
7855	Laboratory Assistant II	008	75.0	A	C
7856	Laboratory Assistant III	008	75.0	A	C
5550	Laboratory Technician	011	75.0	A	C
8522	Latent Fingerprint Examiner	012	75.0	A	C
7710	Laundry Service Worker	004	75.0	A	C
7710N	Laundry Service Worker SAN	004	75.0	A	C
1124	Lead Clerk	010	75.0	A	C
1155	Lead Customer Services Representative, DCSS	010	80.0	A	C
7415	Lead Janitor	004	75.0	A	C
7418	Lead Janitor, Detention Facilities	004	75.0	A	C
2967	Lead Project Designer	012	75.0	A	C
2963	Lead Risk Assessor	011	75.0	A	C
1511	Legal Process Clerk I	010	80.0	A	C
1513	Legal Process Clerk II	010	80.0	A	C
1240	Legal Secretary	010	75.0	A	C

Job Code	Classification Title	Rep Unit	Hours	O/T Status	FLSA Status
1213	Legal Stenographer	010	75.0	A	C
4130	Librarian I	011	75.0	A	E
4130N	Librarian I SAN	011	75.0	A	E
4140	Librarian II	011	75.0	A	E
4140N	Librarian II SAN	011	75.0	A	E
4175	Librarian III	011	75.0	A	E
1103	Library Clerk I	010	75.0	A	C
1103N	Library Clerk I SAN	010	75.0	A	C
1104	Library Clerk II	010	75.0	A	C
1104N	Library Clerk II SAN	010	75.0	A	C
9310	Library Driver-Clerk	012	75.0	A	C
9310N	Library Driver-Clerk SAN	012	75.0	A	C
4200	Library Lead Clerk	010	75.0	A	C
1109	Library Page	010	75.0	A	C
1109N	Library Page SAN	010	75.0	A	C
4120	Library Technician	011	75.0	A	C
4120N	Library Technician SAN	011	75.0	A	C
6732	Licensing Evaluator	006	75.0	A	C
1417	Literacy Advocate	011	75.0	A	C
4121	Literacy Specialist	011	75.0	A	C
1118	Mail Clerk	010	75.0	A	C
2301	Mapping Technician I	012	75.0	A	C
2302	Mapping Technician II	012	75.0	A	C
2303	Mapping Technician III	012	75.0	A	C
8757	Marine Engineer	012	80.0	A	C
6496	Marriage and Family Therapist I	005	75.0	A	C
6497	Marriage and Family Therapist II	005	75.0	A	C
2181	Materials Testing Technician I	012	80.0	A	C
2182	Materials Testing Technician II	012	80.0	A	C
2183	Materials Testing Technician III	012	80.0	A	C
5982	Medical Assistant	008	75.0	A	C
1126	Medical Clerk	010	75.0	A	C
1126N	Medical Clerk SAN	010	75.0	A	C
1460	Medical Records Technician	012	75.0	A	C
6405	Medical Social Worker I	005	75.0	A	C
6415	Medical Social Worker II	005	75.0	A	E
5082	Medical Support Coordinator	003	80.0	A	E
1214	Medical Transcriptionist	010	80.0	A	C

Job Code	Classification Title	Rep Unit	Hours	O/T Status	FLSA Status
1214N	Medical Transcriptionist SAN	010	80.0	A	C
1160	Medical Translator I	008	75.0	A	C
1161	Medical Translator II	008	75.0	A	C
1161N	Medical Translator II SAN	008	75.0	A	C
6490	Mental Health Specialist I	008	75.0	B	C
6491	Mental Health Specialist II	008	75.0	B	C
6492	Mental Health Specialist III	008	75.0	B	C
6491N	Mental Health Specialist II SAN	008	75.0	B	C
1105	Messenger	010	75.0	A	C
1105N	Messenger SAN	010	75.0	A	C
5605	Microbiologist	007	75.0	A	E
5605N	Microbiologist SAN	007	75.0	A	E
1153	Microfilm Technician	010	75.0	A	C
5383	Mid-Level Practitioner	003	80.0	A	E
5383N	Mid-Level Practitioner SAN	003	80.0	A	E
9312	Mobile Library Driver-Clerk	012	75.0	A	C
6991	Mobile Health Services Support Worker	012	75.0	A	C
1803	Network Support Technician I	012	80.0	A	C
1804	Network Support Technician II	012	80.0	A	C
5415	Nursing Assistant	008	75.0	A	C
5415N	Nursing Assistant SAN	008	75.0	A	C
5798	Nutrition Assistant I	008	75.0	A	C
5799	Nutrition Assistant II	008	75.0	A	C
5792	Nutritionist I	007	75.0	A	C
5795	Nutritionist II	007	75.0	A	E
1496	Patient Service Technician I	006	75.0	A	C
1497	Patient Service Technician II	006	75.0	A	C
1495	Patient Service Technician III	006	75.0	A	C
1125	Payroll Records Clerk	010	75.0	A	C
5850	Pediatric Occupational Therapist	007	75.0	A	E
5850N	Pediatric Occupational Therapist N	007	75.0	A	E
5860	Pediatric Physical Therapist	007	75.0	A	E
5860N	Pediatric Physical Therapist N	007	75.0	A	E
5644	Pharmacist, ACBH	007	80.0	A	E
5646	Pharmacy Support Specialist	010	80.0	A	C
2925	Planner I	011	75.0	A	E
2930	Planner II	011	75.0	A	E
2935	Planner III	011	75.0	A	E

Job Code	Classification Title	Rep Unit	Hours	O/T Status	FLSA Status
2921	Planning Technician I	011	75.0	A	C
2922	Planning Technician II	011	75.0	A	C
8308	Plans Checker	012	80.0	A	C
1480	Procurement & Contracts Assistant	010	75.0	A	C
0172	Procurement & Contracts Specialist I	011	75.0	A	C
0173	Procurement & Contracts Specialist II	011	75.0	A	E
1095	Program Worker, SEIU Represented	010	75.0	A	C
1825	Programmer Analyst	011	80.0	A	E
1821	Programmer I	011	80.0	A	C
1823	Programmer II	011	80.0	A	C
5689	Public Health Engineer	007	75.0	A	E
5770	Public Health Investigator	007	75.0	A	C
5771	Public Health Investigator Trainee	007	75.0	A	C
5980	Public Health Nursing Assistant I	008	75.0	A	C
5981	Public Health Nursing Assistant II	008	75.0	A	C
5775	Public Health Social Worker	005	75.0	A	E
7401	Public Works Aide I	004	75.0	A	C
7402	Public Works Aide II	004	75.0	A	C
2111	Public Works Technical Assistant I	012	80.0	A	C
2112	Public Works Technical Assistant II	012	80.0	A	C
2113	Public Works Technical Assistant III	012	80.0	A	C
2171	Public Works Inspector II, Facilities	012	80.0	A	C
2170	Public Works Inspector I, Facilities	012	80.0	A	C
2160	Public Works Inspector I, Construction	012	80.0	A	C
2161	Public Works Inspector II, Construction	012	80.0	A	C
2172	Public Works Inspector III, Facilities	012	80.0	A	C
2162	Public Works Inspector III, Construction	012	80.0	A	C
2604	Real Property Appraiser Aide	012	75.0	A	C
5660	Registered Environmental Health Specialist Trainee	007	80.0	A	C
5665	Registered Environmental Health Specialist	007	80.0	A	E
5510	Registered Dental Assistant	008	75.0	A	C
5300	Registered Nurse I	003	80.0	B	E
5305	Registered Nurse II	003	80.0	B	E
5315	Registered Nurse III	003	80.0	B	E
8178N	Registered Veterinary Technician SAN	012	80.0	A	C
6638	Rehabilitation Counselor I	005	75.0	A	C
6640	Rehabilitation Counselor II	005	75.0	A	E
1369	Retirement Accountant I	011	75.0	A	E

Job Code	Classification Title	Rep Unit	Hours	O/T Status	FLSA Status
1370	Retirement Accountant II	011	75.0	A	E
1361	Retirement Benefits Specialist	010	75.0	A	C
1344	Retirement Support Specialist	010	75.0	A	C
1352	Retirement Technician	010	75.0	A	C
1215	Secretary I	010	75.0	A	C
2508	Senior Assessor's Technician	012	75.0	A	C
0144	Senior Auditor	011	75.0	A	C
5645	Senior Clinical Pharmacist, ACBH	007	80.0	A	C
1287	Senior Fingerprint Examiner	012	75.0	A	C
7512	Senior Food Service Worker	004	75.0	A	C
5655	Senior Hazardous Materials Specialist	007	80.0	A	E
9411	Senior Heavy Equipment Parts Technician	012	80.0	A	C
8531	Senior Latent Fingerprint Examiner	012	75.0	A	C
5610	Senior Microbiologist	007	75.0	A	E
1353	Senior Retirement Technician	010	75.0	A	C
5865	Senior Therapist	007	75.0	A	E
1133	Service Support Specialist	010	75.0	A	C
9294	Sheriff's Multimedia Producer	012	80.0	A	C
8752	Sheriff's Safety Aide	012	80.0	A	C
8755	Sheriff's Technician	012	80.0	A	C
6792	Social Welfare Specialist	005	75.0	A	E
6710	Social Worker I	005	75.0	A	C
6715	Social Worker II	005	75.0	A	E
6720	Social Worker III	005	75.0	A	E
6705	Social Worker Trainee	005	75.0	A	C
1842	Software Analyst	011	80.0	A	C
1840	Software Analyst I	011	80.0	A	C
1839	Software Analyst Trainee	011	80.0	A	C
1128	Specialist Clerk I	010	75.0	A	C
1128N	Specialist Clerk I SAN	010	75.0	A	C
1129	Specialist Clerk II	010	75.0	A	C
6646	Senior Clinical Case Manager, Center for Healthy Schools and Communities	005	75.0	A	C
1287	Senior Fingerprint Examiner	012	75.0	A	C
8531	Senior Latent Fingerprint Examiner	012	75.0	A	C
5667	Senior Registered Environmental Health Specialist	007	80.0	A	E
5691	Senior Vector Control Biologist	008	80.0	A	C
1205	Stenographer I	010	75.0	A	C
1205N	Stenographer I SAN	010	75.0	A	C

Job Code	Classification Title	Rep Unit	Hours	O/T Status	FLSA Status
1210	Stenographer II	010	75.0	A	C
1210N	Stenographer II SAN	010	75.0	A	C
1715	Storekeeper I	012	75.0	A	C
6495	Substance Abuse Counselor	007	75.0	A	C
6495N	Substance Abuse Counselor SAN	007	75.0	A	C
1705	Supply Clerk I	012	75.0	A	C
1705N	Supply Clerk I SAN	012	75.0	A	C
1710	Supply Clerk II	012	75.0	A	C
1710N	Supply Clerk II SAN	012	75.0	A	C
1798	Technical Support Specialist I	012	75.0	A	C
1799	Technical Support Specialist II	012	75.0	A	C
9270	Telecommunications Equipment Installer	012	80.0	A	C
9288	Telecommunications Services Coordinator II	010	80.0	A	C
9284	Telecommunications Services Coordinator I	010	80.0	A	C
9280	Telecommunications Technician	012	80.0	A	C
9279	Telecommunications Technician Trainee	012	80.0	A	C
5825	Therapy Aide	008	75.0	A	C
1212	Transcriptionist	010	75.0	A	C
1212N	Transcriptionist SAN	010	75.0	A	C
1601	Treasurer-Tax Collector Specialist I	010	75.0	A	E
1602	Treasurer-Tax Collector Specialist II	010	75.0	A	E
1603	Treasurer-Tax Collector Specialist III	010	75.0	A	E
5690	Vector Control Biologist	008	80.0	A	C
5695	Vector Ecologist	008	80.0	A	C
1476	Veterans Service Representative	006	75.0	A	C
6702	Welfare Services Aide	006	75.0	A	C
1467	Workforce Services Technician	006	75.0	A	C

APPENDIX A-2
Classification and Salary Listing by Representation Unit
Unit 003

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	FLSA
5337	Clinical Nurse Specialist	003	7/6/2025	5242.40	5383.20	5536.80	5910.40	6268.00	6563.20	6830.40	7036.00	X
			9/13/2026	5452.00	5598.40	5758.40	6147.20	6518.40	6825.60	7104.00	7317.60	
			7/4/2027	5615.20	5766.40	5931.20	6332.00	6713.60	7030.40	7316.80	7536.80	
			7/2/2028	5784.00	5939.20	6108.80	6521.60	6915.20	7241.60	7536.00	7763.20	
5344	Communicable Disese Srv Prctnr	003	7/6/2025	4489.60	4612.80	4744.80	4951.20	5168.00	5272.00	5377.60	5540.00	X
			9/13/2026	4668.80	4797.60	4934.40	5149.60	5374.40	5483.20	5592.80	5761.60	
			7/4/2027	4808.80	4941.60	5082.40	5304.00	5536.00	5648.00	5760.80	5934.40	
			7/2/2028	4952.80	5089.60	5235.20	5463.20	5702.40	5817.60	5933.60	6112.80	
5082	Medical Support Coordinator	003	7/6/2025	4728.80	4857.60	4991.20	5194.40	5423.20	5540.80	5653.60	5822.40	X
			9/13/2026	4917.60	5052.00	5191.20	5402.40	5640.00	5762.40	5880.00	6055.20	
			7/4/2027	5064.80	5203.20	5347.20	5564.80	5809.60	5935.20	6056.80	6236.80	
			7/2/2028	5216.80	5359.20	5508.00	5732.00	5984.00	6113.60	6238.40	6424.00	
5383	Mid-Level Practioner	003	7/6/2025	4847.20	4974.40	5117.60	5447.20	5804.00	6003.20	6,120.80	6303.20	X
			9/13/2026	5040.80	5173.60	5322.40	5664.80	6036.00	6243.20	6365.60	6555.20	
			7/4/2027	5192.00	5328.80	5482.40	5834.40	6216.80	6430.40	6556.80	6752.00	
			7/2/2028	5348.00	5488.80	5647.20	6009.60	6403.20	6623.20	6753.60	6954.40	
5383 N	Mid-Level Practioner SAN	003	7/6/2025					72.55	75.04	76.51	78.79	X
			9/13/2026					75.45	78.04	79.57	81.94	
			7/4/2027					77.71	80.38	81.96	84.40	
			7/2/2028					80.04	82.79	84.42	86.93	
5300	Registered Nurse I	003	7/6/2025							4576.80	4710.40	X
			9/13/2026							4760.00	4899.20	
			1/3/2027				5641.60	5924.00				
			7/4/2027				5811.20	6101.60				
			7/2/2028				5985.60	6284.80				
5305	Registered Nurse II	003	7/6/2025	5558.40	5715.20	5875.20	6130.40	6401.60	6527.20	6660.00	6859.20	X
			9/13/2026	5780.80	5944.00	6110.40	6376.00	6657.60	6788.00	6926.40	7133.60	
			1/3/2027	6128.00	6300.80	6476.80	6758.40	7056.80	7195.20	7341.60	7561.60	
			7/4/2027	6408.00	6728.00	7064.00	7417.60	7788.80				
			7/2/2028	6600.00	6929.60	7276.00	7640.00	8022.40				
5315	Registered Nurse III	003	7/6/2025	5858.40	6016.80	6183.20	6431.20	6715.20	6861.60	7002.40	7212.80	X
			9/13/2026	6092.80	6257.60	6430.40	6688.80	6984.00	7136.00	7282.40	7501.60	
			1/3/2027	6458.40	6632.80	6816.00	7090.40	7403.20	7564.00	7719.20	7952.00	
			7/4/2027	6738.40	7075.20	7428.80	7800.00	8190.40				

			7/2/2028	6940.80	7288.00	7652.00	8034.40	8436.00				

APPENDIX A-2
Classification and Salary Listing by Representation Unit
Unit 004

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
7420N	Custodian SAN	004	7/6/2025					27.78	N
			9/13/2026					28.89	
			7/4/2027					29.76	
			7/2/2028					30.65	
7510	Food Service Worker	004	7/6/2025		2224.50	2336.25	2435.25	2521.50	N
			9/13/2026		2313.75	2430.00	2532.75	2622.00	
			1/3/2027		2313.75	2429.25	2550.75	2678.25	
			7/4/2027		2383.50	2502.00	2627.25	2758.50	
			7/2/2028		2454.75	2577.00	2706.00	2841.00	
7510N	Food Service Worker SAN	004	7/6/2025					31.14	N
			9/13/2026					32.39	
			7/4/2027					33.36	
			7/2/2028					34.36	
7205	Gardener I, GSA	004	7/6/2025	2420.80	2513.60	2636.00	2753.60	2879.20	N
			9/13/2026	2517.60	2614.40	2741.60	2864.00	2994.40	
			1/3/2027	2463.20	2586.40	2716.00	2852.00	2994.40	
			7/4/2027	2536.80	2664.00	2797.60	2937.60	3084.00	
			7/2/2028	2612.80	2744.00	2881.60	3025.60	3176.80	
7210	Gardener II, GSA	004	7/6/2025	2810.40	2947.20	3063.20	3212.00	3357.60	N
			9/13/2026	2923.20	3064.80	3185.60	3340.80	3492.00	
			1/3/2027	2872.00	3016.00	3167.20	3325.60	3492.00	
			7/4/2027	2958.40	3106.40	3262.40	3425.60	3596.80	
			7/2/2028	3047.20	3199.20	3360.00	3528.00	3704.80	
9102	Gardener I, PWA	004	7/6/2025	2420.80	2513.60	2636.00	2753.60	2879.20	N
			9/13/2026	2517.60	2614.40	2741.60	2864.00	2994.40	
			1/3/2027	2463.20	2586.40	2716.00	2852.00	2994.40	
			7/4/2027	2536.80	2664.00	2797.60	2937.60	3084.00	
			7/2/2028	2612.80	2744.00	2881.60	3025.60	3176.80	
9103	Gardener II, PWA	004	7/6/2025	2768.00	2903.20	3018.40	3164.80	3308.00	N
			9/13/2026	2878.40	3019.20	3139.20	3291.20	3440.00	
			1/3/2027	2872.00	3016.00	3167.20	3325.60	3492.00	
			7/4/2027	2958.40	3106.40	3262.40	3425.60	3596.80	
			7/2/2028	3047.20	3199.20	3360.00	3528.00	3704.80	
1730	General Services Aide	004	7/6/2025	1664.25	1747.50	1835.25	1926.00	2022.00	N
			9/13/2026	1731.00	1817.25	1908.75	2003.25	2103.00	
			1/3/2027	1730.25	1816.50	1907.25	2002.50	2103.00	
			7/4/2027	1782.00	1871.25	1964.25	2062.50	2166.00	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			7/2/2028	1835.25	1927.50	2023.50	2124.75	2231.25	
7410	Janitor	004	7/6/2025	2141.25	2240.25	2329.50	2448.00	2548.50	N
			9/13/2026	2226.75	2329.50	2422.50	2546.25	2650.50	
			1/3/2027	2224.50	2335.50	2452.50	2574.75	2703.75	
			7/4/2027	2291.25	2405.25	2526.00	2652.00	2784.75	
			7/2/2028	2360.25	2477.25	2601.75	2731.50	2868.00	
7410N	Janitor SAN	004	7/6/2025					31.06	N
			9/13/2026					32.30	
			1/3/2027					32.95	
			7/4/2027					33.94	
			7/2/2028					34.96	
7416	Janitor, Detention Facilities	004	7/6/2025	2239.50	2351.25	2469.75	2591.25	2721.75	N
			9/13/2026	2328.75	2445.00	2568.75	2694.75	2830.50	
			1/3/2027	2375.25	2493.75	2618.25	2749.50	2886.75	
			7/4/2027	2446.50	2568.75	2697.00	2832.00	2973.00	
			7/2/2028	2520.00	2646.00	2778.00	2916.75	3062.25	
7411	Janitor, Floor Specialist	004	7/6/2025	2248.50	2348.25	2446.50	2570.25	2675.25	N
			9/13/2026	2338.50	2442.00	2544.00	2673.00	2782.50	
			1/3/2027	2334.75	2451.75	2574.00	2703.00	2838.00	
			7/4/2027	2404.50	2525.25	2651.25	2784.00	2923.50	
			7/2/2028	2476.50	2601.00	2730.75	2867.25	3011.25	
7417	Janitr Flr Specialst, Det Fac	004	7/6/2025	2351.25	2469.75	2591.25	2721.75	2856.00	N
			9/13/2026	2445.00	2568.75	2694.75	2830.50	2970.00	
			1/3/2027	2493.00	2617.50	2748.00	2885.25	3029.25	
			7/4/2027	2568.00	2696.25	2830.50	2971.50	3120.00	
			7/2/2028	2645.25	2777.25	2915.25	3060.75	3213.75	
7710	Laundry Service Worker	004	7/6/2025	1995.75	2086.50	2184.00	2272.50	2363.25	N
			9/13/2026	2075.25	2169.75	2271.00	2363.25	2457.75	
			1/3/2027	2021.25	2122.50	2229.00	2340.75	2457.75	
			7/4/2027	2082.00	2186.25	2295.75	2411.25	2531.25	
			7/2/2028	2144.25	2251.50	2364.75	2483.25	2607.00	
7710N	Laundry Service Worker SAN	004	7/6/2025					29.11	N
			9/13/2026					30.27	
			7/4/2027					31.18	
			7/2/2028					32.12	
7415	Lead Janitor	004	7/6/2025	2349.00	2451.00	2572.50	2679.00	2801.25	N
			9/13/2026	2442.75	2549.25	2675.25	2786.25	2913.00	
			1/3/2027	2444.25	2566.50	2694.75	2829.75	2971.50	
			7/4/2027	2517.75	2643.75	2775.75	2914.50	3060.75	
			7/2/2028	2593.50	2723.25	2859.00	3002.25	3152.25	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
7418	Lead Janitor, Detention Fac	004	7/6/2025	2458.50	2583.00	2711.25	2847.75	2990.25	N
			9/13/2026	2556.75	2686.50	2820.00	2961.75	3109.50	
			1/3/2027	2609.25	2739.75	2877.00	3021.00	3171.75	
			7/4/2027	2687.25	2822.25	2963.25	3111.75	3267.00	
			7/2/2028	2767.50	2907.00	3052.50	3204.75	3365.25	
7401	Public Works Aide I	004	7/6/2025				1664.25	1728.75	N
			9/13/2026				1731.00	1797.75	
			1/3/2027				1712.25	1797.75	
			7/4/2027				1763.25	1851.75	
			7/2/2028				1816.50	1907.25	
7402	Public Works Aide II	004	7/6/2025	1846.50	1926.00	2001.75	2100.75	2196.75	N
			9/13/2026	1920.00	2003.25	2082.00	2184.75	2284.50	
			1/3/2027	1879.50	1973.25	2072.25	2175.75	2284.50	
			7/4/2027	1935.75	2032.50	2134.50	2241.00	2352.75	
			7/2/2028	1993.50	2093.25	2198.25	2308.50	2423.25	
7512	Senior Food Service Worker	004	7/6/2025	2245.50	2340.75	2425.50	2533.50	2640.75	N
			9/13/2026	2335.50	2434.50	2522.25	2634.75	2746.50	
			1/3/2027	2259.75	2373.00	2491.50	2616.00	2746.50	
			7/4/2027	2327.25	2444.25	2566.50	2694.75	2829.00	
			7/2/2028	2397.00	2517.75	2643.75	2775.75	2913.75	

APPENDIX A-2
Classification and Salary Listing by Representation Unit
Unit 005

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
6760	Adult Protective Svs Worker I	005	7/6/2025	3237.75	3375.75	3540.00	3694.50	3873.00	X
			9/13/2026	3367.50	3510.75	3681.75	3842.25	4028.25	
			1/3/2027	3343.50	3510.75	3686.25	3870.75	4064.25	
			7/4/2027	3444.00	3615.75	3796.50	3987.00	4186.50	
			7/2/2028	3547.50	3724.50	3910.50	4106.25	4311.75	
6765	Adult Protective Svs Worker II	005	7/6/2025		3918.75	4107.00	4296.00	4495.50	X
			9/13/2026		4075.50	4271.25	4467.75	4675.50	
			1/3/2027		4068.00	4271.25	4485.00	4709.25	
			7/4/2027		4190.25	4399.50	4619.25	4850.25	
			7/2/2028		4316.25	4531.50	4758.00	4995.75	
6505	Behavioral Health Clinician I	005	7/6/2025		3739.50	3897.75	4078.50	4292.25	N
			9/13/2026		3888.75	4053.75	4242.00	4464.00	
			1/3/2027		3889.50	4083.75	4287.75	4502.25	
			7/4/2027		4006.50	4206.00	4416.75	4637.25	
			7/2/2028		4126.50	4332.00	4549.50	4776.00	
6510	Behavioral Health Clinician II	005	7/6/2025		4160.25	4378.50	4584.75	4794.75	X
			9/13/2026		4326.75	4554.00	4768.50	4986.75	
			1/3/2027		4337.25	4554.00	4782.00	5021.25	
			7/4/2027		4467.00	4690.50	4925.25	5172.00	
			7/2/2028		4601.25	4831.50	5073.00	5327.25	
6509	Behavioral Health Crisis Intervention Associate	005	7/6/2025	3700.50	3885.00	4078.50	4281.75	4505.25	N
			9/13/2026	3848.25	4040.25	4242.00	4452.75	4685.25	
			1/3/2027	3855.00	4047.75	4250.25	4462.50	4685.25	
			7/4/2027	3970.50	4169.25	4377.75	4596.75	4825.50	
			7/2/2028	4089.75	4294.50	4509.00	4734.75	4970.25	
6512	Behav Hlth Crisis Inter Spec I	005	7/6/2025	4078.50	4281.75	4505.25	4718.25	4935.00	N
			9/13/2026	4242.00	4452.75	4685.25	4907.25	5132.25	
			1/3/2027	4250.25	4462.50	4685.25	4919.25	5165.25	
			7/4/2027	4377.75	4596.75	4825.50	5067.00	5320.50	
			7/2/2028	4509.00	4734.75	4970.25	5219.25	5480.25	
6513	Behav Hlth Crisis Intr Spec II	005	7/6/2025	4700.25	4899.75	5107.50	5326.50	5541.00	N
			9/13/2026	4888.50	5095.50	5311.50	5539.50	5763.00	
			1/3/2027	4819.50	5060.25	5313.00	5578.50	5857.50	
			7/4/2027	4964.25	5211.75	5472.75	5745.75	6033.00	
			7/2/2028	5113.50	5367.75	5637.00	5918.25	6213.75	
6787	Career Development Spec I	005	7/6/2025	3241.50	3388.50	3552.75	3721.50	3894.00	X
			9/13/2026	3371.25	3524.25	3694.50	3870.00	4050.00	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			1/3/2027	3370.50	3539.25	3716.25	3902.25	4097.25	
			7/4/2027	3471.75	3645.75	3828.00	4019.25	4220.25	
			7/2/2028	3576.00	3755.25	3942.75	4140.00	4347.00	
6740	Child Welfare Worker I	005	7/6/2025	3552.75	3710.25	3885.00	4059.00	4253.25	X
			9/13/2026	3694.50	3858.75	4040.25	4221.00	4423.50	
			1/3/2027	3821.25	4012.50	4212.75	4423.50	4644.75	
			7/4/2027	3936.00	4133.25	4339.50	4556.25	4784.25	
			7/2/2028	4053.75	4257.00	4470.00	4692.75	4927.50	
6745	Child Welfare Worker II	005	7/6/2025		4059.00	4253.25	4450.50	4658.25	X
			9/13/2026		4221.00	4423.50	4628.25	4844.25	
			1/3/2027		4393.50	4613.25	4844.25	5086.50	
			7/4/2027		4525.50	4752.00	4989.75	5238.75	
			7/2/2028		4661.25	4894.50	5139.75	5396.25	
6643	Clinical Case Mgr CHSC	005	7/6/2025	3672.75	3856.50	4047.75	4251.00	4464.75	N
			9/13/2026	3819.75	4011.00	4209.75	4421.25	4643.25	
			7/4/2027	3934.50	4131.00	4335.75	4554.00	4782.75	
			7/2/2028	4052.25	4254.75	4465.50	4690.50	4926.00	
6515	Clinical Review Specialist	005	7/6/2025	4700.25	4899.75	5107.50	5326.50	5541.00	X
			9/13/2026	4888.50	5095.50	5311.50	5539.50	5763.00	
			1/3/2027	4819.50	5060.25	5313.00	5578.50	5857.50	
			7/4/2027	4964.25	5211.75	5472.75	5745.75	6033.00	
			7/2/2028	5113.50	5367.75	5637.00	5918.25	6213.75	
6498	CORE Clinical Therapist	005	7/6/2025		4160.25	4378.50	4584.75	4794.75	X
			9/13/2026		4326.75	4554.00	4768.50	4986.75	
			1/3/2027		4644.75	4877.25	5121.00	5376.75	
			7/4/2027		4784.25	5023.50	5274.75	5538.00	
			7/2/2028		4927.50	5174.25	5433.00	5704.50	
6499	CORE Lead Clinical Therapist	005	7/6/2025		4281.75	4505.25	4719.00	4935.00	X
			9/13/2026		4452.75	4685.25	4908.00	5132.25	
			1/3/2027		4779.75	5019.00	5270.25	5533.50	
			7/4/2027		4923.00	5169.75	5428.50	5699.25	
			7/2/2028		5070.75	5325.00	5591.25	5870.25	
6507	CORE Assoc Clinical Therapist	005	7/6/2025		3613.50	3767.25	3941.25	4146.00	N
			9/13/2026		3758.25	3918.00	4098.75	4311.75	
			1/3/2027		4016.25	4217.25	4428.00	4649.25	
			7/4/2027		4137.00	4344.00	4560.75	4788.75	
			7/2/2028		4260.75	4474.50	4697.25	4932.75	
6784	Employment Counselor	005	7/6/2025	2946.75	3072.00	3204.00	3346.50	3514.50	X
			9/13/2026	3064.50	3195.00	3332.25	3480.00	3654.75	
			1/3/2027	3096.75	3251.25	3414.00	3585.00	3764.25	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			7/4/2027	3189.75	3348.75	3516.75	3692.25	3877.50	
			7/2/2028	3285.75	3449.25	3622.50	3803.25	3993.75	
6783	Employment Counselor Trainee	005	7/6/2025	2349.00	2455.50	2560.50	2676.75	2804.25	N
			9/13/2026	2442.75	2553.75	2663.25	2784.00	2916.75	
			1/3/2027	2400.00	2520.00	2646.00	2778.00	2916.75	
			7/4/2027	2472.00	2595.75	2725.50	2861.25	3004.50	
			7/2/2028	2546.25	2673.75	2807.25	2946.75	3094.50	
6781	Employment Specialist I Behavioral Health	005	7/6/2025	2466.00	2581.50	2692.50	2813.25	2948.25	N
			9/13/2026	2565.00	2685.00	2800.50	2925.75	3066.00	
			1/3/2027	2522.25	2648.25	2781.00	2919.75	3066.00	
			7/4/2027	2598.00	2727.75	2864.25	3007.50	3158.25	
			7/2/2028	2676.00	2809.50	2950.50	3097.50	3252.75	
6782	Employment Specialist II Behavioral Health	005	7/6/2025	2948.25	3073.50	3207.00	3352.50	3515.25	X
			9/13/2026	3066.00	3196.50	3335.25	3486.75	3655.50	
			1/3/2027	3097.50	3252.00	3414.75	3585.75	3765.00	
			7/4/2027	3190.50	3349.50	3517.50	3693.00	3878.25	
			7/2/2028	3286.50	3450.00	3623.25	3804.00	3994.50	
6737	Family Services Support Worker	005	7/6/2025	2806.50	2930.25	3057.75	3193.50	3346.50	N
			9/13/2026	2919.00	3047.25	3180.00	3321.00	3480.00	
			1/3/2027	2863.50	3006.75	3156.75	3314.25	3480.00	
			7/4/2027	2949.75	3096.75	3251.25	3414.00	3584.25	
			7/2/2028	3038.25	3189.75	3348.75	3516.75	3691.50	
6706	Family Support Care Coord	005	7/6/2025	2920.50	3048.00	3180.75	3322.50	3482.25	N
			9/13/2026	3037.50	3170.25	3308.25	3455.25	3621.75	
			1/3/2027	3037.50	3189.75	3349.50	3516.75	3692.25	
			7/4/2027	3129.00	3285.75	3450.00	3622.50	3803.25	
			7/2/2028	3222.75	3384.00	3553.50	3731.25	3917.25	
6707	Family Support Case Manager	005	7/6/2025	3179.25	3322.50	3481.50	3632.25	3783.00	X
			9/13/2026	3306.75	3455.25	3621.00	3777.75	3934.50	
			1/3/2027	3292.50	3456.75	3629.25	3810.75	4001.25	
			7/4/2027	3391.50	3560.25	3738.00	3924.75	4121.25	
			7/2/2028	3493.50	3666.75	3850.50	4042.50	4245.00	
6708	Family Support Sr Case Mgr	005	7/6/2025	3333.75	3474.75	3630.00	3796.50	3978.75	X
			9/13/2026	3467.25	3613.50	3775.50	3948.00	4137.75	
			1/3/2027	3540.75	3717.75	3903.75	4098.75	4303.50	
			7/4/2027	3647.25	3829.50	4020.75	4221.75	4432.50	
			7/2/2028	3756.75	3944.25	4141.50	4348.50	4565.25	
6528	Forensic Behv Hlth Clinicn I	005	7/6/2025		4674.75	4873.50	5097.75	5365.50	N
			9/13/2026		4861.50	5068.50	5301.75	5580.00	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			1/3/2027		4863.00	5106.00	5361.00	5628.75	
			7/4/2027		5009.25	5259.00	5521.50	5797.50	
			7/2/2028		5159.25	5416.50	5687.25	5971.50	
6529	Forensic Behv Hlth Clinicn II	005	7/6/2025		5097.75	5365.50	5617.50	5875.50	N
			9/13/2026		5301.75	5580.00	5842.50	6110.25	
			1/3/2027		5314.50	5580.00	5859.00	6152.25	
			7/4/2027		5474.25	5747.25	6034.50	6336.75	
			7/2/2028		5638.50	5919.75	6215.25	6526.50	
6635	Housing Res Specialist BHCS	005	7/6/2025	4095.00	4286.25	4506.00	4718.25	4935.00	X
			9/13/2026	4258.50	4458.00	4686.00	4907.25	5132.25	
			1/3/2027	4222.50	4433.25	4655.25	4887.75	5132.25	
			7/4/2027	4349.25	4566.00	4794.75	5034.75	5286.00	
			7/2/2028	4479.75	4703.25	4938.75	5185.50	5444.25	
6786	Job Developer	005	7/6/2025	3023.25	3159.00	3293.25	3445.50	3621.00	X
			9/13/2026	3144.00	3285.00	3425.25	3583.50	3765.75	
			1/3/2027	3097.50	3252.75	3415.50	3586.50	3765.75	
			7/4/2027	3190.50	3350.25	3518.25	3693.75	3879.00	
			7/2/2028	3286.50	3450.75	3624.00	3804.75	3995.25	
6496	Marriage and Fam Therapist I	005	7/6/2025		3739.50	3897.75	4078.50	4292.25	N
			9/13/2026		3888.75	4053.75	4242.00	4464.00	
			1/3/2027		3856.50	4049.25	4251.75	4464.00	
			7/4/2027		3972.00	4170.75	4379.25	4598.25	
			7/2/2028		4091.25	4296.00	4510.50	4736.25	
6497	Marriage and Fam Therapist II	005	7/6/2025		4078.50	4292.25	4495.50	4700.25	N
			9/13/2026		4242.00	4464.00	4675.50	4888.50	
			1/3/2027		4222.50	4434.00	4656.00	4888.50	
			7/4/2027		4349.25	4566.75	4795.50	5035.50	
			7/2/2028		4479.75	4704.00	4939.50	5186.25	
6405	Medical Social Worker I	005	7/6/2025			3456.75	3629.25	3783.00	N
			9/13/2026			3594.75	3774.75	3934.50	
			1/3/2027			3568.50	3747.00	3934.50	
			7/4/2027			3675.75	3859.50	4052.25	
			7/2/2028			3786.00	3975.00	4173.75	
6415	Medical Social Worker II	005	7/6/2025			4092.00	4284.00	4484.25	X
			9/13/2026			4255.50	4455.00	4663.50	
			1/3/2027			4230.00	4441.50	4663.50	
			7/4/2027			4356.75	4575.00	4803.75	
			7/2/2028			4487.25	4712.25	4947.75	
5775	Public Health Social Worker	005	7/6/2025			3678.00	3852.75	4027.50	X
			9/13/2026			3825.00	4006.50	4188.75	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			1/3/2027			3799.50	3989.25	4188.75	
			7/4/2027			3913.50	4109.25	4314.75	
			7/2/2028			4031.25	4232.25	4444.50	
6638	Rehabilitation Counselor I	005	7/6/2025	3582.75	3739.50	3897.75	4078.50	4292.25	N
			9/13/2026	3726.00	3888.75	4053.75	4242.00	4464.00	
			1/3/2027	3672.75	3856.50	4049.25	4251.75	4464.00	
			7/4/2027	3783.00	3972.00	4170.75	4379.25	4598.25	
			7/2/2028	3896.25	4091.25	4296.00	4510.50	4736.25	
6640	Rehabilitation Counselor II	005	7/6/2025	3897.75	4078.50	4292.25	4494.00	4700.25	X
			9/13/2026	4053.75	4242.00	4464.00	4674.00	4888.50	
			1/3/2027	4021.50	4222.50	4434.00	4656.00	4888.50	
			7/4/2027	4142.25	4349.25	4566.75	4795.50	5035.50	
			7/2/2028	4266.75	4479.75	4704.00	4939.50	5186.25	
6646	Sr Clinical Case Mgr CHSC	005	7/6/2025		4078.50	4292.25	4494.00	4700.25	N
			9/13/2026		4242.00	4464.00	4674.00	4888.50	
			1/3/2027		4222.50	4434.00	4656.00	4888.50	
			7/4/2027		4349.25	4566.75	4795.50	5035.50	
			7/2/2028		4479.75	4704.00	4939.50	5186.25	
6792	Social Welfare Specialist	005	7/6/2025	3521.25	3673.50	3864.75	4044.75	4236.75	X
			9/13/2026	3662.25	3820.50	4019.25	4206.75	4406.25	
			1/3/2027	3624.75	3806.25	3996.75	4196.25	4406.25	
			7/4/2027	3733.50	3920.25	4116.75	4322.25	4538.25	
			7/2/2028	3845.25	4038.00	4240.50	4452.00	4674.75	
6710	Social Worker I	005	7/6/2025	2920.50	3048.00	3180.75	3322.50	3482.25	N
			9/13/2026	3037.50	3170.25	3308.25	3455.25	3621.75	
			1/3/2027	3037.50	3189.75	3349.50	3516.75	3692.25	
			7/4/2027	3129.00	3285.75	3450.00	3622.50	3803.25	
			7/2/2028	3222.75	3384.00	3553.50	3731.25	3917.25	
6715	Social Worker II	005	7/6/2025	3179.25	3322.50	3481.50	3632.25	3783.00	X
			9/13/2026	3306.75	3455.25	3621.00	3777.75	3934.50	
			1/3/2027	3292.50	3456.75	3629.25	3810.75	4001.25	
			7/4/2027	3391.50	3560.25	3738.00	3924.75	4121.25	
			7/2/2028	3493.50	3666.75	3850.50	4042.50	4245.00	
6720	Social Worker III	005	7/6/2025	3333.75	3474.75	3630.00	3796.50	3978.75	X
			9/13/2026	3467.25	3613.50	3775.50	3948.00	4137.75	
			1/3/2027	3540.75	3717.75	3903.75	4098.75	4303.50	
			7/4/2027	3647.25	3829.50	4020.75	4221.75	4432.50	
			7/2/2028	3756.75	3944.25	4141.50	4348.50	4565.25	
6705	Social Worker Trainee	005	7/6/2025					2637.75	N
			9/13/2026					2743.50	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			7/4/2027					2826.00	
			7/2/2028					2910.75	

APPENDIX A-2
Classification and Salary Listing by Representation Unit
Unit 006

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
1570	Eligibility Services Tech I	006	7/6/2025	2322.75	2437.50	2559.00	2687.25	2822.25	N
			9/13/2026	2415.75	2535.00	2661.00	2794.50	2935.50	
			1/3/2027	2535.75	2662.50	2796.00	2935.50	3082.50	
			7/4/2027	2611.50	2742.75	2880.00	3023.25	3174.75	
			7/2/2028	2689.50	2825.25	2966.25	3114.00	3270.00	
1571	Eligibility Services Tech II	006	7/6/2025	2591.25	2721.75	2856.00	3000.00	3150.75	N
			9/13/2026	2694.75	2830.50	2970.00	3120.00	3276.75	
			1/3/2027	2695.50	2830.50	2972.25	3120.75	3276.75	
			7/4/2027	2776.50	2915.25	3061.50	3214.50	3375.00	
			7/2/2028	2859.75	3003.00	3153.00	3311.25	3476.25	
1572	Eligibility Services Tech III	006	7/6/2025	2823.75	2964.00	3113.25	3270.00	3432.75	N
			9/13/2026	2937.00	3082.50	3237.75	3400.50	3570.00	
			1/3/2027	3025.50	3177.00	3336.00	3502.50	3677.25	
			7/4/2027	3116.25	3272.25	3435.75	3607.50	3787.50	
			7/2/2028	3210.00	3370.50	3538.50	3715.50	3901.50	
1573	Eligibility Services Tech IV	006	7/6/2025	3069.75	3224.25	3386.25	3555.00	3733.50	N
			9/13/2026	3192.75	3353.25	3522.00	3697.50	3882.75	
			1/3/2027	3193.50	3353.25	3521.25	3697.50	3882.75	
			7/4/2027	3289.50	3453.75	3627.00	3808.50	3999.00	
			7/2/2028	3388.50	3557.25	3735.75	3922.50	4119.00	
6929	Information & Referral Worker	006	7/6/2025	2311.50	2412.00	2522.25	2628.00	2746.50	N
			9/13/2026	2403.75	2508.75	2623.50	2733.00	2856.00	
			1/3/2027	2349.75	2467.50	2590.50	2720.25	2856.00	
			7/4/2027	2420.25	2541.75	2668.50	2802.00	2941.50	
			7/2/2028	2493.00	2618.25	2748.75	2886.00	3030.00	
6732	Licensing EvaIuator	006	7/6/2025	3006.00	3141.00	3289.50	3432.00	3576.75	N
			9/13/2026	3126.00	3267.00	3420.75	3569.25	3720.00	
			1/3/2027	3060.75	3213.75	3374.25	3543.00	3720.00	
			7/4/2027	3152.25	3310.50	3475.50	3649.50	3831.75	
			7/2/2028	3246.75	3409.50	3579.75	3759.00	3946.50	
1496	Patient Service Tech I	006	7/6/2025	2415.00	2513.25	2632.50	2738.25	2862.00	N
			9/13/2026	2511.75	2613.75	2737.50	2847.75	2976.75	
			1/3/2027	2449.50	2571.75	2700.00	2835.00	2976.75	
			7/4/2027	2523.00	2649.00	2781.00	2919.75	3066.00	
			7/2/2028	2598.75	2728.50	2864.25	3007.50	3158.25	
1497	Patient Service Tech II	006	7/6/2025	2632.50	2738.25	2862.00	2986.50	3122.25	N

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			9/13/2026	2737.50	2847.75	2976.75	3105.75	3247.50	
			1/3/2027	2672.25	2805.75	2946.00	3093.00	3247.50	
			7/4/2027	2752.50	2889.75	3034.50	3186.00	3345.00	
			7/2/2028	2835.00	2976.75	3125.25	3281.25	3445.50	
1495	Patient Services Tech III	006	7/6/2025	2808.00	2933.25	3066.00	3211.50	3356.25	N
			9/13/2026	2920.50	3050.25	3189.00	3339.75	3490.50	
			1/3/2027	2871.75	3015.00	3165.75	3324.00	3490.50	
			7/4/2027	2958.00	3105.75	3261.00	3423.75	3595.50	
			7/2/2028	3046.50	3198.75	3358.50	3526.50	3703.50	
1476	Veterans Service Rep	006	7/6/2025	3256.50	3390.75	3543.00	3699.00	3863.25	N
			9/13/2026	3387.00	3526.50	3684.75	3846.75	4017.75	
			1/3/2027	3323.25	3489.75	3664.50	3847.50	4039.50	
			7/4/2027	3423.00	3594.75	3774.75	3963.00	4161.00	
			7/2/2028	3525.75	3702.75	3888.00	4082.25	4285.50	
6702	Welfare Services Aide	006	7/6/2025	2416.50	2518.50	2615.25	2731.50	2851.50	N
			9/13/2026	2513.25	2619.00	2719.50	2841.00	2965.50	
			1/3/2027	2439.75	2562.00	2690.25	2824.50	2965.50	
			7/4/2027	2513.25	2638.50	2771.25	2909.25	3054.75	
			7/2/2028	2589.00	2718.00	2854.50	2996.25	3146.25	
1467	Workforce Services Tech	006	7/6/2025	2808.00	2932.50	3062.25	3212.25	3356.25	N
			9/13/2026	2920.50	3049.50	3184.50	3340.50	3490.50	
			1/3/2027	2886.00	3030.00	3181.50	3340.50	3507.75	
			7/4/2027	2972.25	3120.75	3276.75	3441.00	3612.75	
			7/2/2028	3061.50	3214.50	3375.00	3544.50	3721.50	

APPENDIX A-2
Classification and Salary Listing for Representation Unit
Unit 007

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
6316	Clinical Psychologist	007	7/6/2025			4974.75	5224.50	5461.50	X
			9/13/2026			5173.50	5433.75	5679.75	
			1/3/2027			5151.75	5409.00	5679.75	
			7/4/2027			5306.25	5571.00	5850.00	
			7/2/2028			5465.25	5738.25	6025.50	
6316	Clinical Psychologist SAN	007	7/6/2025					63.19	X
			9/13/2026					65.72	
			7/4/2027					67.69	
			7/2/2028					69.72	
5779	Dental Hygienist	007	7/6/2025	3123.75	3270.00	3417.00	3592.50	3752.25	X
			9/13/2026	3249.00	3400.50	3553.50	3736.50	3902.25	
			1/3/2027	3210.00	3370.50	3539.25	3716.25	3902.25	
			7/4/2027	3306.00	3471.75	3645.75	3828.00	4019.25	
			7/2/2028	3405.00	3576.00	3755.25	3942.75	4140.00	
5647	Environ Health Mainten Worker	007	7/6/2025	2317.60	2440.00	2571.20	2705.60	2848.80	N
			9/13/2026	2410.40	2537.60	2674.40	2813.60	2962.40	
			1/3/2027	2437.60	2559.20	2687.20	2821.60	2962.40	
			7/4/2027	2510.40	2636.00	2768.00	2906.40	3051.20	
			7/2/2028	2585.60	2715.20	2851.20	2993.60	3142.40	
5649	Environmental Health Technician	007	7/6/2025	3553.60	3723.20	3901.60	4069.60	4264.80	N
			9/13/2026	3696.00	3872.00	4057.60	4232.00	4435.20	
			1/3/2027	3680.00	3864.00	4057.60	4260.80	4473.60	
			7/4/2027	3790.40	3980.00	4179.20	4388.80	4608.00	
			7/2/2028	3904.00	4099.20	4304.80	4520.80	4746.40	
5650	Hazardous Materials Spec	007	7/6/2025	4389.60	4594.40	4809.60	5011.20	5257.60	X
			9/13/2026	4564.80	4778.40	5001.60	5212.00	5468.00	
			1/3/2027	4551.20	4778.40	5017.60	5268.80	5532.00	
			7/4/2027	4688.00	4921.60	5168.00	5427.20	5697.60	
			7/2/2028	4828.80	5069.60	5323.20	5590.40	5868.80	
5648	Hazardous Waste Worker SAN	007	7/6/2025	25.42	26.70	28.08	29.39	30.93	N
			9/13/2026	26.44	27.77	29.20	30.57	32.17	
			1/3/2027	26.47	27.79	29.18	30.64	32.17	
			7/4/2027	27.26	28.62	30.06	31.56	33.14	
			7/2/2028	28.08	29.48	30.96	32.51	34.13	
6300	Health Care Services Intern N	007	7/6/2025	17.47				32.61	N
			9/13/2026	18.17				33.91	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			7/4/2027	18.72				34.93	
			7/2/2028	19.28				35.98	
5780	Health Educator I	007	7/6/2025		3024.00	3148.50	3291.75	3443.25	X
			9/13/2026		3144.75	3274.50	3423.75	3581.25	
			1/3/2027		3093.75	3248.25	3411.00	3581.25	
			7/4/2027		3186.75	3345.75	3513.00	3688.50	
			7/2/2028		3282.00	3446.25	3618.75	3799.50	
5781	Health Educator II	007	7/6/2025			3847.50	4044.00	4232.25	X
			9/13/2026			4001.25	4206.00	4401.75	
			1/3/2027			3993.00	4192.50	4401.75	
			7/4/2027			4113.00	4318.50	4533.75	
			7/2/2028			4236.75	4448.25	4669.50	
2080	Industrial Hygiene Engineer	007	7/6/2025		4736.00	4964.80	5194.40	5446.40	X
			9/13/2026		4925.60	5163.20	5402.40	5664.00	
			1/3/2027		4892.80	5137.60	5394.40	5664.00	
			7/4/2027		5039.20	5292.00	5556.00	5833.60	
			7/2/2028		5190.40	5450.40	5722.40	6008.80	
5605	Microbiologist	007	7/6/2025	3622.50	3770.25	3945.00	4127.25	4301.25	X
			9/13/2026	3767.25	3921.00	4102.50	4292.25	4473.00	
			1/3/2027	3707.25	3892.50	4087.50	4292.25	4506.75	
			7/4/2027	3818.25	4009.50	4210.50	4421.25	4641.75	
			7/2/2028	3933.00	4129.50	4336.50	4554.00	4781.25	
5605	Microbiologist SAN	007	7/6/2025					52.55	X
			9/13/2026					54.65	
			1/3/2027					55.06	
			7/4/2027					56.71	
			7/2/2028					58.41	
5792	Nutritionist I	007	7/6/2025	3183.00	3327.00	3482.25	3642.75	3809.25	N
			9/13/2026	3310.50	3459.75	3621.75	3788.25	3961.50	
			1/3/2027	3272.25	3435.75	3607.50	3788.25	3978.00	
			7/4/2027	3370.50	3538.50	3715.50	3902.25	4097.25	
			7/2/2028	3471.75	3645.00	3827.25	4019.25	4220.25	
5795	Nutritionist II	007	7/6/2025	3476.25	3629.25	3809.25	3986.25	4173.00	X
			9/13/2026	3615.00	3774.75	3961.50	4146.00	4340.25	
			1/3/2027	3592.50	3772.50	3961.50	4159.50	4367.25	
			7/4/2027	3700.50	3885.75	4080.00	4284.00	4498.50	
			7/2/2028	3811.50	4002.00	4202.25	4412.25	4633.50	
5850	Pediatric Occup Therapist	007	7/6/2025	4166.25	4370.25	4571.25	4795.50	5037.00	X
			9/13/2026	4332.75	4545.00	4754.25	4987.50	5238.75	
			1/3/2027	4332.75	4549.50	4776.75	5015.25	5265.75	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			7/4/2027	4462.50	4686.00	4920.00	5166.00	5424.00	
			7/2/2028	4596.75	4826.25	5067.75	5321.25	5586.75	
5850	Pediatric Occup Therapist N	007	7/6/2025					67.09	X
			9/13/2026					69.77	
			1/3/2027					70.21	
			7/4/2027					72.32	
			7/2/2028					74.49	
5860	Pediatric Physical Therapist	007	7/6/2025	4166.25	4370.25	4571.25	4795.50	5037.00	X
			9/13/2026	4332.75	4545.00	4754.25	4987.50	5238.75	
			1/3/2027	4332.75	4549.50	4776.75	5015.25	5265.75	
			7/4/2027	4462.50	4686.00	4920.00	5166.00	5424.00	
			7/2/2028	4596.75	4826.25	5067.75	5321.25	5586.75	
5860	Pediatric Physical Therapist N	007	7/6/2025					67.09	X
			9/13/2026					69.77	
			1/3/2027					70.21	
			7/4/2027					72.32	
			7/2/2028					74.49	
5644	Pharmacist ACBH	007	7/6/2025	5412.00	5682.40	5968.80	6268.00	6580.00	X
			9/13/2026	5628.80	5909.60	6207.20	6518.40	6843.20	
			7/4/2027	5797.60	6087.20	6393.60	6713.60	7048.80	
			7/2/2028	5971.20	6269.60	6585.60	6915.20	7260.00	
5689	Public Health Engineer	007	7/6/2025			4851.00	5092.50	5339.25	X
			9/13/2026			5045.25	5296.50	5553.00	
			1/3/2027			5036.25	5288.25	5553.00	
			7/4/2027			5187.00	5447.25	5719.50	
			7/2/2028			5342.25	5610.75	5891.25	
5770	Public Health Investigator	007	7/6/2025	2969.25	3105.75	3247.50	3391.50	3551.25	N
			9/13/2026	3087.75	3230.25	3377.25	3527.25	3693.00	
			1/3/2027	3219.75	3381.00	3549.75	3727.50	3914.25	
			7/4/2027	3316.50	3482.25	3656.25	3839.25	4032.00	
			7/2/2028	3416.25	3586.50	3765.75	3954.75	4152.75	
5771	Public Health Investigtr Tr	007	7/6/2025				2259.00	2358.00	N
			9/13/2026				2349.00	2452.50	
			1/3/2027				2335.50	2452.50	
			7/4/2027				2405.25	2526.00	
			7/2/2028				2477.25	2601.75	
5665	Reg EnvrnmtlHlth Specialist	007	7/6/2025	4178.40	4371.20	4577.60	4767.20	5003.20	X
			9/13/2026	4345.60	4546.40	4760.80	4957.60	5203.20	
			1/3/2027	4345.60	4563.20	4791.20	5030.40	5281.60	
			7/4/2027	4476.00	4700.00	4935.20	5181.60	5440.00	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			7/2/2028	4610.40	4840.80	5083.20	5336.80	5603.20	
5660	Registered Envr Hlth Spec Trainee	007	7/6/2025		3117.60	3256.00	3406.40	3553.60	N
			9/13/2026		3242.40	3386.40	3542.40	3696.00	
			1/3/2027		3242.40	3402.40	3572.80	3751.20	
			7/4/2027		3340.00	3504.80	3680.00	3864.00	
			7/2/2028		3440.00	3609.60	3790.40	3980.00	
5645	Senior Clinical Pharmact ACBH	007	7/6/2025	6792.00	7130.40	7484.80	7860.00	8254.40	N
			9/13/2026	7064.00	7416.00	7784.00	8174.40	8584.80	
			1/3/2027	7345.60	7712.80	8098.40	8503.20	8928.00	
			7/4/2027	7565.60	7944.00	8341.60	8758.40	9196.00	
			7/2/2028	7792.80	8182.40	8592.00	9020.80	9472.00	
5655	Senior Hazardous Mat Spec	007	7/6/2025	4731.20	4951.20	5178.40	5404.00	5667.20	X
			9/13/2026	4920.80	5149.60	5385.60	5620.00	5893.60	
			1/3/2027	4904.80	5150.40	5408.00	5678.40	5962.40	
			7/4/2027	5052.00	5304.80	5570.40	5848.80	6141.60	
			7/2/2028	5203.20	5464.00	5737.60	6024.00	6325.60	
5610	Senior Microbiologist	007	7/6/2025	3846.75	4031.25	4201.50	4404.00	4617.00	X
			9/13/2026	4000.50	4192.50	4369.50	4580.25	4801.50	
			1/3/2027	3950.25	4147.50	4355.25	4572.75	4801.50	
			7/4/2027	4068.75	4272.00	4485.75	4710.00	4945.50	
			7/2/2028	4191.00	4400.25	4620.00	4851.00	5094.00	
5865	Senior Therapist	007	7/6/2025	4979.25	5228.25	5487.75	5760.00	6051.00	X
			9/13/2026	5178.75	5437.50	5707.50	5990.25	6293.25	
			1/3/2027	5178.75	5437.50	5709.00	5994.75	6294.75	
			7/4/2027	5334.00	5601.00	5880.00	6174.75	6483.75	
			7/2/2028	5493.75	5769.00	6056.25	6360.00	6678.00	
5667	Sr Reg EnvrnmtlHlth Specialist	007	7/6/2025	4731.20	4951.20	5178.40	5404.00	5667.20	X
			9/13/2026	4920.80	5149.60	5385.60	5620.00	5893.60	
			1/3/2027	4854.40	5096.80	5352.00	5620.00	5900.80	
			7/4/2027	5000.00	5249.60	5512.80	5788.80	6077.60	
			7/2/2028	5150.40	5407.20	5678.40	5962.40	6260.00	
6495	Substance Abuse Counselor	007	7/6/2025	2610.75	2730.75	2841.00	2979.00	3108.75	N
			9/13/2026	2715.00	2840.25	2955.00	3098.25	3233.25	
			1/3/2027	2660.25	2793.00	2932.50	3079.50	3233.25	
			7/4/2027	2739.75	2877.00	3020.25	3171.75	3330.00	
			7/2/2028	2822.25	2963.25	3111.00	3267.00	3429.75	
6495	Substance Abuse Counselor SAN	007	7/6/2025					37.88	N
			9/13/2026					39.40	
			7/4/2027					40.58	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			7/2/2028					41.80	

APPENDIX A-2
Classification and Salary Listing by Representation Unit
Unit 008

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
5694	Assistant Vector Ecologist	008	7/6/2025	3856.80	4049.60	4252.00	4464.80	4686.40	N
			9/13/2026	4011.20	4211.20	4422.40	4643.20	4873.60	
			7/4/2027	4131.20	4337.60	4555.20	4782.40	5020.00	
			7/2/2028	4255.20	4468.00	4692.00	4925.60	5170.40	
6700	Community Outreach Worker I	008	7/6/2025	2335.50	2451.75	2574.00	2703.00	2836.50	N
			9/13/2026	2429.25	2550.00	2676.75	2811.00	2949.75	
			1/3/2027	2455.50	2578.50	2707.50	2842.50	2984.25	
			7/4/2027	2529.00	2655.75	2788.50	2928.00	3073.50	
			7/2/2028	2604.75	2735.25	2872.50	3015.75	3165.75	
6701	Community Outreach Worker II	008	7/6/2025	2610.75	2730.75	2841.00	2979.00	3108.75	N
			9/13/2026	2715.00	2840.25	2955.00	3098.25	3233.25	
			1/3/2027	2715.75	2851.50	2994.00	3144.00	3301.50	
			7/4/2027	2797.50	2937.00	3084.00	3238.50	3400.50	
			7/2/2028	2881.50	3024.75	3176.25	3336.00	3502.50	
0325	Community Relations Coord	008	7/6/2025	3440.00	3617.60	3810.40	4011.20	4220.80	N
			9/13/2026	3577.60	3762.40	3963.20	4172.00	4389.60	
			7/4/2027	3719.20	3905.60	4100.80	4306.40	4521.60	
			7/2/2028	3830.40	4022.40	4224.00	4435.20	4657.60	
5097	Consumer /Fam Rela Prog Asst	008	7/6/2025	2962.40	3116.80	3253.60	3433.60	3595.20	N
			9/13/2026	3080.80	3241.60	3384.00	3571.20	3739.20	
			1/3/2027	3076.00	3229.60	3391.20	3560.80	3739.20	
			7/4/2027	3168.00	3326.40	3492.80	3668.00	3851.20	
			7/2/2028	3263.20	3426.40	3597.60	3778.40	3966.40	
6489	Consumer Assistance Spec BHCS	008	7/6/2025	2841.00	2962.50	3099.00	3244.50	3382.50	N
			9/13/2026	2955.00	3081.00	3222.75	3374.25	3517.50	
			1/3/2027	2893.50	3038.25	3190.50	3350.25	3517.50	
			7/4/2027	2980.50	3129.75	3286.50	3450.75	3623.25	
			7/2/2028	3069.75	3223.50	3384.75	3554.25	3732.00	
6511	CORE Program Assistant	008	7/6/2025	2927.25	3053.25	3194.25	3340.50	3483.00	N
			9/13/2026	3044.25	3175.50	3321.75	3474.00	3622.50	
			1/3/2027	2979.75	3129.00	3285.75	3450.00	3622.50	
			7/4/2027	3069.00	3222.75	3384.00	3553.50	3731.25	
			7/2/2028	3161.25	3319.50	3485.25	3660.00	3843.00	
6532	For Mental Hlth Specialist	008	7/6/2025	3462.00	3634.50	3816.75	4008.00	4208.25	N
			9/13/2026	3600.75	3780.00	3969.75	4168.50	4376.25	
			1/3/2027	3600.00	3780.00	3969.00	4167.75	4376.25	
			7/4/2027	3708.00	3893.25	4088.25	4293.00	4507.50	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			7/2/2028	3819.00	4010.25	4211.25	4422.00	4642.50	
7879	Health Services Trainee	008	7/6/2025	1998.00	2085.75	2173.50	2278.50	2358.00	N
			9/13/2026	2078.25	2169.00	2260.50	2370.00	2452.50	
			1/3/2027	2047.50	2150.25	2257.50	2370.00	2488.50	
			7/4/2027	2109.00	2214.75	2325.00	2441.25	2563.50	
			7/2/2028	2172.00	2281.50	2394.75	2514.75	2640.75	
7850	Laboratory Assistant I	008	7/6/2025	2091.75	2181.75	2280.00	2368.50	2470.50	N
			9/13/2026	2175.75	2268.75	2371.50	2463.00	2569.50	
			1/3/2027	2114.25	2220.00	2331.00	2447.25	2569.50	
			7/4/2027	2178.00	2286.75	2400.75	2520.75	2646.75	
			7/2/2028	2243.25	2355.00	2472.75	2596.50	2726.25	
7850N	Laboratory Assistant I SAN	008	7/6/2025					30.39	N
			9/13/2026					31.61	
			7/4/2027					32.56	
			7/2/2028					33.54	
7855	Laboratory Assistant II	008	7/6/2025	2233.50	2337.75	2425.50	2535.00	2643.00	N
			9/13/2026	2322.75	2431.50	2522.25	2636.25	2748.75	
			1/3/2027	2261.25	2374.50	2493.00	2617.50	2748.75	
			7/4/2027	2328.75	2445.75	2568.00	2696.25	2831.25	
			7/2/2028	2398.50	2519.25	2645.25	2777.25	2916.00	
7856	Laboratory Assistant III	008	7/6/2025	2388.00	2472.75	2589.75	2702.25	2831.25	N
			9/13/2026	2483.25	2571.75	2693.25	2810.25	2944.50	
			1/3/2027	2422.50	2543.25	2670.75	2804.25	2944.50	
			7/4/2027	2495.25	2619.75	2751.00	2888.25	3033.00	
			7/2/2028	2570.25	2698.50	2833.50	2975.25	3123.75	
5982	Medical Assistant	008	7/6/2025	2353.50	2471.25	2593.50	2724.75	2861.25	N
			9/13/2026	2448.00	2570.25	2697.00	2833.50	2976.00	
			1/3/2027	2448.75	2571.00	2699.25	2834.25	2976.00	
			7/4/2027	2522.25	2648.25	2780.25	2919.00	3065.25	
			7/2/2028	2598.00	2727.75	2863.50	3006.75	3157.50	
1160	Medical Translator I	008	7/6/2025	2335.50	2451.75	2574.00	2703.00	2836.50	N
			9/13/2026	2429.25	2550.00	2676.75	2811.00	2949.75	
			1/3/2027	2427.00	2548.50	2676.00	2809.50	2949.75	
			7/4/2027	2499.75	2625.00	2756.25	2893.50	3038.25	
			7/2/2028	2574.75	2703.75	2838.75	2980.50	3129.75	
1161	Medical Translator II	008	7/6/2025	2610.75	2730.75	2841.00	2979.00	3108.75	N
			9/13/2026	2715.00	2840.25	2955.00	3098.25	3233.25	
			1/3/2027	2660.25	2793.00	2932.50	3079.50	3233.25	
			7/4/2027	2739.75	2877.00	3020.25	3171.75	3330.00	
			7/2/2028	2822.25	2963.25	3111.00	3267.00	3429.75	
1161N	Medical Translator II SAN	008	7/6/2025					36.49	N
			9/13/2026					37.95	
			7/4/2027					39.09	
			7/2/2028					40.26	
6490	Mental Health Specialist I	008	7/6/2025	2265.00	2673.00	2470.50	2571.75	2691.75	N

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			9/13/2026	2355.75	2468.25	2569.50	2674.50	2799.75	
			1/3/2027	2352.75	2470.50	2594.25	2724.00	2860.50	
			7/4/2027	2423.25	2544.75	2672.25	2805.75	2946.00	
			7/2/2028	2496.00	2621.25	2752.50	2889.75	3034.50	
6491	Mental Health Specialist II	008	7/6/2025		2593.50	2708.25	2835.75	2961.00	N
			9/13/2026		2697.00	2816.25	2949.00	3079.50	
			1/3/2027		2718.00	2853.75	2996.25	3146.25	
			7/4/2027		2799.75	2939.25	3086.25	3240.75	
			7/2/2028		2883.75	3027.75	3178.50	3338.25	
6491N	Mental Health Specialist II SAN	008	7/6/2025					36.10	N
			9/13/2026					37.54	
			7/4/2027					38.67	
			7/2/2028					39.83	
6492	Mental Health Specialist III	008	7/6/2025	3076.50	3208.50	3355.50	3510.75	3659.25	N
			9/13/2026	3199.50	3336.75	3489.75	3651.00	3805.50	
			1/3/2027	3199.50	3358.50	3526.50	3702.75	3888.00	
			7/4/2027	3295.50	3459.00	3632.25	3813.75	4005.00	
			7/2/2028	3394.50	3562.50	3741.00	3928.50	4125.00	
5415	Nursing Assistant	008	7/6/2025	2240.25	2335.50	2429.25	2527.50	2646.00	N
			9/13/2026	2329.50	2429.25	2526.75	2628.75	2751.75	
			1/3/2027	2264.25	2377.50	2496.00	2620.50	2751.75	
			7/4/2027	2332.50	2448.75	2571.00	2699.25	2834.25	
			7/2/2028	2402.25	2522.25	2648.25	2780.25	2919.00	
5415N	Nursing Assistant SAN	008	7/6/2025	242.10	250.73	262.65	274.58	286.35	N
			9/13/2026	251.78	260.76	273.16	285.56	297.80	
			1/3/2027	245.00	257.25	270.11	283.62	297.80	
			7/4/2027	252.35	264.97	278.21	292.13	306.74	
			7/2/2028	259.92	272.92	286.56	300.89	315.94	
5798	Nutrition Assistant I	008	7/6/2025	2361.00	2475.75	2599.50	2730.75	2869.50	N
			9/13/2026	2455.50	2574.75	2703.75	2840.25	2984.25	
			1/3/2027	2455.50	2578.50	2707.50	2842.50	2984.25	
			7/4/2027	2529.00	2655.75	2788.50	2928.00	3073.50	
			7/2/2028	2604.75	2735.25	2872.50	3015.75	3165.75	
5799	Nutrition Assistant II	008	7/6/2025	2587.50	2703.75	2814.75	2949.00	3078.00	N
			9/13/2026	2691.00	2811.75	2927.25	3066.75	3201.00	
			1/3/2027	2655.00	2787.75	2927.25	3073.50	3227.25	
			7/4/2027	2734.50	2871.75	3015.00	3165.75	3324.00	
			7/2/2028	2816.25	2958.00	3105.75	3261.00	3423.75	
5980	Public Health Nursing Asst I	008	7/6/2025	1816.50	1905.75	2012.25	2099.25	2204.25	N
			9/13/2026	1889.25	1982.25	2092.50	2183.25	2292.75	
			1/3/2027	1885.50	1980.00	2079.00	2183.25	2292.75	
			7/4/2027	1941.75	2039.25	2141.25	2248.50	2361.75	
			7/2/2028	2000.25	2100.75	2205.75	2316.00	2432.25	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
5981	Public Health Nursing Asst II	008	7/6/2025	2203.50	2301.75	2396.25	2494.50	2610.75	N
			9/13/2026	2292.00	2394.00	2492.25	2594.25	2715.00	
			1/3/2027	2234.25	2346.00	2463.00	2586.00	2715.00	
			7/4/2027	2301.00	2416.50	2537.25	2663.25	2796.75	
			7/2/2028	2370.00	2489.25	2613.00	2743.50	2880.75	
5510	Registered Dental Assistant	008	7/6/2025	2691.75	2807.25	2924.25	3063.75	3187.50	N
			9/13/2026	2799.75	2919.75	3041.25	3186.00	3315.00	
			1/3/2027	2727.75	2864.25	3007.50	3157.50	3315.00	
			7/4/2027	2809.50	2950.50	3097.50	3252.00	3414.75	
			7/2/2028	2893.50	3039.00	3190.50	3349.50	3517.50	
5691	Sr Vector Control Biologist	008	7/6/2025	3790.40	3981.60	4180.80	4388.00	4609.60	N
			9/13/2026	3942.40	4140.80	4348.00	4563.20	4793.60	
			1/3/2027	3944.00	4140.80	4348.00	4565.60	4793.60	
			7/4/2027	4062.40	4264.80	4478.40	4702.40	4937.60	
			7/2/2028	4184.00	4392.80	4612.80	4843.20	5085.60	
5825	Therapy Aide	008	7/6/2025	2334.75	2416.50	2533.50	2643.00	2766.00	N
			9/13/2026	2428.50	2513.25	2634.75	2748.75	2877.00	
			1/3/2027	2391.00	2510.25	2635.50	2767.50	2905.50	
			7/4/2027	2463.00	2585.25	2714.25	2850.75	2992.50	
			7/2/2028	2537.25	2662.50	2796.00	2936.25	3082.50	
5690	Vector Control Biologist	008	7/6/2025	3577.60	3756.00	3943.20	4140.00	4347.20	N
			9/13/2026	3720.80	3906.40	4100.80	4305.60	4520.80	
			1/3/2027	3720.00	3905.60	4100.80	4305.60	4520.80	
			7/4/2027	3832.00	4022.40	4224.00	4434.40	4656.80	
			7/2/2028	3947.20	4143.20	4350.40	4567.20	4796.80	
5695	Vector Ecologist	008	7/6/2025	4252.00	4465.60	4687.20	4923.20	5168.00	N
			9/13/2026	4422.40	4644.00	4874.40	5120.00	5374.40	
			1/3/2027	4421.60	4642.40	4874.40	5118.40	5374.40	
			7/4/2027	4554.40	4781.60	5020.80	5272.00	5536.00	
			7/2/2028	4691.20	4924.80	5171.20	5430.40	5702.40	

APPENDIX A-2
Classification and Salary Listing by Representation Unit
Unit 010

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
1305	Account Clerk I	010	7/6/2025	2215.50	2306.25	2406.75	2501.25	2626.50	N
			9/13/2026	2304.00	2398.50	2502.75	2601.00	2731.50	
			1/3/2027	2304.75	2420.25	2541.00	2667.75	2801.25	
			7/4/2027	2373.75	2493.00	2617.50	2748.00	2885.25	
			7/2/2028	2445.00	2568.00	2696.25	2830.50	2971.50	
1305N	Account Clerk I SAN	010	7/6/2025					29.21	N
			9/13/2026					30.38	
			1/3/2027					31.15	
			7/4/2027					32.08	
			7/2/2028					33.04	
1310	Account Clerk II	010	7/6/2025	2371.50	2466.00	2587.50	2686.50	2804.25	N
			9/13/2026	2466.00	2565.00	2691.00	2793.75	2916.75	
			1/3/2027	2502.00	2627.25	2758.50	2896.50	3041.25	
			7/4/2027	2577.00	2706.00	2841.00	2983.50	3132.75	
			7/2/2028	2654.25	2787.00	2926.50	3072.75	3226.50	
1310N	Account Clerk II SAN	010	7/6/2025					34.50	N
			9/13/2026					35.88	
			1/3/2027					37.42	
			7/4/2027					38.54	
			7/2/2028					39.70	
1314	Accounting Specialist I	010	7/6/2025	2621.60	2760.00	2880.00	3038.40	3183.20	N
			9/13/2026	2726.40	2870.40	2995.20	3160.00	3310.40	
			1/3/2027	2729.60	2866.40	3009.60	3160.00	3318.40	
			7/4/2027	2811.20	2952.00	3100.00	3255.20	3417.60	
			7/2/2028	2895.20	3040.80	3192.80	3352.80	3520.00	
1316	Accounting Specialist II	010	7/6/2025	2752.80	2888.80	3006.40	3154.40	3342.40	N
			9/13/2026	2863.20	3004.00	3126.40	3280.80	3476.00	
			1/3/2027	2866.40	3009.60	3160.00	3318.40	3484.00	
			7/4/2027	2952.00	3100.00	3255.20	3417.60	3588.80	
			7/2/2028	3040.80	3192.80	3352.80	3520.00	3696.80	
1142	Admin Assistant	010	7/6/2025	2962.40	3116.80	3253.60	3433.60	3595.20	N
			9/13/2026	3080.80	3241.60	3384.00	3571.20	3739.20	
			1/3/2027	3088.00	3242.40	3404.80	3575.20	3753.60	
			7/4/2027	3180.80	3340.00	3507.20	3682.40	3866.40	
			7/2/2028	3276.00	3440.00	3612.80	3792.80	3982.40	
1527	Auditor Associate I	010	7/6/2025	2371.50	2466.00	2587.50	2686.50	2804.25	N
			9/13/2026	2466.00	2565.00	2691.00	2793.75	2916.75	
			7/4/2027	2472.00	2595.75	2725.50	2861.25	3004.50	
			7/2/2028	2546.25	2673.75	2807.25	2946.75	3094.50	
1528	Auditor Associate II	010	7/6/2025	2577.00	2637.75	2718.75	2806.50	2924.25	N
			9/13/2026	2679.75	2743.50	2827.50	2919.00	3041.25	
			7/4/2027	2577.00	2706.00	2841.00	2983.50	3132.75	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			7/2/2028	2654.25	2787.00	2926.50	3072.75	3226.50	
1529	Auditor Associate III	010	7/6/2025	2952.75	3013.50	3132.00	3288.00	3455.25	N
			9/13/2026	3070.50	3134.25	3257.25	3419.25	3593.25	
			7/4/2027	3045.00	3197.25	3357.00	3525.00	3701.25	
			7/2/2028	3136.50	3293.25	3457.50	3630.75	3812.25	
1491	Billing Technician I	010	7/6/2025	2280.00	2386.50	2474.25	2589.75	2704.50	N
			9/13/2026	2371.50	2481.75	2573.25	2693.25	2812.50	
			7/4/2027	2383.50	2502.00	2627.25	2758.50	2897.25	
			7/2/2028	2454.75	2577.00	2706.00	2841.00	2984.25	
1492	Billing Technician II	010	7/6/2025	2418.00	2527.50	2637.00	2750.25	2868.75	N
			9/13/2026	2514.75	2628.75	2742.75	2860.50	2983.50	
			1/3/2027	2487.75	2612.25	2742.75	2879.25	3023.25	
			7/4/2027	2562.75	2690.25	2825.25	2965.50	3114.00	
			7/2/2028	2640.00	2771.25	2910.00	3054.75	3207.75	
1493	Billing Technician III	010	7/6/2025	2613.75	2731.50	2859.75	2983.50	3097.50	N
			9/13/2026	2718.00	2841.00	2974.50	3102.75	3221.25	
			7/4/2027	2729.25	2865.75	3009.00	3159.75	3318.00	
			7/2/2028	2811.00	2952.00	3099.00	3254.25	3417.75	
7880	Child Care Coordinator HCSA	010	7/6/2025	2557.50	2685.75	2820.00	2961.00	3108.75	N
			9/13/2026	2659.50	2793.00	2932.50	3079.50	3233.25	
			7/4/2027	2739.00	2877.00	3020.25	3171.75	3330.00	
			7/2/2028	2821.50	2963.25	3111.00	3267.00	3429.75	
1165	Child Support Assistant I	010	7/6/2025		2352.75	2436.75	2547.75	2646.75	N
			9/13/2026		2446.50	2534.25	2649.75	2752.50	
			1/3/2027		2452.50	2575.50	2704.50	2839.50	
			7/4/2027		2526.00	2652.75	2785.50	2925.00	
			7/2/2028		2601.75	2732.25	2868.75	3012.75	
1166	Child Support Assistant II	010	7/6/2025	2445.75	2555.25	2654.25	2782.50	2894.25	N
			9/13/2026	2543.25	2657.25	2760.75	2893.50	3009.75	
			1/3/2027	2502.00	2627.25	2758.50	2896.50	3041.25	
			7/4/2027	2577.00	2706.00	2841.00	2983.50	3132.75	
			7/2/2028	2654.25	2787.00	2926.50	3072.75	3226.50	
1167	Child Support Assistant III	010	7/6/2025	2787.75	2912.25	3028.50	3175.50	3299.25	N
			9/13/2026	2899.50	3028.50	3150.00	3302.25	3431.25	
			7/4/2027	2907.75	3053.25	3206.25	3366.00	3534.00	
			7/2/2028	2994.75	3144.75	3302.25	3467.25	3639.75	
1241	Civil Legal Clerk	010	7/6/2025		2407.50	2505.00	2623.50	2730.00	N
			9/13/2026		2503.50	2605.50	2728.50	2839.50	
			1/3/2027		2628.00	2759.25	2897.25	3042.00	
			7/4/2027		2706.75	2841.75	2984.25	3133.50	
			7/2/2028		2787.75	2927.25	3073.50	3227.25	
1242	Civil Legal Secretary	010	7/6/2025	3219.00	3379.50	3549.00	3726.75	3912.75	N
			9/13/2026	3348.00	3514.50	3690.75	3876.00	4069.50	
			7/4/2027	3448.50	3620.25	3801.75	3992.25	4191.75	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			7/2/2028	3552.00	3729.00	3915.75	4112.25	4317.75	
1115	Clerk I	010	7/6/2025		2049.00	2128.50	2233.50	2331.00	N
			9/13/2026		2130.75	2214.00	2322.75	2424.00	
			1/3/2027		2130.75	2237.25	2349.00	2466.75	
			7/4/2027		2194.50	2304.00	2419.50	2541.00	
			7/2/2028		2260.50	2373.00	2492.25	2617.50	
1115N	Clerk I SAN	010	7/6/2025					28.38	N
			9/13/2026					29.52	
			7/4/2027					30.41	
			7/2/2028					31.32	
1120	Clerk II	010	7/6/2025		2331.00	2414.25	2523.75	2621.25	N
			9/13/2026		2424.00	2511.00	2625.00	2726.25	
			7/4/2027		2425.50	2547.00	2674.50	2808.00	
			7/2/2028		2498.25	2623.50	2754.75	2892.00	
1120N	Clerk II SAN	010	7/6/2025					31.95	N
			9/13/2026					33.23	
			7/4/2027					34.23	
			7/2/2028					35.26	
1296N	Clerk Intermittent I SAN	010	7/6/2025					28.85	N
			9/13/2026					30.00	
			7/4/2027					30.90	
			7/2/2028					31.83	
1297N	Clerk Intermittent II SAN	010	7/6/2025	26.48	27.74	28.85	30.01	31.26	N
			9/13/2026	27.54	28.85	30.00	31.21	32.51	
			1/3/2027	26.75	28.09	29.49	30.96	32.51	
			7/4/2027	27.55	28.93	30.37	31.89	33.49	
			7/2/2028	28.38	29.80	31.28	32.85	34.49	
1154	Customer Srv Rep DCSS	010	7/6/2025	2156.80	2270.40	2392.00	2517.60	2648.00	N
			9/13/2026	2243.20	2361.60	2488.00	2618.40	2753.60	
			1/3/2027	2264.80	2378.40	2497.60	2622.40	2753.60	
			7/4/2027	2332.80	2449.60	2572.80	2700.80	2836.00	
			7/2/2028	2402.40	2523.20	2649.60	2781.60	2920.80	
1154N	Customer Srvs Rep DCSS N	010	7/6/2025	26.96	28.38	29.90	31.47	33.10	N
			9/13/2026	28.04	29.52	31.10	32.73	34.42	
			1/3/2027	28.31	29.73	31.22	32.78	34.42	
			7/4/2027	29.16	30.62	32.16	33.76	35.45	
			7/2/2028	30.03	31.54	33.12	34.77	36.51	
1131	Data Input Clerk	010	7/6/2025	2307.00	2407.50	2506.50	2625.00	2730.00	N
			9/13/2026	2399.25	2503.50	2607.00	2730.00	2839.50	
			1/3/2027	2335.50	2452.50	2575.50	2704.50	2839.50	
			7/4/2027	2405.25	2526.00	2652.75	2785.50	2925.00	
			7/2/2028	2477.25	2601.75	2732.25	2868.75	3012.75	
1282	Elections Technician	010	7/6/2025	2667.75	2795.25	2900.25	3049.50	3181.50	N
			9/13/2026	2774.25	2907.00	3016.50	3171.75	3309.00	
			1/3/2027	2736.00	2872.50	3016.50	3167.25	3325.50	
			7/4/2027	2817.75	2958.75	3107.25	3262.50	3425.25	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			7/2/2028	2902.50	3047.25	3200.25	3360.75	3528.00	
1282N	Elections Technician N	010	7/6/2025	35.57	37.27	38.67	40.66	42.42	N
			9/13/2026	36.99	38.76	40.22	42.29	44.12	
			1/3/2027	36.48	38.30	40.22	42.23	44.34	
			7/4/2027	37.57	39.45	41.43	43.50	45.67	
			7/2/2028	38.70	40.63	42.67	44.81	47.04	
1132	Eligibility Support Clerk	010	7/6/2025	2378.25	2490.00	2584.50	2706.00	2814.75	N
			9/13/2026	2473.50	2589.75	2688.00	2814.00	2927.25	
			1/3/2027	2502.00	2627.25	2758.50	2896.50	3041.25	
			7/4/2027	2577.00	2706.00	2841.00	2983.50	3132.75	
			7/2/2028	2654.25	2787.00	2926.50	3072.75	3226.50	
1461	Health Care Claims Examr I	010	7/6/2025		2578.50	2682.00	2808.00	2924.25	N
			9/13/2026		2682.00	2789.25	2920.50	3041.25	
			1/3/2027		2627.25	2758.50	2896.50	3041.25	
			7/4/2027		2706.00	2841.00	2983.50	3132.75	
			7/2/2028		2787.00	2926.50	3072.75	3226.50	
1462	Health Care Claims Examr II	010	7/6/2025		2707.50	2816.25	2949.75	3069.00	N
			9/13/2026		2815.50	2928.75	3067.50	3192.00	
			1/3/2027		2757.00	2895.00	3039.75	3192.00	
			7/4/2027		2839.50	2982.00	3131.25	3288.00	
			7/2/2028		2925.00	3071.25	3225.00	3387.00	
1121	Human Resources Assistant I	010	7/6/2025		2407.50	2505.00	2623.50	2730.00	N
			9/13/2026		2503.50	2605.50	2728.50	2839.50	
			7/4/2027		2526.00	2652.75	2785.50	2925.00	
			7/2/2028		2601.75	2732.25	2868.75	3012.75	
1122	Human Resources Assistant II	010	7/6/2025		2578.50	2682.00	2808.00	2924.25	N
			9/13/2026		2682.00	2789.25	2920.50	3041.25	
			7/4/2027		2706.00	2841.00	2983.50	3132.75	
			7/2/2028		2787.00	2926.50	3072.75	3226.50	
1124	Lead Clerk	010	7/6/2025	2342.25	2446.50	2538.00	2667.00	2768.25	N
			9/13/2026	2436.00	2544.00	2639.25	2773.50	2879.25	
			1/3/2027	2368.50	2487.00	2611.50	2742.00	2879.25	
			7/4/2027	2439.75	2561.25	2689.50	2824.50	2965.50	
			7/2/2028	2513.25	2637.75	2770.50	2909.25	3054.75	
1155	Lead Customer Srvc Rep DCSS	010	7/6/2025	2356.00	2480.80	2609.60	2748.80	2892.00	N
			9/13/2026	2450.40	2580.00	2713.60	2858.40	3008.00	
			1/3/2027	2474.40	2598.40	2728.00	2864.80	3008.00	
			7/4/2027	2548.80	2676.00	2809.60	2950.40	3098.40	
			7/2/2028	2625.60	2756.00	2893.60	3039.20	3191.20	
1511	Legal Process Clerk I	010	7/6/2025	2453.60	2560.00	2650.40	2772.80	2881.60	N
			9/13/2026	2552.00	2662.40	2756.80	2884.00	2996.80	
			1/3/2027	2637.60	2769.60	2908.00	3053.60	3206.40	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			7/4/2027	2716.80	2852.80	2995.20	3145.60	3302.40	
			7/2/2028	2798.40	2938.40	3084.80	3240.00	3401.60	
1513	Legal Process Clerk II	010	7/6/2025	2704.80	2820.80	2952.00	3089.60	3228.00	N
			9/13/2026	2812.80	2933.60	3070.40	3212.80	3356.80	
			1/3/2027	2954.40	3102.40	3257.60	3420.80	3592.00	
			7/4/2027	3043.20	3195.20	3355.20	3523.20	3700.00	
			7/2/2028	3134.40	3291.20	3456.00	3628.80	3811.20	
1240	Legal Secretary	010	7/6/2025	2796.00	2936.25	3083.25	3237.75	3399.00	N
			9/13/2026	2907.75	3054.00	3206.25	3367.50	3534.75	
			7/4/2027	2994.75	3145.50	3302.25	3468.75	3640.50	
			7/2/2028	3084.75	3240.00	3401.25	3573.00	3750.00	
1213	Legal Stenographer	010	7/6/2025		2463.00	2574.00	2688.00	2802.00	N
			9/13/2026		2561.25	2676.75	2795.25	2913.75	
			1/3/2027		2517.00	2643.00	2775.00	2913.75	
			7/4/2027		2592.75	2722.50	2858.25	3001.50	
			7/2/2028		2670.75	2804.25	2943.75	3091.50	
1103	Library Clerk I	010	7/6/2025		2049.00	2128.50	2233.50	2331.00	N
			9/13/2026		2130.75	2214.00	2322.75	2424.00	
			1/3/2027		2181.00	2289.75	2404.50	2524.50	
			7/4/2027		2246.25	2358.75	2476.50	2600.25	
			7/2/2028		2313.75	2429.25	2550.75	2678.25	
1103N	Library Clerk I SAN	010	7/6/2025					28.38	N
			9/13/2026					29.52	
			1/3/2027					33.66	
			7/4/2027					34.67	
			7/2/2028					35.71	
1104	Library Clerk II	010	7/6/2025		2331.00	2414.25	2523.75	2621.25	N
			9/13/2026		2424.00	2511.00	2625.00	2726.25	
			1/3/2027		2452.50	2575.50	2704.50	2839.50	
			7/4/2027		2526.00	2652.75	2785.50	2925.00	
			7/2/2028		2601.75	2732.25	2868.75	3012.75	
1104N	Library Clerk II SAN	010	7/6/2025					31.95	N
			9/13/2026					33.23	
			1/3/2027					37.86	
			7/4/2027					39.00	
			7/2/2028					40.17	
4200	Library Lead Clerk	010	7/6/2025	2342.25	2446.50	2538.00	2667.00	2768.25	N
			9/13/2026	2436.00	2544.00	2639.25	2773.50	2879.25	
			1/3/2027	2502.75	2628.00	2759.25	2897.25	3042.00	
			7/4/2027	2577.75	2706.75	2841.75	2984.25	3133.50	
			7/2/2028	2655.00	2787.75	2927.25	3073.50	3227.25	
1109	Library Page	010	7/6/2025				25.46	26.69	N
			9/13/2026				26.48	27.76	
			1/3/2027				27.76	29.15	
			7/4/2027				28.59	30.02	
			7/2/2028				29.45	30.92	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
1109N	Library Page SAN	010	7/6/2025					24.20	N
			9/13/2026					25.17	
			1/3/2027					29.15	
			7/4/2027					30.02	
			7/2/2028					30.92	
1118	Mail Clerk	010	7/6/2025	2086.50	2182.50	2262.75	2373.00	2465.25	N
			9/13/2026	2169.75	2269.50	2353.50	2468.25	2563.50	
			1/3/2027	2242.50	2354.25	2472.00	2595.75	2725.50	
			7/4/2027	2310.00	2424.75	2546.25	2673.75	2807.25	
			7/2/2028	2379.00	2497.50	2622.75	2754.00	2891.25	
1126	Medical Clerk	010	7/6/2025	2305.50	2407.50	2505.00	2623.50	2730.00	N
			9/13/2026	2397.75	2503.50	2605.50	2728.50	2839.50	
			7/4/2027	2405.25	2526.00	2652.75	2785.50	2925.00	
			7/2/2028	2477.25	2601.75	2732.25	2868.75	3012.75	
1126N	Medical Clerk SAN	010	7/6/2025					33.40	N
			9/13/2026					34.74	
			7/4/2027					35.78	
			7/2/2028					36.85	
1214	Medical Transcriptionist	010	7/6/2025		2696.00	2808.00	2933.60	3060.80	N
			9/13/2026		2804.00	2920.00	3051.20	3183.20	
			1/3/2027		2750.40	2888.00	3032.00	3183.20	
			7/4/2027		2832.80	2974.40	3123.20	3278.40	
			7/2/2028		2917.60	3064.00	3216.80	3376.80	
1214N	Medical Transcriptionist SAN	010	7/6/2025					35.10	N
			9/13/2026					36.50	
			7/4/2027					37.60	
			7/2/2028					38.73	
1105	Messenger	010	7/6/2025	2086.50	2182.50	2262.75	2373.00	2465.25	N
			9/13/2026	2169.75	2269.50	2353.50	2468.25	2563.50	
			1/3/2027	2242.50	2354.25	2472.00	2595.75	2725.50	
			7/4/2027	2310.00	2424.75	2546.25	2673.75	2807.25	
			7/2/2028	2379.00	2497.50	2622.75	2754.00	2891.25	
1105N	Messenger SAN	010	7/6/2025					30.17	N
			9/13/2026					31.38	
			1/3/2027					33.37	
			7/4/2027					34.37	
			7/2/2028					35.40	
1153	Microfilm Technician	010	7/6/2025	2125.50	2205.00	2307.00	2414.25	2508.00	N
			9/13/2026	2210.25	2293.50	2399.25	2511.00	2608.50	
			1/3/2027	2145.75	2253.00	2365.50	2484.00	2608.50	
			7/4/2027	2210.25	2320.50	2436.75	2558.25	2686.50	
			7/2/2028	2276.25	2390.25	2509.50	2634.75	2766.75	
1125	Payroll Records Clerk	010	7/6/2025	2477.25	2578.50	2682.00	2808.00	2924.25	N
			9/13/2026	2576.25	2682.00	2789.25	2920.50	3041.25	
			7/4/2027	2577.00	2706.00	2841.00	2983.50	3132.75	
			7/2/2028	2654.25	2787.00	2926.50	3072.75	3226.50	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
5646	Pharmacy Support Specialist	010	7/6/2025	2924.80	3072.80	3227.20	3404.00	3574.40	N
			9/13/2026	3041.60	3196.00	3356.00	3540.00	3717.60	
			1/3/2027	3364.80	3532.80	3709.60	3895.20	4089.60	
			7/4/2027	3465.60	3638.40	3820.80	4012.00	4212.00	
			7/2/2028	3569.60	3747.20	3935.20	4132.00	4338.40	
1480	Procrment & Contrcts Asst	010	7/6/2025		2578.50	2682.00	2808.00	2924.25	N
			9/13/2026		2682.00	2789.25	2920.50	3041.25	
			7/4/2027		2706.00	2841.00	2983.50	3132.75	
			7/2/2028		2787.00	2926.50	3072.75	3226.50	
1095	Program Worker SEIU Represted	010	7/6/2025	1664.25				4387.50	N
			9/13/2026	1731.00				4563.00	
			7/4/2027	1782.75				4700.25	
			7/2/2028	1836.00				4841.25	
1361	Retirement Benefits Specialist	010	7/6/2025	3848.25	4051.50	4269.75	4489.50	4726.50	N
			9/13/2026	4002.00	4213.50	4440.75	4668.75	4915.50	
			1/3/2027	4044.00	4246.50	4458.75	4681.50	4915.50	
			7/4/2027	4165.50	4374.00	4592.25	4821.75	5063.25	
			7/2/2028	4290.75	4505.25	4730.25	4966.50	5215.50	
1344	Retirement Support Specialist	010	7/6/2025	2361.00	2475.75	2599.50	2730.75	2868.00	N
			9/13/2026	2455.50	2574.75	2703.75	2840.25	2982.75	
			1/3/2027	2454.00	2577.00	2706.00	2841.00	2982.75	
			7/4/2027	2527.50	2654.25	2787.00	2926.50	3072.00	
			7/2/2028	2603.25	2733.75	2870.25	3014.25	3164.25	
1352	Retirement Technician	010	7/6/2025	3014.25	3171.00	3343.50	3518.25	3700.50	N
			9/13/2026	3135.00	3297.75	3477.00	3659.25	3848.25	
			1/3/2027	3165.75	3324.00	3490.50	3665.25	3848.25	
			7/4/2027	3261.00	3423.75	3595.50	3775.50	3963.75	
			7/2/2028	3358.50	3526.50	3703.50	3888.75	4083.00	
1215	Secretary I	010	7/6/2025	2414.25	2526.00	2639.25	2753.25	2873.25	N
			9/13/2026	2511.00	2627.25	2745.00	2863.50	2988.00	
			1/3/2027	2457.75	2580.75	2709.75	2845.50	2988.00	
			7/4/2027	2531.25	2658.00	2790.75	2931.00	3078.00	
			7/2/2028	2607.00	2737.50	2874.75	3018.75	3170.25	
1353	Senior Retirement Tech	010	7/6/2025	3594.00	3786.00	3991.50	4194.75	4416.00	N
			9/13/2026	3738.00	3937.50	4151.25	4362.75	4593.00	
			1/3/2027	3778.50	3967.50	4165.50	4374.00	4593.00	
			7/4/2027	3891.75	4086.75	4290.75	4505.25	4731.00	
			7/2/2028	4008.75	4209.00	4419.75	4640.25	4872.75	
1133	Service Support Specialist	010	7/6/2025	2378.25	2490.00	2584.50	2706.00	2814.75	N
			9/13/2026	2473.50	2589.75	2688.00	2814.00	2927.25	
			1/3/2027	2502.00	2627.25	2758.50	2896.50	3041.25	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			7/4/2027	2577.00	2706.00	2841.00	2983.50	3132.75	
			7/2/2028	2654.25	2787.00	2926.50	3072.75	3226.50	
1128	Specialist Clerk I	010	7/6/2025		2407.50	2505.00	2623.50	2730.00	N
			9/13/2026		2503.50	2605.50	2728.50	2839.50	
			7/4/2027		2526.00	2652.75	2785.50	2925.00	
			7/2/2028		2601.75	2732.25	2868.75	3012.75	
1128N	Specialist Clerk I SAN	010	7/6/2025					32.13	N
			9/13/2026					33.42	
			7/4/2027					34.42	
			7/2/2028					35.45	
1129	Specialist Clerk II	010	7/6/2025		2578.50	2682.00	2808.00	2924.25	N
			9/13/2026		2682.00	2789.25	2920.50	3041.25	
			7/4/2027		2706.00	2841.00	2983.50	3132.75	
			7/2/2028		2787.00	2926.50	3072.75	3226.50	
1205	Stenographer I	010	7/6/2025		2082.00	2177.25	2262.00	2361.00	N
			9/13/2026		2165.25	2264.25	2352.75	2455.50	
			1/3/2027		2166.00	2274.00	2388.00	2507.25	
			7/4/2027		2231.25	2342.25	2460.00	2582.25	
			7/2/2028		2298.00	2412.75	2533.50	2659.50	
1205N	Stenographer I SAN	010	7/6/2025					29.02	N
			9/13/2026					30.18	
			1/3/2027					30.81	
			7/4/2027					31.73	
			7/2/2028					32.68	
1210	Stenographer II	010	7/6/2025			2451.00	2559.75	2667.00	N
			9/13/2026			2549.25	2662.50	2773.50	
			1/3/2027			2535.75	2662.50	2795.25	
			7/4/2027			2611.50	2742.75	2879.25	
			7/2/2028			2689.50	2825.25	2965.50	
1210N	Stenographer II SAN	010	7/6/2025					33.62	N
			9/13/2026					34.96	
			1/3/2027					35.24	
			7/4/2027					36.30	
			7/2/2028					37.39	
9284	Telecom Services Coord I	010	7/6/2025	2973.60	3120.80	3274.40	3444.00	3645.60	N
			9/13/2026	3092.80	3245.60	3405.60	3581.60	3791.20	
			1/3/2027	3118.40	3274.40	3438.40	3610.40	3791.20	
			7/4/2027	3212.00	3372.80	3541.60	3718.40	3904.80	
			7/2/2028	3308.00	3473.60	3648.00	3829.60	4021.60	
9288	Telecom Services Coord II	010	7/6/2025	3908.80	4098.40	4286.40	4502.40	4736.00	N
			9/13/2026	4064.80	4262.40	4457.60	4682.40	4925.60	
			1/3/2027	4052.80	4255.20	4468.00	4691.20	4925.60	
			7/4/2027	4174.40	4383.20	4602.40	4832.00	5073.60	
			7/2/2028	4300.00	4514.40	4740.80	4976.80	5225.60	
1212	Transcriptionist	010	7/6/2025			2507.25	2621.25	2730.75	N

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			9/13/2026			2607.75	2726.25	2840.25	
			1/3/2027			2576.25	2705.25	2840.25	
			7/4/2027			2653.50	2786.25	2925.75	
			7/2/2028			2733.00	2869.50	3013.50	
1212N	Transcriptionist SAN	010	7/6/2025					34.88	N
			9/13/2026					36.28	
			7/4/2027					37.37	
			7/2/2028					38.49	
1601	Treasurer-Tax Coll Spec I	010	7/6/2025		2331.00	2414.25	2523.75	2621.25	N
			9/13/2026		2424.00	2511.00	2625.00	2726.25	
			1/3/2027		2355.00	2472.75	2596.50	2726.25	
			7/4/2027		2425.50	2547.00	2674.50	2808.00	
			7/2/2028		2498.25	2623.50	2754.75	2892.00	
1602	Treasurer-Tax Coll Spec II	010	7/6/2025	2420.25	2529.00	2630.25	2754.75	2865.75	N
			9/13/2026	2517.00	2630.25	2735.25	2865.00	2980.50	
			1/3/2027	2475.00	2598.75	2728.50	2865.00	3008.25	
			7/4/2027	2549.25	2676.75	2810.25	2951.25	3098.25	
			7/2/2028	2625.75	2757.00	2894.25	3039.75	3191.25	
1603	Treasurer-Tax Coll Spec III	010	7/6/2025	2760.75	2883.75	3000.00	3141.00	3265.50	N
			9/13/2026	2871.00	2999.25	3120.00	3267.00	3396.00	
			1/3/2027	2829.75	2971.50	3120.00	3276.00	3439.50	
			7/4/2027	2914.50	3060.75	3213.75	3374.25	3543.00	
			7/2/2028	3002.25	3152.25	3310.50	3475.50	3649.50	

APPENDIX A-2
Classification and Salary Listing by Representation Unit
Unit 011

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
0132	Accountant	011	7/6/2025			3455.25	3606.00	3774.00	X
			9/13/2026			3593.25	3750.00	3924.75	
			1/3/2027			3593.25	3772.50	3961.50	
			7/4/2027			3701.25	3885.75	4080.00	
			7/2/2028			3812.25	4002.00	4202.25	
8204	Agricultural and Stand Tech	011	7/6/2025	2653.50	2790.75	2928.00	3077.25	3234.00	N
			9/13/2026	2760.00	2902.50	3045.00	3200.25	3363.00	
			1/3/2027	2766.75	2904.75	3050.25	3202.50	3363.00	
			7/4/2027	2850.00	2991.75	3141.75	3298.50	3464.25	
			7/2/2028	2935.50	3081.75	3236.25	3397.50	3568.50	
8204N	Agricultural and Stand Tech N	011	7/6/2025					39.04	N
			9/13/2026					40.60	
			7/4/2027					41.82	
			7/2/2028					43.07	
8202	Agricultural and Stands Aide	011	7/6/2025	2136.00	2244.00	2355.75	2472.75	2595.00	N
			9/13/2026	2221.50	2334.00	2450.25	2571.75	2698.50	
			1/3/2027	2220.75	2331.75	2448.00	2570.25	2698.50	
			7/4/2027	2287.50	2401.50	2521.50	2647.50	2779.50	
			7/2/2028	2356.50	2473.50	2597.25	2727.00	2862.75	
8202N	Agricultural and Stands Aide N	011	7/6/2025	28.48	29.92	31.41	32.97	34.60	N
			9/13/2026	29.62	31.12	32.67	34.29	35.98	
			1/3/2027	29.64	31.12	32.68	34.31	36.03	
			7/4/2027	30.53	32.05	33.66	35.34	37.11	
			7/2/2028	31.45	33.01	34.67	36.40	38.22	
2610	Appraiser I	011	7/6/2025			3216.00	3360.75	3510.00	N
			9/13/2026			3345.00	3495.00	3650.25	
			1/3/2027			3345.00	3511.50	3687.00	
			7/4/2027			3445.50	3616.50	3797.25	
			7/2/2028			3549.00	3725.25	3911.25	
2610N	Appraiser I SAN	011	7/6/2025					43.72	N
			9/13/2026					45.47	
			1/3/2027					45.92	
			7/4/2027					47.30	
			7/2/2028					48.72	
2615	Appraiser II	011	7/6/2025	3408.00	3557.25	3729.00	3887.25	4077.75	X
			9/13/2026	3544.50	3699.75	3878.25	4042.50	4240.50	
			1/3/2027	3522.00	3698.25	3883.50	4077.75	4281.75	
			7/4/2027	3627.75	3809.25	3999.75	4200.00	4410.00	
			7/2/2028	3736.50	3923.25	4119.75	4326.00	4542.00	
2615N	Appraiser II SAN	011	7/6/2025					51.00	X
			9/13/2026					53.04	
			1/3/2027					53.55	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			7/4/2027					55.16	
			7/2/2028					56.81	
2620	Appraiser III	011	7/6/2025	3865.50	4043.25	4242.75	4431.75	4655.25	X
			9/13/2026	4020.00	4205.25	4412.25	4608.75	4841.25	
			1/3/2027	4002.00	4202.25	4412.25	4632.75	4864.50	
			7/4/2027	4122.00	4328.25	4544.25	4771.50	5010.75	
			7/2/2028	4245.75	4458.00	4680.75	4914.75	5160.75	
2203	Architectural Project Coordinator I	011	7/6/2025	3068.25	3221.25	3364.50	3515.25	3672.75	N
			9/13/2026	3191.25	3350.25	3498.75	3655.50	3819.75	
			1/3/2027	3142.50	3299.25	3464.25	3637.50	3819.75	
			7/4/2027	3237.00	3398.25	3568.50	3747.00	3934.50	
			7/2/2028	3333.75	3500.25	3675.75	3859.50	4052.25	
2205	Architectural Project Coordinator II	011	7/6/2025	3440.25	3602.25	3771.00	3937.50	4115.25	N
			9/13/2026	3577.50	3746.25	3921.75	4095.00	4279.50	
			1/3/2027	3520.50	3696.75	3881.25	4075.50	4279.50	
			7/4/2027	3626.25	3807.75	3997.50	4197.75	4407.75	
			7/2/2028	3735.00	3921.75	4117.50	4323.75	4539.75	
2515	Associate Right of Way Agent	011	7/6/2025	4450.40	4665.60	4888.80	5112.00	5365.60	X
			9/13/2026	4628.80	4852.00	5084.00	5316.80	5580.00	
			7/4/2027	4728.80	4965.60	5213.60	5473.60	5747.20	
			7/2/2028	4870.40	5114.40	5370.40	5637.60	5920.00	
8509	Asst Public Guardian-Consrvtr	011	7/6/2025		3733.50	3915.00	4091.25	4286.25	X
			9/13/2026		3882.75	4071.75	4254.75	4458.00	
			7/4/2027		3966.00	4164.75	4373.25	4591.50	
			7/2/2028		4085.25	4290.00	4504.50	4729.50	
2510	Asst Right of Way Agent	011	7/6/2025	3034.40	3188.80	3332.80	3484.80	3645.60	X
			9/13/2026	3156.00	3316.00	3466.40	3624.00	3791.20	
			7/4/2027	3212.00	3372.80	3541.60	3718.40	3904.80	
			7/2/2028	3308.00	3473.60	3648.00	3829.60	4021.60	
0143	Auditor	011	7/6/2025	3355.50	3522.00	3699.75	3882.00	4077.00	N
			9/13/2026	3489.75	3663.00	3847.50	4037.25	4239.75	
			1/3/2027	3489.75	3664.50	3847.50	4040.25	4242.00	
			7/4/2027	3594.75	3774.75	3963.00	4161.75	4369.50	
			7/2/2028	3702.75	3888.00	4082.25	4286.25	4500.75	
2705	Auditor-Appraiser I	011	7/6/2025			3221.25	3366.75	3516.00	N
			9/13/2026			3350.25	3501.75	3657.00	
			1/3/2027			3399.75	3570.00	3748.50	
			7/4/2027			3501.75	3677.25	3861.00	
			7/2/2028			3606.75	3787.50	3976.50	
2705N	Auditor-Appraiser I SAN	011	7/6/2025					43.79	N
			9/13/2026					45.54	
			1/3/2027					46.68	
			7/4/2027					48.08	
			7/2/2028					49.52	
2710	Auditor-Appraiser II	011	7/6/2025	3560.25	3717.75	3897.00	4061.25	4261.50	X

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			9/13/2026	3702.75	3866.25	4053.00	4224.00	4431.75	
			1/3/2027	3737.25	3924.00	4120.50	4326.75	4542.75	
			7/4/2027	3849.00	4041.75	4244.25	4456.50	4679.25	
			7/2/2028	3964.50	4163.25	4371.75	4590.00	4819.50	
2710N	Auditor-Appraiser II SAN	011	7/6/2025					53.30	X
			9/13/2026					55.43	
			1/3/2027					56.82	
			7/4/2027					58.52	
			7/2/2028					60.28	
2715	Auditor-Appraiser III	011	7/6/2025	4040.25	4224.00	4433.25	4630.50	4863.00	X
			9/13/2026	4201.50	4392.75	4610.25	4815.75	5057.25	
			1/3/2027	4265.25	4478.25	4702.50	4937.25	5184.00	
			7/4/2027	4393.50	4612.50	4843.50	5085.00	5339.25	
			7/2/2028	4525.50	4751.25	4989.00	5237.25	5499.75	
2968	Bonds & Finance Technician I	011	7/6/2025	2702.25	2835.00	2979.75	3124.50	3280.50	N
			9/13/2026	2810.25	2948.25	3099.00	3249.75	3411.75	
			7/4/2027	2891.25	3036.00	3187.50	3346.50	3513.75	
			7/2/2028	2978.25	3126.75	3283.50	3447.00	3619.50	
2969	Bonds & Finance Technician II	011	7/6/2025	3124.50	3280.50	3444.00	3618.00	3799.50	N
			9/13/2026	3249.75	3411.75	3582.00	3762.75	3951.75	
			7/4/2027	3348.00	3516.00	3691.50	3876.75	4070.25	
			7/2/2028	3448.50	3621.75	3802.50	3993.00	4192.50	
2972	Bonds & Finance Technician III	011	7/6/2025	3618.00	3799.50	3989.25	4188.00	4394.25	N
			9/13/2026	3762.75	3951.75	4149.00	4355.25	4569.75	
			1/3/2027	3762.75	3951.00	4148.25	4356.00	4573.50	
			7/4/2027	3876.00	4069.50	4272.75	4486.50	4710.75	
			7/2/2028	3992.25	4191.75	4401.00	4620.75	4851.75	
0161	Business License Tax Auditor	011	7/6/2025	3365.25	3518.25	3690.00	3853.50	4035.00	N
			9/13/2026	3499.50	3659.25	3837.75	4008.00	4196.25	
			7/4/2027	3555.75	3733.50	3920.25	4116.75	4322.25	
			7/2/2028	3662.25	3845.25	4038.00	4240.50	4452.00	
0152	Business License Tax Lead Auditor	011	7/6/2025	3486.00	3660.00	3843.00	4035.00	4236.75	N
			9/13/2026	3625.50	3806.25	3996.75	4196.25	4406.25	
			7/4/2027	3734.25	3920.25	4116.75	4322.25	4538.25	
			7/2/2028	3846.00	4038.00	4240.50	4452.00	4674.75	
2210	Capital Improvement Prj Coor	011	7/6/2025	4755.20	4987.20	5241.60	5484.80	5777.60	N
			9/13/2026	4945.60	5186.40	5451.20	5704.00	6008.80	
			7/4/2027	5091.20	5346.40	5612.80	5894.40	6188.80	
			7/2/2028	5244.00	5506.40	5780.80	6071.20	6374.40	
5553	Chemist	011	7/6/2025	4062.40	4232.00	4436.00	4647.20	4857.60	X
			9/13/2026	4224.80	4401.60	4613.60	4832.80	5052.00	
			1/3/2027	4156.00	4364.00	4582.40	4811.20	5052.00	
			7/4/2027	4280.80	4495.20	4720.00	4955.20	5203.20	
			7/2/2028	4409.60	4630.40	4861.60	5104.00	5359.20	
8675	Code Enforcement Officer I	011	7/6/2025	3476.00	3640.80	3797.60	3980.00	4161.60	N
			9/13/2026	3615.20	3786.40	3949.60	4139.20	4328.00	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			7/4/2027	3667.20	3850.40	4043.20	4245.60	4457.60	
			7/2/2028	3777.60	3965.60	4164.80	4372.80	4591.20	
8680	Code Enforcement Officer II	011	7/6/2025	3980.00	4161.60	4353.60	4552.80	4755.20	N
			9/13/2026	4139.20	4328.00	4528.00	4735.20	4945.60	
			7/4/2027	4192.00	4400.80	4620.80	4852.00	5093.60	
			7/2/2028	4317.60	4532.80	4759.20	4997.60	5246.40	
8685	Code Enforcement Officer III	011	7/6/2025	4552.80	4755.20	4985.60	5216.00	5483.20	X
			9/13/2026	4735.20	4945.60	5184.80	5424.80	5702.40	
			7/4/2027	4832.80	5074.40	5328.00	5594.40	5873.60	
			7/2/2028	4977.60	5226.40	5488.00	5762.40	6049.60	
8423	Code Enforcement Tech I	011	10/11/2026	2885.25	3018.75	3144.00	3293.25	3438.00	N
			1/3/2027	2844.00	2986.50	3135.75	3292.50	3457.50	
			7/4/2027	2929.50	3075.75	3229.50	3391.50	3561.00	
			7/2/2028	3017.25	3168.00	3326.25	3493.50	3667.50	
8424	Code Enforcement Tech II	011	10/11/2026	3206.25	3357.75	3494.25	3663.75	3825.00	N
			1/3/2027	3169.50	3327.75	3494.25	3668.25	3852.00	
			7/4/2027	3264.75	3427.50	3599.25	3778.50	3967.50	
			7/2/2028	3363.00	3530.25	3707.25	3891.75	4086.75	
8523	Criminalist I	011	7/6/2025	4050.40	4232.00	4436.00	4652.00	4871.20	N
			9/13/2026	4212.80	4401.60	4613.60	4838.40	5066.40	
			1/3/2027	4184.00	4393.60	4613.60	4844.00	5086.40	
			7/4/2027	4309.60	4525.60	4752.00	4989.60	5239.20	
			7/2/2028	4439.20	4661.60	4894.40	5139.20	5396.00	
8524	Criminalist II	011	7/6/2025	4804.80	5031.20	5268.00	5524.00	5769.60	X
			9/13/2026	4996.80	5232.80	5478.40	5744.80	6000.00	
			1/3/2027	4996.80	5246.40	5508.80	5784.00	6073.60	
			7/4/2027	5146.40	5404.00	5674.40	5957.60	6256.00	
			7/2/2028	5300.80	5566.40	5844.80	6136.00	6444.00	
8525	Criminalist III	011	7/6/2025	5171.20	5420.80	5661.60	5940.80	6234.40	X
			9/13/2026	5378.40	5637.60	5888.00	6178.40	6484.00	
			1/3/2027	5493.60	5768.00	6056.80	6360.00	6678.40	
			7/4/2027	5658.40	5940.80	6238.40	6551.20	6878.40	
			7/2/2028	5828.00	6119.20	6425.60	6748.00	7084.80	
8705	Deputy Public Guard-Cons/Investigator	011	7/6/2025	3774.75	3963.75	4161.00	4368.75	4587.75	X
			9/13/2026	3925.50	4122.00	4327.50	4543.50	4771.50	
			1/3/2027	3924.75	4121.25	4327.50	4544.25	4771.50	
			7/4/2027	4042.50	4245.00	4457.25	4680.75	4914.75	
			7/2/2028	4164.00	4372.50	4590.75	4821.00	5062.50	
8529	DNA Technical Lead	011	7/6/2025	5093.60	5346.40	5617.60	5897.60	6194.40	N
			9/13/2026	5297.60	5560.00	5842.40	6133.60	6442.40	
			1/3/2027	5300.80	5565.60	5844.00	6136.00	6442.40	
			7/4/2027	5460.00	5732.80	6019.20	6320.00	6636.00	
			7/2/2028	5624.00	5904.80	6200.00	6509.60	6835.20	
2980	Econ & Civic Dev Spec I	011	7/6/2025	3258.75	3413.25	3556.50	3731.25	3901.50	N
			9/13/2026	3389.25	3549.75	3699.00	3880.50	4057.50	
			1/3/2027	3337.50	3504.75	3680.25	3864.00	4057.50	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			7/4/2027	3438.00	3609.75	3790.50	3980.25	4179.00	
			7/2/2028	3541.50	3717.75	3904.50	4099.50	4304.25	
2981	Econ & Civic Dev Spec II	011	7/6/2025	3731.25	3901.50	4081.50	4268.25	4458.00	N
			9/13/2026	3880.50	4057.50	4245.00	4439.25	4636.50	
			1/3/2027	3815.25	4005.75	4206.00	4416.00	4636.50	
			7/4/2027	3930.00	4125.75	4332.00	4548.75	4775.25	
			7/2/2028	4047.75	4249.50	4461.75	4685.25	4918.50	
2982	Econ & Civic Dev Spec III	011	7/6/2025	4268.25	4458.00	4674.00	4890.00	5140.50	N
			9/13/2026	4439.25	4636.50	4860.75	5085.75	5346.00	
			1/3/2027	4398.75	4618.50	4849.50	5091.75	5346.00	
			7/4/2027	4530.75	4757.25	4995.00	5244.75	5506.50	
			7/2/2028	4666.50	4899.75	5145.00	5402.25	5671.50	
8516	Forensic Computer Examiner I	011	7/6/2025	4049.60	4232.00	4436.00	4652.00	4871.20	N
			9/13/2026	4211.20	4401.60	4613.60	4838.40	5066.40	
			1/3/2027	4168.00	4376.00	4595.20	4824.80	5066.40	
			7/4/2027	4292.80	4507.20	4732.80	4969.60	5218.40	
			7/2/2028	4421.60	4642.40	4874.40	5118.40	5375.20	
8517	Forensic Computer Examiner II	011	7/6/2025	4871.20	5108.00	5334.40	5596.00	5873.60	N
			9/13/2026	5066.40	5312.00	5548.00	5820.00	6108.80	
			1/3/2027	5025.60	5276.80	5540.80	5817.60	6108.80	
			7/4/2027	5176.00	5435.20	5707.20	5992.00	6292.00	
			7/2/2028	5331.20	5598.40	5878.40	6172.00	6480.80	
2994	Healthy Homes Comm Dev Spec I	011	7/6/2025	3258.75	3413.25	3556.50	3731.25	3901.50	N
			9/13/2026	3389.25	3549.75	3699.00	3880.50	4057.50	
			1/3/2027	3337.50	3504.75	3680.25	3864.00	4057.50	
			7/4/2027	3438.00	3609.75	3790.50	3980.25	4179.00	
			7/2/2028	3541.50	3717.75	3904.50	4099.50	4304.25	
2995	Healthy Homes Comm Dev Spec II	011	7/6/2025	3731.25	3901.50	4081.50	4268.25	4458.00	N
			9/13/2026	3880.50	4057.50	4245.00	4439.25	4636.50	
			1/3/2027	3815.25	4005.75	4206.00	4416.00	4636.50	
			7/4/2027	3930.00	4125.75	4332.00	4548.75	4775.25	
			7/2/2028	4047.75	4249.50	4461.75	4685.25	4918.50	
2996	Healthy Homes Comm Dev Spec III	011	7/6/2025	4268.25	4458.00	4674.00	4890.00	5140.50	N
			9/13/2026	4439.25	4636.50	4860.75	5085.75	5346.00	
			1/3/2027	4398.75	4618.50	4849.50	5091.75	5346.00	
			7/4/2027	4530.75	4757.25	4995.00	5244.75	5506.50	
			7/2/2028	4666.50	4899.75	5145.00	5402.25	5671.50	
2997	Healthy Homes Comm Dev Tech I	011	7/6/2025	2774.25	2902.50	3023.25	3166.50	3306.00	N
			9/13/2026	2885.25	3018.75	3144.00	3293.25	3438.00	
			1/3/2027	2828.25	2970.00	3118.50	3274.50	3438.00	
			7/4/2027	2913.00	3059.25	3212.25	3372.75	3541.50	
			7/2/2028	3000.75	3150.75	3308.25	3474.00	3648.00	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
2998	Healthy Homes Comm Dev Tech II	011	7/6/2025	3083.25	3228.75	3360.00	3522.75	3678.00	N
			9/13/2026	3206.25	3357.75	3494.25	3663.75	3825.00	
			1/3/2027	3147.00	3304.50	3469.50	3642.75	3825.00	
			7/4/2027	3241.50	3403.50	3573.75	3752.25	3939.75	
			7/2/2028	3339.00	3505.50	3681.00	3864.75	4058.25	
2955	Healthy Housing Rehab Spec I	011	7/6/2025	3258.75	3413.25	3556.50	3731.25	3901.50	N
			9/13/2026	3389.25	3549.75	3699.00	3880.50	4057.50	
			1/3/2027	3352.50	3519.75	3696.00	3880.50	4074.75	
			7/4/2027	3453.00	3625.50	3807.00	3996.75	4197.00	
			7/2/2028	3556.50	3734.25	3921.00	4116.75	4323.00	
2956	Healthy Housing Rehab Spec II	011	7/6/2025	3731.25	3901.50	4081.50	4268.25	4458.00	N
			9/13/2026	3880.50	4057.50	4245.00	4439.25	4636.50	
			1/3/2027	3815.25	4005.75	4206.00	4416.00	4636.50	
			7/4/2027	3930.00	4125.75	4332.00	4548.75	4775.25	
			7/2/2028	4047.75	4249.50	4461.75	4685.25	4918.50	
2957	Healthy Housing Rehab Spec III	011	7/6/2025	4268.25	4458.00	4674.00	4890.00	5140.50	N
			9/13/2026	4439.25	4636.50	4860.75	5085.75	5346.00	
			1/3/2027	4398.75	4618.50	4849.50	5091.75	5346.00	
			7/4/2027	4530.75	4757.25	4995.00	5244.75	5506.50	
			7/2/2028	4666.50	4899.75	5145.00	5402.25	5671.50	
2984	Healthy Housing Rehab Tech	011	7/6/2025	2774.25	2902.50	3023.25	3166.50	3306.00	N
			9/13/2026	2885.25	3018.75	3144.00	3293.25	3438.00	
			1/3/2027	2828.25	2970.00	3118.50	3274.50	3438.00	
			7/4/2027	2913.00	3059.25	3212.25	3372.75	3541.50	
			7/2/2028	3000.75	3150.75	3308.25	3474.00	3648.00	
2964	Housing & Comm Dev Spec I	011	7/6/2025	3258.75	3413.25	3556.50	3731.25	3901.50	N
			9/13/2026	3389.25	3549.75	3699.00	3880.50	4057.50	
			1/3/2027	3337.50	3504.75	3680.25	3864.00	4057.50	
			7/4/2027	3438.00	3609.75	3790.50	3980.25	4179.00	
			7/2/2028	3541.50	3717.75	3904.50	4099.50	4304.25	
2965	Housing & Comm Dev Spec II	011	7/6/2025	3731.25	3901.50	4081.50	4268.25	4458.00	N
			9/13/2026	3880.50	4057.50	4245.00	4439.25	4636.50	
			1/3/2027	3834.75	4026.75	4227.75	4439.25	4661.25	
			7/4/2027	3949.50	4147.50	4354.50	4572.75	4800.75	
			7/2/2028	4068.00	4272.00	4485.00	4710.00	4944.75	
2966	Housing & Comm Dev Spec III	011	7/6/2025	4268.25	4458.00	4674.00	4890.00	5140.50	N
			9/13/2026	4439.25	4636.50	4860.75	5085.75	5346.00	
			1/3/2027	4409.25	4629.75	4861.50	5104.50	5359.50	
			7/4/2027	4541.25	4768.50	5007.00	5257.50	5520.00	
			7/2/2028	4677.75	4911.75	5157.00	5415.00	5685.75	
2961	Housing & Comm Dev Tech I	011	7/6/2025	2774.25	2902.50	3023.25	3166.50	3306.00	N
			9/13/2026	2885.25	3018.75	3144.00	3293.25	3438.00	
			1/3/2027	2844.00	2986.50	3135.75	3292.50	3457.50	
			7/4/2027	2929.50	3075.75	3229.50	3391.50	3561.00	
			7/2/2028	3017.25	3168.00	3326.25	3493.50	3667.50	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
2973	Housing & Comm Dev Tech II	011	7/6/2025	3083.25	3228.75	3360.00	3522.75	3678.00	N
			9/13/2026	3206.25	3357.75	3494.25	3663.75	3825.00	
			1/3/2027	3169.50	3327.75	3494.25	3668.25	3852.00	
			7/4/2027	3264.75	3427.50	3599.25	3778.50	3967.50	
			7/2/2028	3363.00	3530.25	3707.25	3891.75	4086.75	
5550	Laboratory Technician	011	7/6/2025	2976.00	3107.25	3252.00	3399.75	3567.75	N
			9/13/2026	3095.25	3231.75	3381.75	3535.50	3710.25	
			1/3/2027	3052.50	3204.75	3365.25	3533.25	3710.25	
			7/4/2027	3144.00	3300.75	3466.50	3639.00	3821.25	
			7/2/2028	3238.50	3399.75	3570.75	3748.50	3936.00	
2963	Lead Risk Assessor	011	7/6/2025	2983.50	3123.75	3254.25	3411.00	3569.25	N
			9/13/2026	3102.75	3249.00	3384.75	3547.50	3711.75	
			1/3/2027	3053.25	3206.25	3366.75	3534.75	3711.75	
			7/4/2027	3144.75	3302.25	3468.00	3640.50	3822.75	
			7/2/2028	3239.25	3401.25	3572.25	3750.00	3937.50	
4130	Librarian I	011	7/6/2025		3112.50	3249.75	3399.75	3564.00	X
			9/13/2026		3237.00	3379.50	3535.50	3706.50	
			1/3/2027		3207.00	3367.50	3535.50	3712.50	
			7/4/2027		3303.00	3468.75	3641.25	3824.25	
			7/2/2028		3402.00	3573.00	3750.75	3939.00	
4130N	Librarian I SAN	011	7/6/2025					42.56	X
			9/13/2026					44.26	
			1/3/2027					44.34	
			7/4/2027					45.67	
			7/2/2028					47.04	
4140	Librarian II	011	7/6/2025		3412.50	3581.25	3748.50	3928.50	X
			9/13/2026		3549.00	3724.50	3898.50	4086.00	
			1/3/2027		3535.50	3712.50	3898.50	4093.50	
			7/4/2027		3641.25	3824.25	4015.50	4216.50	
			7/2/2028		3750.75	3939.00	4136.25	4343.25	
4140N	Librarian II SAN	011	7/6/2025					45.48	X
			9/13/2026					47.30	
			7/4/2027					48.72	
			7/2/2028					50.18	
4175	Librarian III	011	7/6/2025	3426.00	3591.75	3756.75	3932.25	4126.50	X
			9/13/2026	3563.25	3735.75	3906.75	4089.75	4291.50	
			1/3/2027	3531.00	3707.25	3892.50	4087.50	4291.50	
			7/4/2027	3636.75	3818.25	4009.50	4210.50	4420.50	
			7/2/2028	3745.50	3933.00	4129.50	4336.50	4553.25	
4120	Library Technician	011	7/6/2025	2820.00	2946.00	3057.75	3204.00	3348.75	N
			9/13/2026	2932.50	3063.75	3180.00	3332.25	3483.00	
			1/3/2027	2918.25	3064.50	3217.50	3378.00	3546.75	
			7/4/2027	3006.00	3156.75	3314.25	3479.25	3653.25	
			7/2/2028	3096.00	3251.25	3414.00	3583.50	3762.75	
4120N	Library Technician SAN	011	7/6/2025					40.74	N
			9/13/2026					42.37	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			1/3/2027					47.29	
			7/4/2027					48.71	
			7/2/2028					50.17	
1417	Literacy Advocate	011	7/6/2025	2610.75	2730.00	2840.25	2979.75	3109.50	N
			9/13/2026	2715.00	2839.50	2953.50	3099.00	3234.00	
			1/3/2027	2661.00	2793.75	2933.25	3080.25	3234.00	
			7/4/2027	2740.50	2877.75	3021.00	3172.50	3330.75	
			7/2/2028	2823.00	2964.00	3111.75	3267.75	3430.50	
4121	Literacy Specialist	011	7/6/2025	2958.75	3086.25	3219.00	3369.00	3515.25	N
			9/13/2026	3077.25	3210.00	3348.00	3504.00	3655.50	
			1/3/2027	3036.75	3188.25	3348.00	3515.25	3690.75	
			7/4/2027	3127.50	3284.25	3448.50	3621.00	3801.75	
			7/2/2028	3221.25	3382.50	3552.00	3729.75	3915.75	
2925	Planner I	011	7/6/2025	3258.75	3413.25	3556.50	3731.25	3901.50	X
			9/13/2026	3389.25	3549.75	3699.00	3880.50	4057.50	
			1/3/2027	3381.00	3549.75	3727.50	3914.25	4110.00	
			7/4/2027	3482.25	3656.25	3839.25	4032.00	4233.00	
			7/2/2028	3586.50	3765.75	3954.75	4152.75	4359.75	
2930	Planner II	011	7/6/2025	3731.25	3901.50	4081.50	4268.25	4458.00	X
			9/13/2026	3880.50	4057.50	4245.00	4439.25	4636.50	
			1/3/2027	3864.00	4057.50	4260.75	4473.75	4697.25	
			7/4/2027	3980.25	4179.00	4388.25	4608.00	4838.25	
			7/2/2028	4099.50	4304.25	4520.25	4746.00	4983.75	
2935	Planner III	011	7/6/2025	4268.25	4458.00	4674.00	4890.00	5140.50	X
			9/13/2026	4439.25	4636.50	4860.75	5085.75	5346.00	
			1/3/2027	4398.75	4618.50	4849.50	5091.75	5346.00	
			7/4/2027	4530.75	4757.25	4995.00	5244.75	5506.50	
			7/2/2028	4666.50	4899.75	5145.00	5402.25	5671.50	
2921	Planning Technician I	011	7/6/2025	2461.50	2584.50	2657.25	2793.75	2932.50	N
			9/13/2026	2559.75	2688.00	2763.75	2905.50	3049.50	
			1/3/2027	2508.75	2634.00	2766.00	2904.00	3049.50	
			7/4/2027	2583.75	2712.75	2849.25	2991.00	3141.00	
			7/2/2028	2661.00	2794.50	2934.75	3081.00	3235.50	
2922	Planning Technician II	011	7/6/2025	2653.50	2787.00	2928.00	3076.50	3225.00	N
			9/13/2026	2760.00	2898.75	3045.00	3199.50	3354.00	
			1/3/2027	2759.25	2897.25	3042.00	3194.25	3354.00	
			7/4/2027	2841.75	2984.25	3133.50	3290.25	3454.50	
			7/2/2028	2927.25	3073.50	3227.25	3389.25	3558.00	
0172	Procrment & Contrcts Spec I	011	7/6/2025			3171.75	3309.00	3459.75	N
			9/13/2026			3298.50	3441.00	3598.50	
			1/3/2027			3264.00	3427.50	3598.50	
			7/4/2027			3362.25	3530.25	3706.50	
			7/2/2028			3462.75	3636.00	3817.50	
0173	Procrment & Contrcts Spec II	011	7/6/2025	3601.50	3753.00	3936.75	4125.75	4311.00	X
			9/13/2026	3745.50	3903.00	4094.25	4290.75	4483.50	
			1/3/2027	3707.25	3892.50	4086.75	4290.75	4505.25	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			7/4/2027	3818.25	4009.50	4209.00	4419.75	4640.25	
			7/2/2028	3933.00	4129.50	4335.00	4552.50	4779.75	
1825	Programmer Analyst	011	7/6/2025	4527.20	4744.00	4955.20	5198.40	5443.20	X
			9/13/2026	4708.00	4933.60	5153.60	5406.40	5660.80	
			1/3/2027	4656.80	4889.60	5134.40	5391.20	5660.80	
			7/4/2027	4796.80	5036.00	5288.80	5552.80	5830.40	
			7/2/2028	4940.80	5187.20	5447.20	5719.20	6005.60	
1821	Programmer I	011	7/6/2025	3348.80	3508.80	3647.20	3828.00	4012.80	N
			9/13/2026	3482.40	3648.80	3792.80	3980.80	4173.60	
			1/3/2027	3440.00	3612.00	3792.80	3982.40	4181.60	
			7/4/2027	3543.20	3720.00	3906.40	4101.60	4307.20	
			7/2/2028	3649.60	3832.00	4023.20	4224.80	4436.80	
1823	Programmer II	011	7/6/2025	3882.40	4071.20	4259.20	4469.60	4672.00	N
			9/13/2026	4037.60	4234.40	4429.60	4648.00	4859.20	
			1/3/2027	4017.60	4218.40	4429.60	4651.20	4884.00	
			7/4/2027	4138.40	4344.80	4562.40	4790.40	5030.40	
			7/2/2028	4262.40	4475.20	4699.20	4934.40	5181.60	
1369	Retirement Accountant I	011	7/6/2025	3359.25	3540.75	3750.75	3938.25	4165.50	X
			9/13/2026	3493.50	3682.50	3900.75	4095.75	4332.00	
			1/3/2027	3564.00	3742.50	3929.25	4125.75	4332.00	
			7/4/2027	3671.25	3855.00	4047.00	4249.50	4461.75	
			7/2/2028	3781.50	3970.50	4168.50	4377.00	4595.25	
1370	Retirement Accountant II	011	7/6/2025	3862.50	4071.00	4320.75	4535.25	4785.75	X
			9/13/2026	4017.00	4233.75	4493.25	4716.75	4977.00	
			1/3/2027	4094.25	4299.00	4514.25	4740.00	4977.00	
			7/4/2027	4217.25	4428.00	4650.00	4882.50	5126.25	
			7/2/2028	4344.00	4560.75	4789.50	5028.75	5280.00	
8225	Senior Agricultural Biologist	011	7/6/2025	3167.25	3315.75	3482.25	3651.00	3825.00	X
			9/13/2026	3294.00	3448.50	3621.75	3797.25	3978.00	
			1/3/2027	3272.25	3435.75	3607.50	3788.25	3978.00	
			7/4/2027	3370.50	3538.50	3715.50	3902.25	4097.25	
			7/2/2028	3471.75	3645.00	3827.25	4019.25	4220.25	
0144	Senior Auditor	011	7/6/2025	3928.50	4125.75	4329.75	4546.50	4775.25	N
			9/13/2026	4086.00	4290.75	4503.00	4728.00	4966.50	
			7/4/2027	4208.25	4419.75	4638.00	4869.75	5115.75	
			7/2/2028	4334.25	4552.50	4777.50	5016.00	5269.50	
1842	Software Analyst	011	7/6/2025	4312.80	4508.00	4720.80	4954.40	5188.00	N
			9/13/2026	4485.60	4688.00	4909.60	5152.80	5395.20	
			1/3/2027	4439.20	4660.80	4893.60	5138.40	5395.20	
			7/4/2027	4572.00	4800.80	5040.80	5292.80	5556.80	
			7/2/2028	4708.80	4944.80	5192.00	5451.20	5723.20	
1840	Software Analyst I	011	7/6/2025	3680.00	3864.00	4062.40	4260.00	4474.40	N
			9/13/2026	3827.20	4018.40	4224.80	4430.40	4653.60	
			1/3/2027	3828.80	4020.00	4220.80	4432.00	4653.60	
			7/4/2027	3944.00	4140.80	4347.20	4564.80	4793.60	
			7/2/2028	4062.40	4264.80	4477.60	4701.60	4937.60	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
1839	Software Analyst Trainee	011	7/6/2025	3358.40	3528.00	3704.80	3885.60	4081.60	N
			9/13/2026	3492.80	3668.80	3852.80	4040.80	4244.80	
			1/3/2027	3492.00	3666.40	3849.60	4042.40	4244.80	
			7/4/2027	3596.80	3776.00	3964.80	4164.00	4372.00	
			7/2/2028	3704.80	3889.60	4084.00	4288.80	4503.20	
1715	Storekeeper I	011	7/6/2025	2373.00	2489.25	2592.75	2721.00	2839.50	N
			9/13/2026	2468.25	2589.00	2696.25	2829.75	2952.75	
			1/3/2027	2429.25	2550.75	2678.25	2812.50	2952.75	
			7/4/2027	2502.00	2627.25	2758.50	2897.25	3041.25	
			7/2/2028	2577.00	2706.00	2841.00	2984.25	3132.75	

APPENDIX A-2
Classification and Salary Listing by Representation Unit
Unit 012

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
8418	Agri and Stds Investgtr I	012	7/6/2025	2866.50	3014.25	3167.25	3304.50	3441.00	N
			9/13/2026	2981.25	3135.00	3294.00	3436.50	3579.00	
			1/3/2027	2988.00	3137.25	3294.00	3459.00	3632.25	
			7/4/2027	3078.00	3231.00	3393.00	3562.50	3741.00	
			7/2/2028	3170.25	3327.75	3495.00	3669.75	3853.50	
8419	Agri and Stds Investgtr II	012	7/6/2025	3222.00	3387.00	3561.75	3713.25	3866.25	N
			9/13/2026	3351.00	3522.75	3704.25	3861.75	4020.75	
			1/3/2027	3360.00	3528.00	3704.25	3888.75	4083.00	
			7/4/2027	3460.50	3633.75	3815.25	4005.75	4205.25	
			7/2/2028	3564.00	3742.50	3930.00	4125.75	4331.25	
8420	Agri and Stds Investgtr III	012	7/6/2025	3852.75	4011.00	4180.50	4372.50	4574.25	N
			9/13/2026	4006.50	4171.50	4347.75	4547.25	4757.25	
			1/3/2027	3944.25	4141.50	4348.50	4566.00	4794.00	
			7/4/2027	4062.75	4266.00	4479.00	4703.25	4938.00	
			7/2/2028	4185.00	4394.25	4613.25	4844.25	5086.50	
2507	Assessor's Technician	012	7/6/2025	2480.25	2592.00	2696.25	2826.00	2938.50	N
			9/13/2026	2579.25	2695.50	2804.25	2939.25	3056.25	
			7/4/2027	2589.75	2719.50	2855.25	2997.75	3147.75	
			7/2/2028	2667.75	2801.25	2940.75	3087.75	3242.25	
2700	Auditor-Appraiser Aide	012	7/6/2025	2245.50	2359.50	2477.25	2599.50	2730.75	N
			9/13/2026	2335.50	2454.00	2576.25	2703.75	2840.25	
			1/3/2027	2336.25	2453.25	2576.25	2705.25	2840.25	
			7/4/2027	2406.00	2526.75	2653.50	2786.25	2925.75	
			7/2/2028	2478.00	2602.50	2733.00	2869.50	3013.50	
9408	Auto Parts Technician	012	7/6/2025					2875.20	N
			9/13/2026					2990.40	
			1/3/2027					3244.00	
			7/4/2027					3341.60	
			7/2/2028					3441.60	
8303	Building Inspection Tech	012	7/6/2025	2763.20	2877.60	3016.80	3148.80	3288.00	N
			9/13/2026	2873.60	2992.80	3137.60	3274.40	3419.20	
			7/4/2027	2896.00	3041.60	3193.60	3353.60	3521.60	
			7/2/2028	2983.20	3132.80	3289.60	3454.40	3627.20	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
8305	Building Inspector I	012	7/6/2025	3564.80	3728.00	3908.80	4090.40	4273.60	N
			9/13/2026	3707.20	3876.80	4064.80	4254.40	4444.80	
			7/4/2027	3765.60	3954.40	4152.00	4360.00	4578.40	
			7/2/2028	3878.40	4072.80	4276.80	4491.20	4716.00	
8310	Building Inspector II	012	7/6/2025	4090.40	4273.60	4488.80	4706.40	4928.80	N
			9/13/2026	4254.40	4444.80	4668.00	4894.40	5125.60	
			7/4/2027	4342.40	4560.00	4788.00	5028.00	5279.20	
			7/2/2028	4472.80	4696.80	4932.00	5179.20	5437.60	
1401	Child Support Specialist I	012	7/6/2025	2521.50	2644.50	2780.25	2922.00	3065.25	N
			9/13/2026	2622.00	2750.25	2891.25	3039.00	3187.50	
			1/3/2027	2624.25	2755.50	2893.50	3038.25	3190.50	
			7/4/2027	2703.00	2838.00	2980.50	3129.75	3286.50	
			7/2/2028	2784.00	2923.50	3069.75	3223.50	3384.75	
1402	Child Support Specialist II	012	7/6/2025	2899.50	3048.75	3196.50	3358.50	3527.25	N
			9/13/2026	3015.75	3171.00	3324.00	3492.75	3668.25	
			7/4/2027	3108.75	3264.00	3426.75	3598.50	3778.50	
			7/2/2028	3201.75	3362.25	3529.50	3706.50	3891.75	
1403	Child Support Specialist III	012	7/6/2025	3067.50	3222.00	3382.50	3551.25	3730.50	N
			9/13/2026	3190.50	3351.00	3517.50	3693.00	3879.75	
			7/4/2027	3286.50	3451.50	3623.25	3804.00	3996.00	
			7/2/2028	3384.75	3555.00	3732.00	3918.00	4116.00	
1420	Collection Enfrcemnt Depty I	012	7/6/2025	2574.75	2682.00	2795.25	2925.75	3049.50	N
			9/13/2026	2677.50	2789.25	2907.00	3042.75	3171.75	
			1/3/2027	2636.25	2768.25	2907.00	3052.50	3205.50	
			7/4/2027	2715.00	2851.50	2994.00	3144.00	3301.50	
			7/2/2028	2796.75	2937.00	3084.00	3238.50	3400.50	
1425	Collection Enfrcemnt Depty II	012	7/6/2025	2899.50	3048.75	3196.50	3358.50	3527.25	N
			9/13/2026	3015.75	3171.00	3324.00	3492.75	3668.25	
			7/4/2027	3108.75	3264.00	3426.75	3598.50	3778.50	
			7/2/2028	3201.75	3362.25	3529.50	3706.50	3891.75	
1811	Comp Operator I	012	7/6/2025	2244.75	2342.25	2451.00	2557.50	2667.75	N
			9/13/2026	2334.75	2436.00	2549.25	2659.50	2774.25	
			1/3/2027	2282.25	2396.25	2516.25	2642.25	2774.25	
			7/4/2027	2350.50	2468.25	2592.00	2721.75	2857.50	
			7/2/2028	2421.00	2542.50	2670.00	2803.50	2943.00	
1811N	Comp Operator I SAN	012	7/6/2025					32.64	N
			9/13/2026					33.95	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			7/4/2027					34.97	
			7/2/2028					36.02	
1812	Comp Operator II	012	7/6/2025	2509.50	2630.25	2736.75	2863.50	2983.50	N
			9/13/2026	2610.00	2735.25	2846.25	2978.25	3102.75	
			1/3/2027	2552.25	2679.75	2814.00	2955.00	3102.75	
			7/4/2027	2628.75	2760.00	2898.75	3043.50	3195.75	
			7/2/2028	2707.50	2842.50	2985.75	3135.00	3291.75	
8350	Construction Inspector	012	7/6/2025	2022.40				5485.60	N
			9/13/2026	2103.20				5704.80	
			7/4/2027	2166.40				5876.00	
			7/2/2028	2231.20				6052.00	
8503	Coroner's Investigator I	012	7/6/2025			3586.40	3776.80	3980.80	N
			9/13/2026			3729.60	3928.00	4140.00	
			7/4/2027			3841.60	4045.60	4264.00	
			7/2/2028			3956.80	4167.20	4392.00	
8504	Coroner's Investigator II	012	7/6/2025	3752.80	3938.40	4123.20	4322.40	4522.40	N
			9/13/2026	3903.20	4096.00	4288.00	4495.20	4703.20	
			1/3/2027	3868.80	4062.40	4265.60	4479.20	4703.20	
			7/4/2027	3984.80	4184.00	4393.60	4613.60	4844.00	
			7/2/2028	4104.00	4309.60	4525.60	4752.00	4989.60	
8520	Crime Laboratory Technician	012	7/6/2025	3162.00	3306.00	3468.75	3628.50	3798.75	N
			9/13/2026	3288.75	3438.00	3607.50	3774.00	3951.00	
			1/3/2027	3272.25	3435.75	3607.50	3787.50	3977.25	
			7/4/2027	3370.50	3538.50	3715.50	3901.50	4096.50	
			7/2/2028	3471.75	3645.00	3827.25	4018.50	4219.50	
0404	Crime Technician	012	7/6/2025	3494.40	3608.00	3794.40	3994.40	4202.40	N
			9/13/2026	3634.40	3752.00	3946.40	4154.40	4370.40	
			1/3/2027	3595.20	3775.20	3964.00	4162.40	4370.40	
			7/4/2027	3703.20	3888.80	4083.20	4287.20	4501.60	
			7/2/2028	3814.40	4005.60	4205.60	4416.00	4636.80	
1541	Deferred Compensation Tech	012	7/6/2025	2962.40	3116.80	3164.80	3433.60	3595.20	X
			9/13/2026	3080.80	3241.60	3291.20	3571.20	3739.20	
			1/3/2027	3076.00	3229.60	3391.20	3560.80	3739.20	
			7/4/2027	3168.00	3326.40	3492.80	3668.00	3851.20	
			7/2/2028	3263.20	3426.40	3597.60	3778.40	3966.40	
9267	Electronic Systems Technician	012	7/6/2025	3346.40	3498.40	3654.40	3819.20	3992.80	N

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			9/13/2026	3480.00	3638.40	3800.80	3972.00	4152.80	
			1/3/2027	3416.80	3588.00	3767.20	3955.20	4152.80	
			7/4/2027	3519.20	3696.00	3880.00	4073.60	4277.60	
			7/2/2028	3624.80	3807.20	3996.80	4196.00	4405.60	
1882	Emergency Serv Dispatcher I	012	7/6/2025	3082.40	3214.40	3360.80	3514.40	3687.20	N
			9/13/2026	3205.60	3343.20	3495.20	3655.20	3834.40	
			1/3/2027	3281.60	3445.60	3617.60	3798.40	3988.00	
			7/4/2027	3380.00	3548.80	3726.40	3912.00	4108.00	
			7/2/2028	3481.60	3655.20	3838.40	4029.60	4231.20	
1885	Emergency Serv Dispatcher II	012	7/6/2025	3861.60	4027.20	4223.20	4431.20	4644.00	N
			9/13/2026	4016.00	4188.00	4392.00	4608.80	4829.60	
			1/3/2027	4132.00	4338.40	4555.20	4783.20	5022.40	
			7/4/2027	4256.00	4468.80	4692.00	4926.40	5172.80	
			7/2/2028	4384.00	4603.20	4832.80	5074.40	5328.00	
1885N	Emergency Serv Dispatcher II N	012	7/6/2025					56.51	N
			9/13/2026					58.77	
			7/4/2027					60.53	
			7/2/2028					62.35	
8720	Emergency Services Coord I	012	7/6/2025	3072.00	3211.20	3350.40	3510.40	3669.60	N
			9/13/2026	3195.20	3340.00	3484.80	3651.20	3816.00	
			1/3/2027	3140.00	3296.80	3461.60	3634.40	3816.00	
			7/4/2027	3234.40	3396.00	3565.60	3743.20	3930.40	
			7/2/2028	3331.20	3497.60	3672.80	3855.20	4048.00	
8721	Emergency Services Coord II	012	7/6/2025	3410.40	3565.60	3720.00	3905.60	4080.00	X
			9/13/2026	3547.20	3708.00	3868.80	4061.60	4243.20	
			1/3/2027	3547.20	3724.80	3911.20	4106.40	4312.00	
			7/4/2027	3653.60	3836.80	4028.80	4229.60	4441.60	
			7/2/2028	3763.20	3952.00	4149.60	4356.80	4575.20	
2105	Engineering Aide	012	7/6/2025	2438.40	2532.80	2654.40	2765.60	2888.00	N
			9/13/2026	2536.00	2634.40	2760.80	2876.00	3003.20	
			1/3/2027	2471.20	2594.40	2724.00	2860.00	3003.20	
			7/4/2027	2545.60	2672.00	2805.60	2945.60	3093.60	
			7/2/2028	2621.60	2752.00	2889.60	3033.60	3186.40	
2122	Engineering CAD/D Tech I	012	7/6/2025	3046.40	3160.00	3314.40	3473.60	3625.60	N
			9/13/2026	3168.00	3286.40	3447.20	3612.80	3770.40	
			1/3/2027	3101.60	3256.80	3420.00	3591.20	3770.40	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			7/4/2027	3194.40	3354.40	3522.40	3699.20	3883.20	
			7/2/2028	3290.40	3455.20	3628.00	3810.40	4000.00	
2123	Engineering CAD/D Tech II	012	7/6/2025	3473.60	3625.60	3790.40	3964.00	4138.40	N
			9/13/2026	3612.80	3770.40	3942.40	4122.40	4304.00	
			1/3/2027	3560.80	3739.20	3926.40	4122.40	4328.80	
			7/4/2027	3668.00	3851.20	4044.00	4246.40	4458.40	
			7/2/2028	3778.40	3966.40	4165.60	4373.60	4592.00	
2124	Engineering CAD/D Tech III	012	7/6/2025	3790.40	3964.00	4138.40	4342.40	4531.20	N
			9/13/2026	3942.40	4122.40	4304.00	4516.00	4712.80	
			1/3/2027	3877.60	4071.20	4274.40	4488.00	4712.80	
			7/4/2027	3993.60	4193.60	4402.40	4622.40	4854.40	
			7/2/2028	4113.60	4319.20	4534.40	4760.80	5000.00	
1426N	Financial Hearing Off SAN	012	7/6/2025					45.52	N
			9/13/2026					47.34	
			7/4/2027					48.76	
			7/2/2028					50.22	
1426	Financial Hearing Officer	012	7/6/2025	3127.50	3258.00	3414.00	3574.50	3730.50	N
			9/13/2026	3252.75	3388.50	3550.50	3717.75	3879.75	
			1/3/2027	3192.00	3351.75	3519.00	3695.25	3879.75	
			7/4/2027	3288.00	3452.25	3624.75	3806.25	3996.00	
			7/2/2028	3387.00	3555.75	3733.50	3920.25	4116.00	
1283	Fingerprint Examiner	012	7/6/2025	2699.25	2822.25	2955.00	3081.00	3210.00	N
			9/13/2026	2807.25	2935.50	3073.50	3204.00	3338.25	
			1/3/2027	2883.75	3027.75	3179.25	3338.25	3505.50	
			7/4/2027	2970.00	3118.50	3274.50	3438.75	3610.50	
			7/2/2028	3059.25	3212.25	3372.75	3542.25	3718.50	
2125	Geographical Info Tech	012	7/6/2025	3790.40	3964.00	4138.40	4342.40	4531.20	N
			9/13/2026	3942.40	4122.40	4304.00	4516.00	4712.80	
			1/3/2027	3877.60	4071.20	4274.40	4488.00	4712.80	
			7/4/2027	3993.60	4193.60	4402.40	4622.40	4854.40	
			7/2/2028	4113.60	4319.20	4534.40	4760.80	5000.00	
1485	Health Insurance Technician	012	7/6/2025	3141.60	3288.00	3408.00	3577.60	3727.20	N
			9/13/2026	3267.20	3419.20	3544.00	3720.80	3876.00	
			1/3/2027	3188.80	3348.00	3515.20	3691.20	3876.00	
			7/4/2027	3284.80	3448.80	3620.80	3801.60	3992.00	
			7/2/2028	3383.20	3552.00	3729.60	3916.00	4112.00	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
0410	Info Systems Tech I	012	7/6/2025	2560.80	2696.80	2816.80	2962.40	3105.60	N
			9/13/2026	2663.20	2804.80	2929.60	3080.80	3229.60	
			1/3/2027	2657.60	2790.40	2929.60	3076.00	3229.60	
			7/4/2027	2737.60	2874.40	3017.60	3168.00	3326.40	
			7/2/2028	2820.00	2960.80	3108.00	3263.20	3426.40	
0411	Info Systems Tech II	012	7/6/2025	3117.60	3271.20	3424.00	3612.80	3777.60	N
			9/13/2026	3242.40	3402.40	3560.80	3757.60	3928.80	
			1/3/2027	3245.60	3408.00	3578.40	3757.60	3945.60	
			7/4/2027	3343.20	3510.40	3685.60	3870.40	4064.00	
			7/2/2028	3443.20	3616.00	3796.00	3986.40	4185.60	
1792	Info Technology Specialist I	012	7/6/2025				2242.50	2352.75	N
			9/13/2026				2332.50	2446.50	
			1/3/2027				2332.50	2448.75	
			7/4/2027				2402.25	2522.25	
			7/2/2028				2474.25	2598.00	
1793	Info Technology Specialist II	012	7/6/2025				2470.50	2591.25	N
			9/13/2026				2569.50	2694.75	
			1/3/2027				2569.50	2697.75	
			7/4/2027				2646.75	2778.75	
			7/2/2028				2726.25	2862.00	
1794	Info Technology Specialist III	012	7/6/2025				2721.00	2861.25	N
			9/13/2026				2829.75	2976.00	
			1/3/2027				2834.25	2976.00	
			7/4/2027				2919.00	3065.25	
			7/2/2028				3006.75	3157.50	
1795	Info Technology Specialist IV	012	7/6/2025			3003.75	3150.75	3309.75	N
			9/13/2026			3123.75	3276.75	3442.50	
			1/3/2027			3123.75	3279.75	3444.00	
			7/4/2027			3217.50	3378.00	3547.50	
			7/2/2028			3314.25	3479.25	3654.00	
8740	Keeper	012	7/6/2025	2424.80	2540.80	2672.00	2806.40	2947.20	N
			9/13/2026	2521.60	2642.40	2779.20	2918.40	3064.80	
			1/3/2027	2521.60	2648.00	2780.00	2919.20	3064.80	
			7/4/2027	2597.60	2727.20	2863.20	3006.40	3156.80	
			7/2/2028	2675.20	2808.80	2948.80	3096.80	3251.20	
8740N	Keeper SAN	012	7/6/2025					33.38	N
			9/13/2026					34.72	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			7/4/2027					35.76	
			7/2/2028					36.83	
8522	Latent Fingerprint Examiner	012	7/6/2025	3180.00	3325.50	3486.00	3647.25	3815.25	N
			9/13/2026	3307.50	3458.25	3625.50	3793.50	3967.50	
			1/3/2027	3492.00	3666.75	3849.75	4042.50	4245.00	
			7/4/2027	3597.00	3777.00	3965.25	4164.00	4372.50	
			7/2/2028	3705.00	3890.25	4084.50	4289.25	4503.75	
2967	Lead Project Designer	012	7/6/2025	4481.25	4681.50	4907.25	5135.25	5394.00	N
			9/13/2026	4660.50	4869.00	5103.75	5340.75	5610.00	
			1/3/2027	4615.50	4846.50	5088.75	5343.00	5610.00	
			7/4/2027	4754.25	4992.00	5241.75	5503.50	5778.00	
			7/2/2028	4896.75	5142.00	5399.25	5668.50	5951.25	
9310	Library Driver-Clerk	012	7/6/2025	2305.50	2407.50	2506.50	2625.00	2730.00	N
			9/13/2026	2397.75	2503.50	2607.00	2730.00	2839.50	
			1/3/2027	2335.50	2452.50	2575.50	2704.50	2839.50	
			7/4/2027	2405.25	2526.00	2652.75	2785.50	2925.00	
			7/2/2028	2477.25	2601.75	2732.25	2868.75	3012.75	
9310N	Library Driver-Clerk SAN	012	7/6/2025					33.42	N
			9/13/2026					34.76	
			1/3/2027					37.86	
			7/4/2027					39.00	
			7/2/2028					40.17	
2301	Mapping Technician I	012	7/6/2025			2522.25	2639.25	2757.00	N
			9/13/2026			2623.50	2745.00	2867.25	
			1/3/2027			2601.00	2730.75	2867.25	
			7/4/2027			2679.00	2812.50	2953.50	
			7/2/2028			2759.25	2897.25	3042.00	
2302	Mapping Technician II	012	7/6/2025	2639.25	2757.00	2881.50	3014.25	3144.75	N
			9/13/2026	2745.00	2867.25	2997.00	3135.00	3270.75	
			1/3/2027	2691.00	2825.25	2966.25	3114.75	3270.75	
			7/4/2027	2772.00	2910.00	3055.50	3208.50	3369.00	
			7/2/2028	2855.25	2997.00	3147.00	3304.50	3470.25	
2303	Mapping Technician III	012	7/6/2025	3125.25	3270.75	3411.75	3583.50	3735.00	N
			9/13/2026	3250.50	3401.25	3548.25	3726.75	3884.25	
			1/3/2027	3195.00	3354.75	3522.75	3699.00	3884.25	
			7/4/2027	3291.00	3455.25	3628.50	3810.00	4000.50	
			7/2/2028	3390.00	3558.75	3737.25	3924.00	4120.50	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
8757	Marine Engineer	012	7/6/2025	4311.20	4524.80	4749.60	4988.80	5237.60	
			9/13/2026	4484.00	4705.60	4939.20	5188.00	5447.20	
			1/3/2027	4481.60	4705.60	4940.80	5188.00	5447.20	
			7/4/2027	4616.00	4846.40	5088.80	5344.00	5610.40	
			7/2/2028	4754.40	4992.00	5241.60	5504.00	5778.40	
2181	Materials Testing Tech I	012	7/6/2025	3052.80	3178.40	3316.80	3470.40	3631.20	N
			9/13/2026	3175.20	3305.60	3449.60	3609.60	3776.80	
			1/3/2027	3107.20	3262.40	3425.60	3596.80	3776.80	
			7/4/2027	3200.80	3360.00	3528.00	3704.80	3890.40	
			7/2/2028	3296.80	3460.80	3633.60	3816.00	4007.20	
2182	Materials Testing Tech II	012	7/6/2025	3470.40	3631.20	3793.60	3969.60	4140.80	N
			9/13/2026	3609.60	3776.80	3945.60	4128.00	4306.40	
			1/3/2027	3543.20	3720.00	3906.40	4101.60	4306.40	
			7/4/2027	3649.60	3832.00	4023.20	4224.80	4435.20	
			7/2/2028	3759.20	3947.20	4144.00	4351.20	4568.00	
2183	Materials Testing Tech III	012	7/6/2025	3819.20	3991.20	4176.00	4363.20	4583.20	N
			9/13/2026	3972.00	4151.20	4343.20	4537.60	4766.40	
			1/3/2027	3972.00	4170.40	4379.20	4598.40	4828.00	
			7/4/2027	4091.20	4295.20	4510.40	4736.00	4972.80	
			7/2/2028	4213.60	4424.00	4645.60	4878.40	5121.60	
1460	Medical Records Technician	012	7/6/2025	2653.50	2777.25	2892.00	3025.50	3144.75	N
			9/13/2026	2760.00	2888.25	3007.50	3146.25	3270.75	
			1/3/2027	2691.00	2825.25	2966.25	3114.75	3270.75	
			7/4/2027	2772.00	2910.00	3055.50	3208.50	3369.00	
			7/2/2028	2855.25	2997.00	3147.00	3304.50	3470.25	
6991	Mobile Health Services Sup Worker	012	7/6/2025	2305.50	2407.50	2506.50	2625.00	2730.00	N
			9/13/2026	2397.75	2503.50	2607.00	2730.00	2839.50	
			1/3/2027	2335.50	2452.50	2575.50	2704.50	2839.50	
			7/4/2027	2405.25	2526.00	2652.75	2785.50	2925.00	
			7/2/2028	2477.25	2601.75	2732.25	2868.75	3012.75	
9312	Mobile Library Driver-Clerk	012	7/6/2025	2509.50	2625.00	2730.75	2865.00	2988.00	N
			9/13/2026	2610.00	2730.00	2840.25	2979.75	3107.25	
			1/3/2027	2556.75	2684.25	2818.50	2959.50	3107.25	
			7/4/2027	2633.25	2764.50	2903.25	3048.00	3200.25	
			7/2/2028	2712.00	2847.75	2990.25	3139.50	3296.25	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
1803	Network Support Technician I	012	7/6/2025	2842.40	2981.60	3128.80	3287.20	3454.40	N
			9/13/2026	2956.00	3100.80	3253.60	3418.40	3592.80	
			1/3/2027	2955.20	3103.20	3258.40	3421.60	3592.80	
			7/4/2027	3044.00	3196.00	3356.00	3524.00	3700.80	
			7/2/2028	3135.20	3292.00	3456.80	3629.60	3812.00	
1804	Network Support Technician II	012	7/6/2025	3287.20	3454.40	3626.40	3807.20	3996.80	N
			9/13/2026	3418.40	3592.80	3771.20	3959.20	4156.80	
			1/3/2027	3420.00	3591.20	3770.40	3959.20	4156.80	
			7/4/2027	3522.40	3699.20	3883.20	4077.60	4281.60	
			7/2/2028	3628.00	3810.40	4000.00	4200.00	4410.40	
2111	Public Works Tech Asst I	012	7/6/2025	3046.40	3160.00	3314.40	3473.60	3625.60	N
			9/13/2026	3168.00	3286.40	3447.20	3612.80	3770.40	
			1/3/2027	3129.60	3286.40	3450.40	3623.20	3804.00	
			7/4/2027	3223.20	3384.80	3553.60	3732.00	3918.40	
			7/2/2028	3320.00	3486.40	3660.00	3844.00	4036.00	
2112	Public Works Tech Asst II	012	7/6/2025	3473.60	3625.60	3790.40	3964.00	4138.40	N
			9/13/2026	3612.80	3770.40	3942.40	4122.40	4304.00	
			1/3/2027	3576.00	3754.40	3942.40	4139.20	4346.40	
			7/4/2027	3683.20	3867.20	4060.80	4263.20	4476.80	
			7/2/2028	3793.60	3983.20	4182.40	4391.20	4611.20	
2113	Public Works Tech Asst III	012	7/6/2025	3790.40	3964.00	4138.40	4342.40	4531.20	N
			9/13/2026	3942.40	4122.40	4304.00	4516.00	4712.80	
			1/3/2027	3904.80	4100.00	4304.80	4520.00	4746.40	
			7/4/2027	4021.60	4223.20	4433.60	4656.00	4888.80	
			7/2/2028	4142.40	4349.60	4566.40	4796.00	5035.20	
2170	PW Inspector I Facilities	012	7/6/2025	3212.00	3344.00	3496.00	3652.80	3819.20	N
			9/13/2026	3340.80	3477.60	3636.00	3799.20	3972.00	
			1/3/2027	3268.80	3432.00	3603.20	3783.20	3972.00	
			7/4/2027	3367.20	3535.20	3711.20	3896.80	4091.20	
			7/2/2028	3468.00	3641.60	3822.40	4013.60	4213.60	
2160	PW Inspector I Construction	012	7/6/2025	3212.00	3344.00	3496.00	3652.80	3819.20	N
			9/13/2026	3340.80	3477.60	3636.00	3799.20	3972.00	
			1/3/2027	3268.80	3432.00	3603.20	3783.20	3972.00	
			7/4/2027	3367.20	3535.20	3711.20	3896.80	4091.20	
			7/2/2028	3468.00	3641.60	3822.40	4013.60	4213.60	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
2171	PW Inspector II Facilities	012	7/6/2025	3819.20	3991.20	4176.00	4363.20	4583.20	N
			9/13/2026	3972.00	4151.20	4343.20	4537.60	4766.40	
			1/3/2027	3921.60	4117.60	4323.20	4539.20	4766.40	
			7/4/2027	4039.20	4240.80	4452.80	4675.20	4909.60	
			7/2/2028	4160.00	4368.00	4586.40	4815.20	5056.80	
2161	PW Inspector IIConstruction	012	7/6/2025	3819.20	3991.20	4176.00	4363.20	4583.20	N
			9/13/2026	3972.00	4151.20	4343.20	4537.60	4766.40	
			1/3/2027	3921.60	4117.60	4323.20	4539.20	4766.40	
			7/4/2027	4039.20	4240.80	4452.80	4675.20	4909.60	
			7/2/2028	4160.00	4368.00	4586.40	4815.20	5056.80	
2172	PW Inspector III Facilities	012	7/6/2025	4176.00	4363.20	4583.20	4780.00	5017.60	N
			9/13/2026	4343.20	4537.60	4766.40	4971.20	5218.40	
			1/3/2027	4321.60	4537.60	4764.80	5003.20	5253.60	
			7/4/2027	4451.20	4673.60	4908.00	5153.60	5411.20	
			7/2/2028	4584.80	4813.60	5055.20	5308.00	5573.60	
2162	PW Inspector III Construction	012	7/6/2025	4176.00	4363.20	4583.20	4780.00	5017.60	N
			9/13/2026	4343.20	4537.60	4766.40	4971.20	5218.40	
			1/3/2027	4321.60	4537.60	4764.80	5003.20	5253.60	
			7/4/2027	4451.20	4673.60	4908.00	5153.60	5411.20	
			7/2/2028	4584.80	4813.60	5055.20	5308.00	5573.60	
2604	Real Property Appraiser Aide	012	7/6/2025	2400.75	2517.00	2646.00	2779.50	2919.75	N
			9/13/2026	2496.75	2617.50	2751.75	2890.50	3036.75	
			1/3/2027	2497.50	2622.75	2754.00	2892.00	3036.75	
			7/4/2027	2572.50	2701.50	2836.50	2979.00	3127.50	
			7/2/2028	2649.75	2782.50	2921.25	3068.25	3221.25	
8178N	Registered Veterinary Tech SAN	012	7/6/2025	35.07	36.83	38.66	40.59	42.63	N
			9/13/2026	36.47	38.30	40.21	42.21	44.34	
			1/3/2027	36.48	38.30	40.22	42.23	44.34	
			7/4/2027	37.57	39.45	41.43	43.50	45.67	
			7/2/2028	38.70	40.63	42.67	44.81	47.04	
2508	Senior Assessor's Technician	012	7/6/2025	2760.75	2883.75	3001.50	3141.00	3265.50	N
			9/13/2026	2871.00	2999.25	3121.50	3267.00	3396.00	
			7/4/2027	2877.75	3021.00	3172.50	3330.75	3498.00	
			7/2/2028	2964.00	3111.75	3267.75	3430.50	3603.00	
1287	Senior Fingerprint Examiner	012	7/6/2025	2894.25	3039.75	3192.00	3351.75	3518.25	N

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
			9/13/2026	3009.75	3161.25	3319.50	3486.00	3659.25	
			1/3/2027	3161.25	3319.50	3485.25	3659.25	3842.25	
			7/4/2027	3255.75	3419.25	3589.50	3768.75	3957.75	
			7/2/2028	3353.25	3522.00	3697.50	3882.00	4076.25	
9411	Senior Heavy Equip Parts Tech	012	7/6/2025					3263.20	N
			9/13/2026					3393.60	
			7/4/2027					3495.20	
			7/2/2028					3600.00	
8531	Senior Latent Fingerprint Examiner	012	7/6/2025	3345.00	3512.25	3687.75	3872.25	4065.00	N
			9/13/2026	3478.50	3652.50	3835.50	4027.50	4227.75	
			1/3/2027	3790.50	3980.25	4179.00	4388.25	4608.00	
			7/4/2027	3904.50	4099.50	4304.25	4520.25	4746.00	
			7/2/2028	4021.50	4222.50	4433.25	4656.00	4888.50	
9294	Sh Multimedia Producer	012	7/6/2025	2889.60	3024.80	3177.60	3315.20	3468.80	N
			9/13/2026	3004.80	3145.60	3304.80	3448.00	3607.20	
			1/3/2027	3240.80	3403.20	3573.60	3752.00	3940.00	
			7/4/2027	3338.40	3505.60	3680.80	3864.80	4058.40	
			7/2/2028	3438.40	3610.40	3791.20	3980.80	4180.00	
8752	Sheriff's Safety Aide	012	7/6/2025	2452.00	2557.60	2675.20	2799.20	2914.40	N
			9/13/2026	2550.40	2660.00	2782.40	2911.20	3031.20	
			1/3/2027	2550.40	2677.60	2811.20	2952.00	3099.20	
			7/4/2027	2627.20	2757.60	2895.20	3040.80	3192.00	
			7/2/2028	2706.40	2840.00	2982.40	3132.00	3288.00	
8755	Sheriff's Technician	012	7/6/2025	2780.00	2905.60	3034.40	3171.20	3316.80	N
			9/13/2026	2891.20	3021.60	3156.00	3298.40	3449.60	
			1/3/2027	2891.20	3036.00	3188.00	3347.20	3514.40	
			7/4/2027	2977.60	3127.20	3284.00	3448.00	3620.00	
			7/2/2028	3067.20	3220.80	3382.40	3551.20	3728.80	
1705	Supply Clerk I	012	7/6/2025	2126.25	2217.00	2325.75	2416.50	2531.25	N
			9/13/2026	2211.00	2305.50	2418.75	2513.25	2632.50	
			1/3/2027	2335.50	2452.50	2575.50	2704.50	2839.50	
			7/4/2027	2405.25	2526.00	2652.75	2785.50	2925.00	
			7/2/2028	2477.25	2601.75	2732.25	2868.75	3012.75	
1705N	Supply Clerk I SAN	012	7/6/2025					30.93	N
			9/13/2026					32.17	
			1/3/2027					37.86	
			7/4/2027					39.00	
			7/2/2028					40.17	

JC	Job Classification	RU	Eff Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
1710	Supply Clerk II	012	7/6/2025	2364.75	2465.25	2582.25	2706.00	2832.00	N
			9/13/2026	2459.25	2563.50	2685.75	2814.00	2945.25	
			1/3/2027	2502.00	2627.25	2758.50	2896.50	3041.25	
			7/4/2027	2577.00	2706.00	2841.00	2983.50	3132.75	
			7/2/2028	2654.25	2787.00	2926.50	3072.75	3226.50	
1710N	Supply Clerk II SAN	012	7/6/2025					34.87	N
			9/13/2026					36.26	
			1/3/2027					40.55	
			7/4/2027					41.77	
			7/2/2028					43.02	
1798	Technical Support Spec I	012	7/6/2025				3003.75	3150.75	N
			9/13/2026				3123.75	3276.75	
			1/3/2027				3120.75	3276.75	
			7/4/2027				3214.50	3375.00	
			7/2/2028				3311.25	3476.25	
1799	Technical Support Spec II	012	7/6/2025			3309.75	3470.25	3640.50	N
			9/13/2026			3442.50	3609.00	3786.00	
			1/3/2027			3442.50	3615.00	3795.75	
			7/4/2027			3546.00	3723.75	3909.75	
			7/2/2028			3652.50	3835.50	4026.75	
9270	Telecom Equipment Installer	012	7/6/2025	2973.60	3088.00	3236.00	3377.60	3514.40	N
			9/13/2026	3092.80	3211.20	3365.60	3512.80	3655.20	
			1/3/2027	3007.20	3157.60	3315.20	3480.80	3655.20	
			7/4/2027	3097.60	3252.00	3414.40	3585.60	3764.80	
			7/2/2028	3190.40	3349.60	3516.80	3692.80	3877.60	
9280	Telecom Technician	012	7/6/2025	3836.00	4006.40	4198.40	4385.60	4608.00	N
			9/13/2026	3989.60	4166.40	4366.40	4560.80	4792.00	
			1/3/2027	3989.60	4188.80	4398.40	4618.40	4849.60	
			7/4/2027	4109.60	4314.40	4530.40	4756.80	4995.20	
			7/2/2028	4232.80	4444.00	4666.40	4899.20	5144.80	
9279	Telecom Technician Trainee	012	7/6/2025	2973.60	3088.00	3236.00	3377.60	3514.40	N
			9/13/2026	3092.80	3211.20	3365.60	3512.80	3655.20	
			1/3/2027	3043.20	3195.20	3355.20	3523.20	3699.20	
			7/4/2027	3134.40	3291.20	3456.00	3628.80	3810.40	
			7/2/2028	3228.80	3389.60	3560.00	3737.60	3924.80	

APPENDIX B
INTERMITTENT & SERVICES-AS-NEEDED CLASSIFICATIONS

Job Code	Title
1305N	Account Clerk I
1310N	Account Clerk II
8202N	Agricultural & Standards Aide
2610N	Appraiser I
2615N	Appraiser II
2705N	Auditor-Appraiser I
2710N	Auditor-Appraiser II
1154N	Call Center Rep DCSS
1115N	Clerk I
1120N	Clerk II
1296N	Clerk Intermittent I
1297N	Clerk Intermittent II
6316N	Clinical Psychologist
1811N	Computer Operator I
7420N	Custodian
1282N	Elections Technician
1885N	Emergency Services Dispatcher II
1426N	Financial Hearing Officer (Int.)
7510N	Food Service Worker
5648N	Hazardous Waste Worker (SAN)
6300N	Health Care Services Intern
7410N	Janitor
8740N	Keeper SAN
7850N	Laboratory Assistant I
7710N	Laundry Service Worker (SAN)
1109N	Library Page
4130N	Librarian I
4140N	Librarian II
1103N	Library Clerk I
1104N	Library Clerk II
9310N	Library Driver-Clerk
5420N	Licensed Vocational Nurse
1126N	Medical Clerk
1214N	Medical Transcriptionist
1161N	Medical Translator II

Job Code	Title
6419N	Mental Health Specialist II
1105N	Messenger
5605N	Microbiologist
5383N	Mid-Level Practitioner
5415N	Nursing Assistant (Per Diem)
5850N	Pediatric Occupational Therapist
5860N	Pediatric Physical Therapist
5835N	Physical Therapist I (Int.)
5743N	Psychiatric Technician
1128N	Specialist Clerk I
1205N	Stenographer I
1210N	Stenographer II
6495N	Substance Abuse Counselor
1705N	Supply Clerk I
1710N	Supply Clerk II
1212N	Transcriptionist

APPENDIX C
AGENCY SHOP CONFIDENTIAL EXCLUSIONS

1. Any and all future clerical positions assigned to the Board of Supervisors.

2. All present and future clerical positions assigned to the Clerk Board of Supervisors.

3. All present and future clerical positions assigned to the County Administrator.

4. All present and future clerical positions assigned to County Counsel.

5. All present and future clerical positions assigned to the County Human Resource Services Department.

6. All present and future clerical positions assigned to the Personnel/Payroll sections of the Probation Department.

7. All present and future clerical positions assigned to the Personnel/Payroll sections of the Social Services Agency.

8. All present and future clerical positions assigned to the Personnel/Payroll sections of the Health Care Services Agency.

9. Two (2) Secretary I positions assigned to the Health Care Services Agency.

10. Two (2) Secretary I positions assigned to the Social Services Agency.

11. Secretary I position assigned to the General Services Agency.

12. All present and future clerical positions assigned to the Personnel/Payroll sections of the Department of Child Support Services.

APPENDIX D
PART-TIME & SERVICES-AS-NEEDED REGISTERED NURSES CLASSIFICATIONS

Employees in the following classifications who are regularly scheduled to work two-fifths (0.4) time or more but less than full-time in a workweek.

Job Code	Title
5300	Registered Nurse I
5305	Registered Nurse II
5315	Registered Nurse III
5337	Clinical Nurse Specialist
5344	Communicable Disease Services Practitioner
5383	Mid-Level Practitioner
5383N	Mid-Level Practitioner SAN

APPENDIX E
DOMESTIC PARTNERS

Domestic Partner Defined. A "domestic partnership" shall exist between two persons, one of whom is an employee of the County, covered by this Memorandum of Understanding, regardless of their gender and each of them shall be the "domestic partner" of the other if they both complete, sign, and cause to be filed with the County a notarized "County of Alameda Affidavit of Domestic Partnership" (or submit to the County a notarized "Declaration of Domestic Partnership" [State Form DP-1] filed with the California Secretary of State) attesting to the following:

a. the two parties reside together and share the common necessities of life;

b. the two parties are: not married to anyone; eighteen years or older; not related by blood closer than would bar marriage in the State of California; and mentally competent to consent to contract;

c. the two parties declare that they are each other's sole domestic partner and they are responsible for their common welfare;

d. the two parties agree to notify the County if there is a change of circumstances attested to the affidavit;

e. the two parties affirm, under penalty of perjury, that the assertions in the affidavit are true to the best of their knowledge.

Termination. A member of a domestic partnership may end said relationship by filing a "County of Alameda Termination of Domestic Partnership" form. For those who filed a State "Declaration of Domestic Partnership," a copy of a notarized State of California "Notice of Termination of Domestic Partnership" (State Form DP-2) filed with the State of California must be provided to the County.

New Statements of Domestic Partnership. No person who has filed an affidavit of domestic partnership may file another such affidavit until six (6) months after a statement of termination of the previous partnership has been filed with the County or the State of California as described herein (and all other criteria have been met which establish the domestic partnership).

APPENDIX F
FLOOD CONTROL & WATER CONSERVATION DISTRICT ZONE 7

Alameda County Flood Control and Water Conservation District Zone 7 job classes represented by SEIU Local 1021 are covered by this MOU except for Section 16. (Wages) which are set in a separate MOU between the Board of Directors of Zone 7 and SEIU Local 1021.

Job Code	Classification	Unit Code
4925	Account Clerk, Zone 7	059
4913	Accountant-Auditor, Zone 7	059
4918	Administrative Assistant, Zone 7	059
4946	Assistant Water Resources Planner, Zone 7	059
4947	Associate Water Resources Planner, Zone 7	059
4953	Buyer I, Zone 7	059
4954	Buyer II, Zone 7	059
4945	Junior Water Resources Planner, Zone 7	059
4916	Office Assistant, Zone 7	059
4968	Senior Water Resources Planner, Zone 7	059
4940	Water Conservation Coordinator, Zone 7	059
4942T	Water Plant Operator I, Zone 7	059
4943T	Water Plant Operator II, Zone 7	059
4944	Water Plant Operator III, Zone 7	059
4950	Water Quality Chemist, Zone 7	059
4949	Water Quality Laboratory Technician, Zone 7	059
4936	Water Resources Engineering Aide, Zone 7	059
4937	Water Resources Technician I, Zone 7	059
4938	Water Resources Technician II, Zone 7	059
4939	Water Resources Technician III, Zone 7	059

SIDELETTERS OF AGREEMENT

Sideletters of Agreement and Letters of Understanding are provisions negotiated by the Union and the County that are separate from, and supplemental to, the MOU. These provisions are grievable, unless so specified in their language, but they are legally enforceable through the courts.

TABLE OF CONTENTS Page No.

Alameda County Health Hazardous Materials Specialist and Senior Hazardous Materials Specialist Certified Unified Program Agency ("CUPA") Additional Compensation 143
Alameda County Health Job Audit for Health Insurance Technicians in Sub Payee Program 144
Alameda County Health Registered Nurse ("RN") IIs Clinical Support Assignments and Premium Pay 145
Alameda County Health Registered Nurse II/III Salary Step Structure, Timeframe and Step Placement 146
Artificial Intelligence ("AI") Technology 147
Assessor's Office Advanced Appraiser Certificate 148
Contracting Out 149
Disaster Service Worker 150
Emergency Response 151
General Services Agency Janitorial Services Staff Clocking In/Out for Their Shift 152
Health and Safety 153
Human Resource Services Medical Leaves and Accommodation Services ("MLAS") 155
Implementation of Salary Step Equalization Review 156
Library Alameda County Library Labor Management Committee 162
Paid Sick Leave on Scheduled Work Days Only 164
Release Time to Attend Retirement Planning Sessions 165
Salary Step Adjustment and Employee Step Placement for Clerical Classifications 166
Services-As-Needed Employees in SEIU Local 616 167
Sheriff's Office Modification of Work Hours and Alternate Work Schedules 169
Sheriff's Office Sheriff's Technicians Assigned to the Coroner's Bureau 173
Social Services Agency Department of Children and Family Services 174
Social Services Agency Department of Children and Family Services - Caseload Standards for Out of State Non-Minor Dependents 177
Social Services Agency Eligibility Services Technician ("EST") Series Performance Evaluation 178
Social Services Agency Eligibility Services Technician ("EST") Workload Issues 179
Social Services Agency Eligibility Support Clerk and Service Support Specialist 180
Social Services Agency Job Audit for Specialist Clerk Is in Social Services Agency Human Resources 181
Social Services Agency Joint Labor/Management Committees For Department Concerns 182
Social Services Agency Temporary Recruitment and Retention Differential for Child Welfare Workers 184
Social Services Agency Welfare Workload Distribution 185
Statement to Support Request for Sick Leave 186
Telework/Telecommute 187
Workload During Negotiations 189

2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union, Local 1021

Sideletter of Agreement

Alameda County Health
Hazardous Materials Specialist and Senior Hazardous Materials Specialist Certified Unified Program Agency ("CUPA") Additional Compensation

The County of Alameda ("County") and the Service Employees International Union Local 1021 ("Union") (collectively, the "Parties") agree that within 90 days following adoption of the 2026 – 2029 Memorandum of Understanding by the Board of Supervisors, Alameda County Health ("AC Health") will initiate the development of two (2) new draft job specifications for the classifications of Hazardous Materials Specialist (Job Code ("JC") 5650) and Senior Hazardous Materials Specialist (JC 5655) assigned to the CUPA Program.

In the interim, the following footnote shall apply:

> Effective January 3 2027, employees in the classifications of JC 5650 and JC 5655, who are assigned to the CUPA Program shall receive additional compensation equal to five percent (5%) of the base pay. This additional compensation shall automatically sunset effective the first pay period following the reclassification of all eligible employees into the new classification(s).

Tentative Agreement:

For the County:

Jeff Bailey, IEDA — 9/18/26 Date

For SEIU:

Peter Masiak, SEIU — 9/18/2026 Date

2025-2026 Memorandum of Understanding Negotiations
between the
County of Alameda
and the
Service Employees International Union, Local 1021

Sideletter of Agreement

Alameda County Health
Job Audit for Health Insurance Technicians in Sub Payee Program

September 18, 2026

The County of Alameda ("County") and the Service Employees International Union Local 1021 ("Union") (collectively, the "Parties") agree that following adoption of the 2026 -2029 Memorandum of Understanding by the Board of Supervisors, and upon receipt of all properly completed employee-initiated Position Description Questionnaires submitted by Health Insurance Technicians assigned to the Sub Payee Program in Alameda County Health's Behavioral Health Department, the Human Resource Services Personnel Services Division will conduct a job audit of the positions to determine whether the positions are properly classified. If PSD determines that the positions are improperly classified, the incumbents shall be reclassified to the appropriate classification, effective on a date determined by PSD following approval by the Civil Service Commission.

For the County:

Jeff Bailey, IEDA — 9/18/26 Date

For SEIU:

Peter Masiak, SEIU — 9/18/2026 Date

2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union, Local 1021

Sideletter of Agreement

Alameda County Health
Registered Nurse ("RN") IIs Clinical Support Assignments and Premium Pay

A. Preceptorship or Peer-to-Peer Training Assignments

Alameda County Health ("AC Health" or "Agency") may designate RN IIs (Job Code ("JC") 5305) to provide preceptorship or peer-to-peer training to another RN II (JC 5305) or RN I (JC 5300) and/or nursing student. RN IIs designated for such assignments must possess the knowledge, experience, and demonstrated competencies appropriate to the assignment, as determined by AC Health. For purposes of this Section, the following definitions apply:

1. **Preceptorship:** A structured clinical learning assignment in which a designated RN II provides instruction, guidance, coaching, and feedback to support the development and demonstration of knowledge, skills, and competencies associated with a particular clinical assignment, program, or area of practice.

2. **Peer-to-Peer Training:** A structured learning assignment in which a designated RN II provides targeted instruction, coaching, knowledge transfer, or skill development to another employee regarding specific duties, practices, workflows, procedures, systems, or areas of clinical practice. The RN II shall provide feedback on the trainee to the designated lead and/or appropriate management personnel.

AC Health will determine the nature, duration, and scope of the assignment based upon the required training and the operational needs of the program or service area.

AC Health will determine the form and manner of any feedback, assessment or evaluation.

Nothing in this section requires the Agency to establish or maintain a particular shadowing, preceptorship, or training program.

B. Premium Pay

RN IIs designated by AC Health to provide preceptorship or peer-to-peer training shall receive a flat rate of five dollars ($5.00) per hour for each hour assigned and actually performing the designated duties.

The premium applies only during the time the RN II is performing the designated assignment and does not apply to routine collaboration, incidental assistance, general shadowing or the ordinary exchange of information among coworkers.

For the County:

Jeff Bailey, IEDA — Date: 9/18/26

For SEIU:

Peter Masiak, SEIU — Date: 9/10/2026

SIDELETTER OF AGREEMENT

BETWEEN
SEIU LOCAL 535 AND 616
AND
THE COUNTY OF ALAMEDA

STATEMENT OF POLICY AND PROCEDURES:

Registered Nurse II/III Salary Step Structure, Timeframe and Step Placement

The County of Alameda ("County") and the Service Employees International Union, Local 1021 ("Union") (collectively, the "Parties") agree that within 90 days following adoption of the 2026 – 2029 Memorandum of Understanding by the Board of Supervisors, the Parties will meet to finalize an implementation plan for the following agreed-upon changes:

- Change the salary step structure for the Registered Nurse II (Job Code ("JC") 5305) and Registered Nurse III (JC 5315) classifications from eight (8) salary steps to five (5) salary steps;
- Adjust the timeframe for progression between salary steps to align with the traditional five-step structure set forth in Salary Ordinance 4-1.A. (Classifications with Salary Steps); and
- Place employees on the new salary schedule at the step that provides a salary increase nearest to, but not less than, the employee's current salary, and credit service time in accordance with the step-placement methodology discussed during the Salary Step Increase Equalization Review Phase I meet and confer process.

For the County:

Signed by:
Jeff Bailey 9/22/2026
Jeff Bailey, IEDA Date

For SEIU:

DocuSigned by:
Peter Masiak 9/23/2026
Peter Masiak, SEIU Date

2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union, Local 1021

Sideletter of Agreement

Artificial Intelligence ("AI") Technology

September 18, 2026

The County of Alameda ("County") recognizes that AI technologies are an evolving tool that may be incorporated into County operations and service delivery, and depending on their application, may affect bargaining unit work or employees.

The County may evaluate, implement, modify, and discontinue AI technologies in support of County operations and service delivery, consistent with applicable law.

In accordance with its obligations under the Meyers-Milias-Brown Act ("MMBA"), the County will provide notice to the Union and, upon request, meet and confer regarding the implementation or required use of AI technologies where such implementation or use affects matters within the scope of representation.

AI systems shall not make automated decisions regarding employee discipline or performance evaluations. Decisions regarding employee discipline and performance evaluations shall be made by County management.

For the County:

Jeff Bailey, IEDA — 9/18/26 Date

For SEIU:

Peter Masiak, SEIU — 9/18/2026 Date

2025-2026 Memorandum of Understanding Negotiations
between the
County of Alameda
and the
Service Employees International Union, Local 1021

Sideletter of Agreement

Assessor's Office Advanced Appraiser Certificate

September 18, 2026

Effective January 3, 2027, employees in Job Code ("JC") 2615, JC 2620, JC 2710, and JC 2715 who possess and maintain a valid State Board of Equalization Advanced Appraiser Certificate shall receive additional compensation equal to two percent (2%) of the base pay.

For the County:

Jeff Bailey, IEDA — 9/18/26 Date

For SEIU:

Peter Masiak, SEIU — 9/18/2026 Date

2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union, Local 1021

Sideletter of Agreement

Contracting Out

The County of Alameda ("County") retains the right to determine how services are provided, including the use of contracted services, consistent with applicable law. Where contracting decisions impact bargaining unit employees, the County will make reasonable efforts to mitigate those impacts.

Meet and Confer Under the Meyers-Milias-Brown Act ("MMBA")

Consistent with the MMBA, the County will provide notice and satisfy any meet and confer obligations required by applicable law regarding the negotiable impacts of contracting decisions on bargaining unit employees.

Notice Requirements Under Government Code §3504.1 (AB 339)

In accordance with Government Code §3504.1 (AB 339), the County will provide the Service Employees International Union Local 1021 ("Union") with a written notice at least 45 days prior to issuing a request for proposals ("RFP"), request for quotes ("RFQ"), or renewing or extending an existing contract for services that are within the scope of work of the job classifications represented by the Union.

The written notice to the Union shall include the following related to the contracted services:

1) Anticipated duration
2) Scope of work
3) Anticipated cost
4) Draft solicitation, or if not yet drafted, any information that would normally be included in a solicitation.
5) Reason for contracted services

Following receipt of the notice described above, the Union may submit questions or requests for clarification regarding the proposed contract action. The County will make reasonable efforts to respond in a timely manner. Unless otherwise required by applicable law, such inquiries or discussions shall not delay or otherwise impede the County's ability to proceed with the contemplated contract action.

For the County:

Signed by:
Jeff Bailey 6/11/2026
Jeff Bailey, IEDA Date

For SEIU:

DocuSigned by:
Nato Green 6/11/2026
Nato Green, SEIU Date

2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union, Local 1021

Sideletter of Agreement

Disaster Service Worker

Under State law, Title I, Section 3100 of the California Government Code, all government employees are declared Disaster Service Workers ("DSW") who can be called upon in any emergency. This means that City, County, and State employees have a responsibility to help in a disaster. As such, all County of Alameda ("County") employees are designated DSW.

The County and the Service Employees International Union, Local 1021 ("Union"), collectively herein, "Parties" agree to the following:

Within 150-days of the adoption of the December 11, 2022 to January 3, 2026 Memorandum of Understanding ("MOU"), the County shall provide release time for up to four (4) Union representatives as part of a Committee to meet at mutually agreeable times and places. The purpose of the Committee is to discuss the framework of employee DSW roles, duties, training, rights, and responsibilities in support of the activities of the County's Emergency Operations Center during a declared emergency and make recommendations for the Director of Human Resource Services to consider when updating the countywide disaster policy. The County shall meet and confer with the Union over any impacts and its effects on working conditions of a decision to implement amendments to the countywide disaster policy.

Committee recommendations, if any, shall be submitted to the Director of Human Resource Services for consideration by or before the end of the term of the December 11, 2022 to January 3, 2026 MOU.

For the County:

Signed by:
Jeff Bailey 5/28/2026
Jeff Bailey, HEDA Date

For SEIU:

DocuSigned by:
Nato Green 6/1/2026
Nato Green, SEIU Date

SIDELETTER OF AGREEMENT
BETWEEN THE
COUNTY OF ALAMEDA
AND THE
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021

Emergency Response

Within 72-hours of an agency/department notifying an employee in a classification represented by the Union that the employee is assigned to perform work requested by the Departmental Operations Center ("DOC") or pursuant to the Incident Command System/Incident Management System ("ICS/IMS"), the agency/department shall provide the employee with an agency/department contact to address employee issues and concerns related to said assignment.

Employees may at any time speak with their immediate supervisor or contact their agency/department human resources office with questions related to their assignment.

For the County:

DocuSigned by: Keith Fleming 3/29/2023
Keith Fleming, IEDA Date

For Union:

DocuSigned by: Blake Huntsman 4/3/2023
Blake Huntsman, SEIU 1021 Date

DocuSigned by: Peter Masiak 4/3/2023
Peter Masiak, SEIU 1021 Date

DocuSigned by: Keith Snodgrass 3/29/2023
Keith Snodgrass, SEIU 1021 Date

DocuSigned by: Tina Tapia 3/30/2023
Tina Tapia, General Chapter President Date

DocuSigned by: Cara Williams 3/30/2023
Cara Williams, SSA Chapter President Date

DocuSigned by: Raymond Carlson 3/30/2023
Raymond Carlson, ACBH Chapter President Date

2025-2026 MEMORANDUM OF UNDERSTANDING NEGOTIATIONSSIDELETTER OF AGREEMENT

BETWEEN THE
COUNTY OF ALAMEDA
AND THE
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021

Human Resource Services ("HRS")
Janitorial Services Staff Clocking In/Out for Their Shift

The County of Alameda ("County") General Services Agency ("GSA") and the Service Employees International Union Local 1021 ("Union") (collectively, the "Parties") agree that within 120 days after adoption of the January 4, 2026 to January 13, 2029 Memorandum of Understanding ("MOU") by the County Board of Supervisors, the Parties will meet to discuss potential modifications to clock-in and clock-out locations, and secure facility key retrieval for GSA janitorial staff.

The Parties agree and understand that clocking in and clocking out for janitorial staff is required for operational reasons. Accordingly, discussions shall be limited solely on the procedures for locations where employees are required to clock in and out and retrieve facility keys at worksites other than their primary work location. The discussions shall focus on identifying appropriate and feasible clock-in and clock-out locations and related key access processes that improve efficiency, enhance staff safety, and ensure necessary security for County facilities. No other aspects of timekeeping practices or procedures, including the requirement to clock in and clock out, are subject to this sideletter.

The Parties further agree that modernized HID time clocks will be implemented to support these objectives.

For the County:

Signed by:
Jeff Bailey 4/23/2026
Jeff Bailey, IEDA Date

For SEIU:

DocuSigned by:
Nato Green 4/23/2026
Nato Green, SEIU Date

2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union, Local 1021

Sideletter of Agreement

Health and Safety

1. General Provisions

   A. The Service Employees International Union, Local 1021 ("Union") shall have the right to designate workplace Union Safety Representatives pursuant to CAL-OSHA laws.

   B. The County of Alameda ("County") Risk Manager shall respond in writing to recommendations made by the Countywide Safety Committee within sixty (60) days after receipt.

   C. The County will maintain safe and healthy working conditions in accordance with applicable federal, state, and local health and safety laws and regulations.

   D. The County will maintain safety programs including but not limited to Injury and Illness Prevention ("IIPP") and Workplace Violence Prevention Plans ("WVPP"), in accordance with applicable law. Upon request, such plans will be provided to the Union.

2. Hazard Identification and Response

   A. The County will address identified workplace hazards as promptly as practicable consistent with applicable safety standards and operational feasibility.

   B. When the County determines that a condition presents an imminent risk of serious harm, the County will take appropriate action, which may include relocating employees to a different worksite, teleworking, restricting access, or implementing interim safety measures as soon as practicable, at the agency/department head's discretion.

   C. The County will provide reasonable notice to affected employees and, where appropriate the Union regarding significant health and safety issues impacting worksites.

3. Safety Committees and Training

   A. Consistent with Section 19 (Safety Committees) of the 2026 – 2029 Memorandum of Understanding, each County agency/department will include Union-designated employees in the agency/department or worksite safety committees. The Union field representative will submit a list of Union-designated employees to be appointed to the agency/department or worksite safety committee. The agency/department head will determine the structure and size of each safety committee and the number of agency/department Union-designated employees assigned to a worksite safety committee will be determined by mutual agreement. In the event the Union and the agency/department head or their designee are unable to agree on the number of Union-designated employees, the Union may appeal to the Central Safety Committee. If the Central Safety Committee is unable to reach a majority decision, it may be appealed to the County Risk Manager. The agency/department or work site safety committees may elect to have a rotating chairperson.

   B. Upon request, the County Safety Officer will provide orientation/training to members of the agency/departmental or work site safety committee. Training provided to agency/department or work site safety committee members may be developed by the County Central Safety Committee, subject to the approval by the County Safety Officer. In the event outside training is available to

the committees, the County will allow release time for committee members in accordance with subsection 19.D. (County Time) of the MOU.

4. Reporting and Information

A. Upon request, the agency/department safety coordinators will provide information to their agency/department employees', that specifies the procedures that should be followed when reporting hazards or safety problems, including the IIPP and WVPP policies. The information will also identify the agency/department or worksite safety coordinator and the members of the agency/departmental or worksite safety committee.

B. The agency/department safety coordinator will make available and distribute the Safety/Hazard Report Form through supervisors, safety committee members departmental safety coordinator and the County Safety Officer. The Safety/Hazard Report Form will be attached to the information described in 4.A. above.

C. Upon request, the County Safety Officer will provide the Union with copies of all reports they generate pursuant to County Administrative Code §2.108.050(G).

5. Employee Protections.

A. Employees shall not be retaliated against for reporting workplace safety concerns or hazards in good faith or for exercising rights under applicable health and safety laws. This protection is consistent with and includes but is not limited to, rights provided under Section 11(c) of the Occupational Safety and Health Act (29 U.S.C. § 660(c)), the California Occupational Safety and Health Act, California Labor Code §6310 and §1102.5, and California Government Code §53296–532987.

B. This protection includes an employee's right to refuse to perform a work assignment that violates workplace safety laws, regulations, orders, or standards, where the violation would create a real and apparent hazard to the employee or their fellow employees. In such circumstances, the employee shall promptly report the concern to their supervisor so the matter may be reviewed and addressed consistent with applicable safety procedures.

For the County:

Signed by:
Jeff Bailey 6/11/2026
Jeff Bailey, IEDA Date

For SEIU:

DocuSigned by:
Nato Green 6/11/2026
Nato Green, SEIU Date

2022 Memorandum of Understanding Negotiations
Between the
County of Alameda ("County")
and the
Service Employees International Union Local 1021 ("Union")

Sideletter of Agreement

Human Resource Services
Medical Leaves and Accommodation Services ("MLAS")

The County of Alameda ("County") and the Service Employees International Union Local 1021 ("Union") collectively herein the "Parties", agree that within 180 days after adoption of the January 4, 2026 to January 13, 2029 Memorandum of Understanding ("MOU") by the County Board of Supervisors Human Resource Services shall develop a Frequently Asked Questions ("FAQ") document intended to promote understanding and transparency regarding the roles responsibilities and processes associated with MLAS.

The FAQ may address topics including but not limited to:

- General information regarding temporary modified work assignments, reasonable accommodations, medical leave administration, and the interactive process.
- The respective roles and responsibilities of employees supervisors, departments/agencies healthcare providers, MLAS, and other involved parties.
- General information regarding medical documentation and information that may be requested as part of the accommodation or leave process.
- Information regarding communication, coordination, and process timelines recognizing that timeframes may vary depending on the circumstances of a particular case.

Prior to finalizing the FAQ document HRS will provide the Union with an opportunity to review and submit feedback for HRS' consideration.

In addition, for centralized agencies/departments (i.e. agencies/departments that contract with MLAS for services), MLAS will continue to offer informational sessions to employees regarding these processes, subject to operational needs and available resources.

Lastly the Parties agree to the following:

- MLAS will communicate with employees using both mail, County email, and personal email on file.
- Employees are entitled to a representative of the employee's choosing during any meeting in the interactive process or related to statutory leaves or reasonable accommodations.
- If an employee believes they have been improperly placed on leave due to a delay in communication or an administrative error by MLAS, the employee may bring the matter to the attention of the appropriate supervisory chain. The County will review the matter and take appropriate action.

For the County:

Signed by:
Jeff Bailey
5EBF626044F840D...

7/13/2026

Jeff Bailey, IEDA — Date

For SEIU:

DocuSigned by:
Peter Masiak
4AEEF13FB5D2410...

7/12/2026

Peter Masiak, SEIU — Date

2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union, Local 1021

Sideletter of Agreement

Implementation of Salary Step Equalization Review

Salary Ordinance Section 4-15 defines a step as an increment approximating five percent (5%). Consistent with the County's salary-setting methodology, salary schedules are established using the top step of the salary range, with each preceding salary step derived from successive reductions of approximately five percent (5%) from the next higher step.

To address the salary step equalization, the County will implement the following, effective as specified in the applicable Memorandum of Understanding provision or Sideletter of Agreement:

1) **Special Adjustments – General Implementation**. In implementing the special adjustments set forth in subsection 16.C.1. (Special Adjustments), the County will apply the special adjustment to the top of the salary range and adjust five percent (5%) downward at each preceding salary step. As a result of this implementation, no employee employed as of the date of ratification shall receive less than the general wage increase as provided for in subsection 16.A.1. (Wages During the MOU Term) and the special adjustment amounts shall not exceed the percentages provided in subsection 16.C.1. (Special Adjustments - Equities).

2) **Special Adjustments – Salary Step Equalization**. The special adjustments set forth in subsection 16.C.2. (Special Adjustments for Salary Step Equalization), were determined based on the step placement of incumbents during negotiations and the salary steps were adjusted five percent (5%) upward or downward from the lowest step that is occupied by an employee at the time of review. For example, if the classification has five steps, and the lowest paid incumbent at the time of review was at Step 3, the County will adjust Steps 1 through 5 in 5% intervals upward and downward from Step 3. As a result of this implementation, no employee employed as of the date of ratification shall receive less than the general wage increase as provided for in subsection 16.A.1. (Wages During the MOU Term) and the special adjustment amounts shall not exceed the percentages provided in subsection 16.C.2. (Special Adjustments for Salary Step Equalization).

3) **Classifications with No Employee Impact.** For classifications listed in the Attachment, starting at the top of the salary range, adjust five percent (5%) downward at each preceding salary step. The classifications listed shall have no impact to existing employees employed as of the date of ratification as the classification either has no existing incumbents, all incumbents are at the top step, or the adjustments will result in the steps either remaining the same or being increased.

4) **Registered Nurse II and Registered Nurse III Classifications**. For classifications of Registered Nurse II (Job Code ("JC") 5305) and Registered Nurse III (JC 5315), the salary step structure, step progression, step placement, and the salary step equalization process shall be implemented in accordance with the "Registered Nurse II/III Salary Step Structure, Timeframe and Step Placement" sideletter of agreement.

5) **Certain Clerical Classifications**. For certain clerical classifications the salary step adjustment and employee step placement shall be implemented in accordance with the "Salary Step Adjustment and Employee Step Placement for Clerical Classifications" sideletter of agreement.

To the extent any inconsistency exists between the implementation of the negotiated salary schedule and County ordinances or resolutions, the provisions of this Memorandum of Understanding shall control in accordance with Section 33 (Enactment).

For the County: **For SEIU:**

Signed by: Jeff Bailey 9/22/2026
Jeff Bailey, IEDA Date

DocuSigned by: Peter Masiak 9/23/2026
Peter Masiak, SEIU Date

Attachment

Classifications with Step Adjustment with No Employee Impact

Job Code	Classification Title
8204	Agricultural and Stand Tech
2515	Associate Right of Way Agent
2510	Asst Right of Way Agent
8509	Asst Public Guardian-Consrvtr
1491	Billing Technician I
1493	Billing Technician III
2968	Bonds & Finance Technician I
2969	Bonds & Finance Technician II
8303	Building Inspection Tech
8305	Building Inspector I
8310	Building Inspector II
0161	Business License Tax Auditor
2210	Capital Improvement Prj Coor
1167	Child Support Assistant III
1402	Child Support Specialist II
1297N	Clerk Intermittent II SAN
5337	Clinical Nurse Specialist
6316	Clinical Psychologist
6316N	Clinical Psychologist SAN
8675	Code Enforcement Officer I
8680	Code Enforcement Officer II
8685	Code Enforcement Officer III

Job Code	Classification Title
1425	Collection Enfrcemnt Depty II
0325	Community Relations Coord
5097	Consumer /Fam Rela Prog Asst
6511	CORE Program Assistant
8504	Coroner's Investigator II
0404	Crime Technician
1154	Customer Srv Rep, DCSS
1154N	Customer Srvs Rep, DCSS N
1131	Data Input Clerk
1541	Deferred Compensation Tech
5779	Dental Hygienist
8705	Deputy Public Guard-Cons/Inves
2980	Econ & Civic Dev Spec I
2981	Econ & Civic Dev Spec II
2982	Econ & Civic Dev Spec III
9267	Electronic Systems Technician
1571	Eligibility Services Tech II
1573	Eligibility Services Tech IV
8720	Emergency Services Coord I
8721	Emergency Services Coord II
6783	Employment Counselor Trainee
6781	Employment Specialist I, Behavioral Health
2105	Engineering Aide
2122	Engineering CAD/D Tech I
2124	Engineering CAD/D Tech III
5647	Environ Health Mainten Worker
1426N	Financial Hearing Off SAN
1426	Financial Hearing Officer
6532	For Mental Hlth Specialist
8516	Forensic Computer Examiner I
8517	Forensic Computer Examiner II
7205	Gardener I, GSA
9102	Gardener I, PWA

Job Code	Classification Title
7210	Gardener II GSA
2125	Geographical Info Tech
5648N	Hazardous Waste Worker SAN
1461	Health Care Claims Examr I
1462	Health Care Claims Examr II
5780	Health Educator I
5781	Health Educator II
1485	Health Insurance Technician
2994	Healthy Homes Comm Dev Spec I
2995	Healthy Homes Comm Dev Spec II
2996	Healthy Homes Comm Dev Spec III
2997P	Healthy Homes Comm Dev Tech I
2998P	Healthy Homes Comm Dev Tech II
2956	Healthy Housing Rehab Spec II
2957	Healthy Housing Rehab Spec III
2984	Healthy Housing Rehab Tech
2964	Housing & Comm Dev Spec I
6635	Housing Res Specialist, BHCS
0410	Info Systems Tech I
1794	Info Technology Specialist III
6786	Job Developer
5550	Laboratory Technician
7710	Laundry Service Worker
1155	Lead Customer Srvc Rep, DCSS
2967	Lead Project Designer
2963	Lead Risk Assessor
1213	Legal Stenographer
9310	Library Driver-Clerk
4175	Librarian III
6732	Licensing Evaluator
1417	Literacy Advocate
2301	Mapping Technician I
2302	Mapping Technician II

Job Code	Classification Title
2303	Mapping Technician III
6496	Marriage and Fam Therapist I
6497	Marriage and Fam Therapist II
2181	Materials Testing Tech I
2182	Materials Testing Tech II
5982	Medical Assistant
1460	Medical Records Technician
6405	Medical Social Worker I
6415	Medical Social Worker II
9312	Mobile Library Driver-Clerk
1803	Network Support Technician I
1804	Network Support Technician II
5415	Nursing Assistant
5415N	Nursing Assistant SAN
5798	Nutrition Assistant I
1496	Patient Service Tech I
1497	Patient Service Tech II
1495	Patient Services Tech III
2935	Planner III
2921	Planning Technician I
2922	Planning Technician II
0172	Procrment & Contrcts Spec I
1825	Programmer Analyst
5771	Public Health Investigator Trainee
5980	Public Health Nursing Asst I
5981	Public Health Nursing Asst II
7401	Public Works Aide I
7402	Public Works Aide II
2170	PW Inspector I, Facilities
2160	PW Inspector I,Construction
2171	PW Inspector II, Facilities
2161	PW Inspector II,Construction
2604	Real Property Appraiser Aide

Job Code	Classification Title
5510	Registered Dental Assistant
8178N	Registered Veterinary Tech SAN
6638	Rehabilitation Counselor I
6640	Rehabilitation Counselor II
1369	Retirement Accountant I
1370	Retirement Accountant II
1361	Retirement Benefits Specialist
1344	Retirement Support Specialist
1352	Retirement Technician
1215	Secretary I
8225	Senior Agricultural Biologist
7512	Senior Food Service Worker
5610	Senior Microbiologist
1353	Senior Retirement Tech
6646	Sr Clinical Case Mgr, CHSC
5691	Sr Vector Control Biologist
1798	Technical Support Spec I
9270	Telecom Equipment Installer
9284	Telecom Services Coord I
9288	Telecom Services Coord II
1212	Transcriptionist
1212N	Transcriptionist SAN
1601	Treasurer-Tax Coll Spec I
5690	Vector Control Biologist
5695	Vector Ecologist

2022 Memorandum of Understanding Negotiations
Between the
County of Alameda ("County")
and the
Service Employees International Union, Local 1021 ("Union")

Library – Alameda County Library Labor Management Committee

September 7, 2022

The Alameda County Library and SEIU Local 1021 are committed to open communication to provide a positive work environment and enhance services to the public. In an effort to achieve these goals the parties agree to the establishment of a Labor Management Committee.
The parties agree to the following:

1. The Committee will provide a forum for information-sharing identification of issues requiring resolution and review of workplace developments.

2. The Committee will not discuss issues related to discipline grievances individual performance problems negotiations or meet and confer items.

3. This Committee will be comprised of: two (2) representatives from HRS Labor Relations one (1) business representative of SEIU, one (1) bargaining unit member for each bargaining unit represented by SEIU within the ACL system with a maximum of three (3) SEIU-represented ACL employees, and a maximum of three (3) ACL management employees.

4. The Committee shall meet no less frequently than quarterly.

5. One (1) week prior to the meeting, the SEIU Business Representative will send a list of topics to be discussed and a list of attendees to be present to the Library Departmental Personnel Officer. If no agenda items are received, from the business representative one (1) week before the meeting, no meeting will be held.

6. Meetings will be two (2) hours in length and may be extended by mutual agreement.

7. The Committee shall maintain written agendas and minutes of the meeting.

COUNTY OF ALAMEDA

DocuSigned by:
Keith Fleming 9/1/2022
Keith Fleming, IEDA

FOR SEIU LOCAL 1021

DocuSigned by:
Blake Huntsman 9/1/2022
Blake Huntsman, SEIU 1021

DocuSigned by:
Peter Masiak 9/8/2022
Peter Masiak, SEIU 1021

DocuSigned by:
Keith Snodgrass 9/9/2022
Keith Snodgrass, SEIU 1021

DocuSigned by:
Tina Tapia 9/2/2022
Tina Tapia, General Chapter President

DocuSigned by:
Cara Williams 9/6/2022
Cara Williams, SSA Chapter President

DocuSigned by:
9/7/2022
Thema Page, ACBH Chapter President

Sideletter of Agreement
County of Alameda
And
Service Employees International Union, Local 1021

,Paid Sick Leave on Scheduled Work Days Only

The amendment to subsection 11.D. (Sick Leave – Days or Fractions of Days) first incorporated into the September 6, 1987 to September 2, 1989 Memorandum of Understanding ("MOU") between the County of Alameda ("County") and the Service Employees International Union, Local 1021 ("SEIU"), which grants paid sick leave only for those days on which an employee would have been scheduled to work, does not prevent the employee who becomes ill while on paid vacation, from receiving sick leave under the provisions of Personnel Bulletin #6: Sick Leave on Paid Vacation, dated January 21, 1980. The provision of Personnel Bulletin #6, Sick Leave on Paid Vacation, is incorporated below:

"**Sick Leave While on Paid Vacation**

Any employee who, while on paid vacation becomes disabled for three (3) or more working days, receives medical treatment and is bedridden and/or hospitalized, or under medical isolation orders may receive sick leave pay, providing that the nature, location, or activities of the vacation did not materially contribute to the likelihood that such a disability would occur. The Agency/Department Head, as a condition of granting sick leave with pay in lieu of vacation time, will require medical certification of being bedridden, ~~or~~ hospitalized, or under medical isolation. The certification must be received within five (5) working days of return to work."

For the County:

DocuSigned by:
Keith Fleming 1/6/2023
Keith Fleming, IEDA Date

For Union:

DocuSigned by:
Blake Huntsman 1/9/2023
Blake Huntsman, SEIU 1021 Date

DocuSigned by:
Peter Masiak 1/9/2023
Peter Masiak, SEIU 1021 Date

DocuSigned by:
Keith Snodgrass 1/11/2023
Keith Snodgrass, SEIU 1021 Date

DocuSigned by:
Tina Tapia 1/10/2023
Tina Tapia, General Chapter President Date

DocuSigned by:
Cara Williams 1/6/2023
Cara Williams, SSA Chapter President Date

DocuSigned by:
Thema Page 1/17/2023
Thema Page, ACBH Chapter President Date

2015 MEMORANDUM OF UNDERSTANDING
BETWEEN
SEIU LOCAL 1021
AND
THE COUNTY OF ALAMEDA

SIDELETTER OF AGREEMENT

Release Time to Attend Retirement Planning Sessions

This Sideletter of agrement provides that County employees represented by SEIU and who are members of the Alameda County Employee's Retirement Association (ACERA) shall be afforded paid release time to attend two ACERA sponsored workshops or seminars per year.

Upon ten working days advance notice by the employee to his/her supervisor, an employee, who is a member of ACERA shall be granted paid release time to attend two ACERA sponsored workshops/seminars per year which are held during the employee's scheduled working hours. Sufficient paid leave shall be granted to permit the employee to travel between the work place and the session site. Planning sessions for jurisdictions other than the County of Alameda are exempted from this Sideletter.

With prior notice to the immediate supervisor, additional leave may be granted by the Agency/Department Head and chargedf to the employee's accrued vacation, compensator time, in-lieu holiday and Floating holiday balance.

An Agency/Department shall not deny a request for this leave except for reasons critical to the operation of the Agency/Department.

FOR THE COUNTY

DATE: 11/19/15

FOR SEIU Local 1021

DATE: Nov. 19, 2015

2025-2026 MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
BETWEEN THE
COUNTY OF ALAMEDA
AND THE
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021

SIDELETTER OF AGREEMENT

Salary Step Adjustment and Employee Step Placement for Clerical Classifications

September 18, 2026

The County of Alameda ("County") and the Service Employees International Union Local 1021 ("Union") (collectively, the "Parties") agree that within 120 days following adoption of the 2026 – 2029 Memorandum of Understanding by the Board of Supervisors, the Parties will meet to discuss the implementation plan for adjusting the salary steps for the following clerical classifications:

Job Code	Classification
1120	Clerk II
1121	Human Resources Assistant I
1122	Human Resources Assistant II
1125	Payroll Records Clerk
1126	Medical Clerk
1128	Specialist Clerk I
1129	Specialist Clerk II
1480	Procurement and Contracts Assistant
1527	Auditor-Associate I
1528	Auditor-Associate II
1529	Auditor-Associate III
2507	Assessor's Technician
2508	Senior Assessor's Technician

The implementation plan shall include the following:

- Salary Steps 1 through 4, beginning with the top step and adjusting downward, so that each step is five percent (5%) below the immediately preceding higher step, consistent with Salary Ordinance Section 4-15.
- Effective as soon as administratively feasible following the discussion of the implementation plan, employees in Salary Steps 1 through 4 shall be placed on the revised salary schedule at the step that is nearest to, but not less than, the employee's current salary at the time of implementation.

For the County:

Jeff Bailey, IEDA — 9/18/26 Date

For SEIU:

Peter Masiak, SEIU — 9/18/2026 Date

2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union, Local 1021

Sideletter of Agreement

Services-As-Needed Employees in SEIU Local 616

November 19, 2004

Employees serving in Services-as-Needed (SAN) positions within SEIU Local 616 (who work two-fifths (0.4) or more per pay period), the County will follow the administrative procedure outlined herein.

1. MONITORING PROCESS

The County will establish a monitoring system for departments and agencies for the purpose of insuring that such departments and agencies are aware of the actual hours of work and length of employment of individuals serving in SAN positions. Where Human Resource Services determines that an employee is in a SAN position for 12 months (1950 hours for 75.0/2080 hours for 80.0 hours) continuously in the same position in the same department and has gained tenure, one of the following actions will be required:

a. Commence the process of transitioning the employee to full or part time status; or,

b. Justify, in writing, to the Civil Service Commission why the employee should not be transitioned.

Disputes regarding such justification shall be resolved by the Civil Service Commission why the employee should not be transitioned.

For employees in SAN positions who are regularly scheduled on a full-time basis leaves of absence which have been agreed to and approved in writing by the department head of up to six months duration and/or periods of non-utilization or periods of non-availability totaling 15 work days or less in any twelve month period shall not constitute an interruption of continuous service for the purpose of this section. Such absences or periods of non-utilization/non-availability shall not count toward the accumulation of such service time, but their occurrence shall also not require an employee to begin again the accumulation of such service time. Therefore, the calculation of twelve months of continuous service may extend to the equivalent of twelve months of service accumulated over a longer period of time whenever such leaves of absence or periods of non-utilization/non-availability occur. Also for the purpose of this section, for employees in SAN positions who are regularly scheduled on a part-time basis, these same provisions in regard to the continuity of service shall apply on a pro-rated basis. (For example: an employee regularly scheduled to work three-fifths time may experience a temporary period of non-utilization/non-availability of a total of nine days or less in any twelve month period before incurring a break in the continuity of service).

2. CONVERSION TO PERMANENT STATUS:

Where the employing department requests the employee to be converted to full or part time status Human Resource Services will:

a. Conduct an audit of the position to determine the appropriate class for conversion to full or part time status.

b. Determine whether the incumbent is appointable to the position either through a non-competitive qualifying exam (the incumbent must have performed the duties of the position to the equivalent of full time for one year) or by being selected from an appropriate eligible list; and,

c. If the incumbent is eligible for appointment, process the reallocation of the position. Human Resource Services will make every effort to act on and where warranted complete such reallocations within 45 calendar days of the receipt of the request from the employing department.

3. APPLICATION

a. This policy applies to employees in SEIU Local 616.

b. It is not the intent of this policy to condone the continuing use of SAN appointments where a long-term history (a year or longer) of regular full or part-time work scheduling in a position designated as SAN indicates such appointments are no longer consistent with Rule 1713.

c. Nothing herein shall limit the right of employees in SAN positions to appeal the allocation of their positions pursuant to Civil Service Rule 1232.

FOR THE COUNTY:

FOR SEIU:

DATE: 11/19/04

2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union, Local 1021

Sideletter of Agreement

Sheriff's Office Modification of Work Hours and Alternate Work Schedules

December 11, 2022

The County of Alameda ("County") and the Northern California Public Sector Region, Local 1021 of the Service Employees International Union, CTW ("Union"), collectively herein as "Parties", entered into this Sideletter of Agreement ("Sideletter") to the Memorandum of Understanding ("MOU") to codify the Alameda County Sheriff's Office ("ACSO) Alternate Work Schedule covering a variety of ACSO employees in classifications represented by SEIU. This Sideletter also codifies previous Sideletters (original signed on April 23, 2008; amended June 17, 2013; August 22, 2016; and April 30, 2019) entered into between the County and SEIU. For purposes of this Sideletter and unless expressly stated otherwise, the term "Sheriff" also refers to subordinates authorized by the Sheriff to carry out specific functions under this Sideletter on the Sheriff's behalf.

The parties agree that the Sheriff shall, at the Sheriff's own discretion, determine which classifications and positions working within the ACSO, may work the Alternate Work Schedules codified herein.

Part I. Purpose

The Parties are signatories to an MOU that by its terms as they exist at the signing date of this Sideletter will expire January 3 2026. The MOU sets forth certain terms and conditions of employment that apply to employees in classifications for which the Union is the recognized exclusive representative. Among these employees are certain employees that report indirectly to the Sheriff through one or more of the Sheriff's designated subordinate managers.

Part II. Alternate Work Schedules

A. Alternate Work Schedules. In addition to the schedules authorized in the MOU the Sheriff may apply any of the following alternate regular work schedules to certain ACSO employees as identified in subsection B. (Applicability) of this Part II. below:

1. **Modified 11½ or M-11.5 Schedule**: Three (3) days of work, eleven and one-half (11½) hours of work per day plus a fourth (4th) workday of five and one half (5 ½) hours of work, within an FLSA work week, plus a one-half (½) hour unpaid meal period each eleven and one-half (11 ½) hour workday and a one-half (½) hour unpaid meal period on the five and one-half (5 ½) hour workday. This schedule shall hereinafter be referred to as the "Modified 11½" or "M-11.5" schedule; or

2. **Rotating 37.5 or R-37.5 Schedule:** A rotating two (2) FLSA work week work schedule consisting in the first FLSA work week of five (5) consecutive days of work, seven and one-half (7 ½) hours of work per day plus a one (1) hour unpaid meal period each work day; followed in the second FLSA work week by three (3) work days of nine and one-half (9 ½) hours of work each work day and one (1) day of nine (9) hours of work, plus a one (1) hour unpaid meal period each work day (hereinafter "Rotating 37.5" or "R-37.5"); or

3. **4/10 Schedule:** Four (4) days of work within an FLSA workweek ten (10) hours of work per work day plus a one (1) hour unpaid meal period each workday (hereinafter "4/1O").

B. Applicability. At the sole discretion of the Sheriff, the Sheriff or designee may apply Alternate Work Schedules as defined in Section A.1., A.2., or A.3. to some or all of the ACSO employees in classifications represented by the Union.

C. Special Conditions M-11.5 Schedule. The following terms apply to employees assigned to the M-11.5 schedule:

1. All scheduled five and one-half (5 ½) shifts shall occur on Wednesdays.

2. No watch exchanges will be permitted on Wednesdays.

3. Except as otherwise required by law, vacation and compensatory time off may not be used on Wednesdays unless authorized in advance by the appropriate supervisor as denoted in the unit-specific Vacation/Compensatory Leave book.

4. The Sheriff shall determine shift starting and ending times. Once an employee has begun working an assigned M-11.5 schedule and except in a bona fide emergency, the Sheriff shall not change the employee's regularly scheduled shift starting or ending time before giving the employee fourteen (14) days advance notice of the revised regular starting and ending time. Nothing herein shall interfere with the Sheriff s continued periodic use of early call-in or extended work hours as dictated by operational requirements.

5. Regularly scheduled days off of employees on the M-11.5 schedule shall be Sunday Monday and Tuesday or Thursday, Friday and Saturday.

D. Holidays. The maximum value of a holiday is 7.5-hours for a classification normally scheduled to work 75-hours per pay period or 8-hours for a classification normally scheduled to work 80-hours per pay period. Employees regularly assigned to an Alternate Work Schedule pursuant to this Sideletter shall be subject to the following conditions respecting paid holidays.

1. Holidays Falling On A Scheduled Day of Rest. Subsection 9.E.4.b. (In-Lieu Day Off) of the MOU shall apply when the holiday falls on an employee 's regularly scheduled day off. However, in determining the employee's compensation due for such holiday, the employee on an Alternate Work Schedule shall be compensated in cash as though the employee was normally scheduled to work eight (8) hours per day, five (5) days per week (if on a M-11.5 or 4/10 schedule) or seven and one-half (7 ½) hours per day (if on an R-37.5 schedule.

2. Pay for Holiday Work. An employee who works on a holiday shall be compensated in cash for all hours worked on such holiday in the manner provided by section 9.E.1.b. the MOU.

3. Observed Holidays. Except as provided in this paragraph, an employee who does not work on a holiday on which the employee is normally scheduled to work shall be paid seven and one-half (7½) hours at the employee's regularly scheduled straight time rate (if on an R-37.5 schedule, or eight (8) hours at the employee's regular straight time rate for the holiday if on an M-11.5 or 4/10 schedule. If the holiday falls on an employee's regularly scheduled shift that is longer than seven and one-half (7½) (if on an R-37.5 schedule), or eight (8) hours (if on an M-11.5 or 4/10 schedule), the County shall deduct from the employee's accumulated compensatory time off balance the number of hours that equals the difference between the number of hours in the scheduled shift and seven and one-half (7½) or eight (8) hours (e.g. 2-hours for a 10-hour shift for an employee on a 4/10 schedule), whichever applies. If that balance is insufficient, the County shall deduct the difference from the employee's

accumulated vacation balance. If that balance is insufficient, remaining time shall be charged as leave without pay.

If the employee is on an M-11.5 schedule and the holiday falls on a Wednesday on which the employee is normally scheduled a five and one-half hour shift, he or she shall be entitled five and one-half (5.5) hours of pay at the employee's straight time rate for the five and one-half (5.5) hours of the employee's shift taken off as a holiday, plus an additional two and one-half (2½) hours of holiday equalization pay in cash at the straight time rate.

In lieu of the foregoing terms of this subsection 3. (Observed Holidays), the Sheriff may at the Sheriff's discretion, for the workweek in which a holiday falls, return an affected employee to a regular work schedule (i.e., a non-Alternate Work Schedule) in the manner provided under subsection 7.R. (Biweekly Work Schedule in the Sheriff's Department) of the MOU. Unless the Sheriff determines otherwise, the employee shall return to the employee's designated Alternate Work Schedule the next week.

E. Vacation Accrual and Charges.

1. An employee on an Alternate Work Schedule as set forth above shall accrue vacation pursuant to the MOU.

2. When the employee is off on vacation, the employee's accumulated vacation balance shall be charged for the actual time off (e.g., 11.5-hours charged for 11.5-hours off work, 9-hours charged for 9-hours off work, etc.).

F. Sick Leave Accrual and Charges.

1. An employee on an Alternate Work Schedule as set forth above shall accrue sick leave pursuant to the MOU.

2. When the employee is off on sick leave, the employee's accumulated sick leave balance shall be charged for the actual time off (e.g., 11.5-hours charged for 11.5-hours off work, 9-hours charged for 9-hours off work, etc.).

G. Termination of Alternate Work Schedule. The Sheriff may, at the Sheriff's exclusive discretion, return any employee(s) to a non-Alternate Work Schedule as set forth in the MOU at any time the Sheriff determines that it is in the best interests of the ACSO to do so, upon fourteen (14) days advance notice to the affected employee(s).

H. No Precedent. The Parties acknowledge that movement of classifications covered by this Sideletter to a shift approximating twelve (12) hours per day does not entitle such employees to the same pension plan as applies to Deputy Sheriffs. The Parties agree that the use of such schedule under the terms of this Sideletter shall not be raised as a precedent or offered as evidence in any future labor relations or litigation setting to support a claim by SEIU or any other person that employees covered by this Sideletter, past, present or future, are legally entitled or should be legally entitled to a public safety pension plan the same as or similar to that presently applicable to Deputy Sheriffs.

I. Transitional Steps.

1. For new employees covered under this Sideletter, the department will provide sign-up sheets for employees to express their preference for a shift and/or schedule in order of seniority. The department will consider seniority when assigning the final schedules subject to the Sheriff s determination of operational needs. All sign-up requests for alternate bi-weekly work schedules must be approved in advance by the Sheriff.

2. Nothing in this Sideletter shall be construed as impairing or diminishing the Sheriff s right to determine the distribution of shifts and schedules among the workforce notwithstanding employee expressions of preference or seniority to the contrary, nor shall the terms of this Sideletter be construed to guarantee any employee a right to a preferred shift or schedule.

Part III. Hours of Work for Criminalists

A. The regularly scheduled workweek of employees in the Criminalist I, II, and III classes shall consist of forty (40) hours of work per week exclusive of the unpaid meal period.

Part IV. General Provisions

A. Integration. This Sideletter is the agreement between the parties. There are no terms promises conditions or obligations pertaining hereto other than as expressed herein in writing.

B. Construction. To the extent, if any, the terms of this Sideletter conflict, are inconsistent with, or address the same subject as the MOU, the terms of this Sideletter shall prevail. All other terms of employment set forth in the MOU shall continue to apply to employees on Alternate Work Schedules.

C. Duration. This Agreement shall remain in effect through the term of the MOU Part IV above shall remain in effect until and unless modified through the negotiation process for a successor to the current M.O.U. between the parties or its successor(s).

Dispute Resolution. Any dispute over the application of this Sideletter shall be resolved through the grievance procedure set forth in the Parties' MOU.

COUNTY OF ALAMEDA

DocuSigned by:
Keith Fleming 11/22/2022
Keith Fleming, IEDA

FOR SEIU LOCAL 1021

DocuSigned by:
Blake Huntsman 11/22/2022
Blake Huntsman, SEIU 1021

DocuSigned by:
Peter Masiak 11/23/2022
Peter Masiak, SEIU 1021

DocuSigned by:
Keith Snodgrass 11/29/2022
Keith Snodgrass, SEIU 1021

DocuSigned by:
Tina Tapia 11/28/2022
Tina Tapia, General Chapter President

DocuSigned by:
Cara Williams 11/29/2022
Cara Williams, SSA Chapter President

DocuSigned by:
Thema Page 12/5/2022
Thema Page, ACBH Chapter President

2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union, Local 1021

Sideletter of Agreement

Sheriff's Office
Sheriff's Technicians Assigned to the Coroner's Bureau

September 18, 2026

3-17.40 – Effective November 10, 2013, not to exceed a total of twelve persons occupying a position under Job Code 8755, Sheriff's Technician, when assigned to the Coroner's Bureau shall receive an additional five percent compensation.

Effective January 3, 2027, , the following shall replace the additional compensation provided above:

Employees in Job Code 8755, when assigned to the Coroner's Bureau shall receive one (1) of the following additional compensation based on their respective assignment:

- Not to exceed three (3) employees when assigned to perform administrative and evidence functions shall receive an additional five percent (5%) of the base pay.
- Not to exceed nine (9) employees when assigned to morgue operations and regularly assist forensic pathologists in performing autopsies, shall receive an additional ten percent (10%) of the base pay.

Employees shall complete any training required by the Sheriff-Coroner to perform the duties of the assignment.

For the County:

Jeff Bailey, IEDA — 9/18/26 Date

For SEIU:

Peter Masiak, SEIU — 9/18/2026 Date

2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union, Local 1021

Sideletter of Agreement

Social Services Agency
Department of Children and Family Services

September 18, 2026

This Sideletter of Agreement ("Sideletter") between the County of Alameda ("County") and the Service Employees International Union, Local 1021 ("SEIU") applies to employees in the classifications of Child Welfare Worker ("CWW") I/II (Job Code ("JC")s 6740/6745) in the Department of Children and Family Services ("CFS") of the Social Services Agency ("SSA").

1) **Labor Management Committee ("LMC"):** The LMC for CFS will meet at least once a month in accordance with Section 22. (Labor/Management Committee) of the 2022-2026 SEIU Memorandum of Understanding ("MOU") to develop and refine triage plans to monitor the outcomes of the legislative strategies and employee safety efforts set forth in this Sideletter and by mutual agreement whenever CWWs have caseloads that exceed the caseload size standard of their assigned program.

2) **Case Monitoring and Caseload Size Standards:** CFS is committed to reducing case assignments and effectively monitoring caseload sizes in order to promote quality and effective services. Therefore the following are the caseload size standards for those CWWs who are assigned to one of the respective programs as their primary assignment:

Program	Caseload Size Standard
Adoptions Children	25
Court Finalization Unit	25
Dependency Investigation*	5 new cases or 15 ongoing cases (including new cases)
Emergency Response Unit (ERU) (Field Workers) *	12 new cases**
Family Maintenance – Children	26
Family Maintenance – Family	18
Family Preservation (Reduce caseload by 1 family/2 children for each group they facilitate)	6 Families or 10 Children
Family Reunification	16
Guardianship (1 case credit each ongoing guardianship case (child); 1 case credit for each Child Protective Services (CPS) screening (guardian) and 6.4 case credit for each probate report assigned.)	90
Independent Adoption	21 Families
Independent Living Program (ILP)	26
Informal Family Maintenance – Children	28
Informal Family Maintenance – Family	18
Kinship Unit	29

Program	Caseload Size Standard
Permanent Youth Connection	26
Step-Parent Adoption	32 Families
Services to Enhance Early Development (SEED)	19
Placement	20 new cases
Post Permanency Unit (Includes Post Adoption Information Cases (PAIC), Age Reassessment, Adoption Assistance Program (AAP) Age Increase, AAP Extension to 21, Kin-Gap (KG) Reassessments, Out of Home (OHP) Wrap, etc.)	Combined Total: 27
Resource Family Adoption (RFA)***	3 new cases or 38 ongoing cases (including new cases)
RFA/Interstate Compact for the Placement of Children (ICPC)	15 New home studies

* Employees who are assigned in either ERU (Field Workers) or Dependency Investigation and who are absent on approved leave for five (5) or more consecutive days, shall be removed from assignment rotation during the period of their absence.

** Immediate referrals/cases and 10-day referrals/cases will be equitably assigned on a rotational basis to CWWs in ERU as soon as possible following receipt of the referral. CWWs in ERU will not receive assignments on their flex days or when they are not on shift at work.

***All new RFA referrals that are not emergency RFAs will be assigned to the RFA program.

CFS shall give a weight of one and one-half (1.5) caseload size for each case defined as Medically Fragile Non-Reunification, or Out of State Non-minor Dependent (NMD).

3) **Level of Care ("LOC") Rate Tool in Placements**: On February 19, 2021, the State Department of Social Services announced the implementation of their new LOC Protocol for Foster Family Agencies, and Home-Based family care placements. Under the new LOC Protocol, foster families are now able to review their rate, and depending on a child's needs, the foster family may be entitled to a higher rate. Although the County is not required to use the new LOC process for foster care placements, SSA believes it has benefits such as allowing more families to access the LOC rates and address care and supervision needs and challenges impacted by the COVID-19 pandemic.

   All Placement types, except Supervised Independent Living Placements, Short-Term Residential Treatment Facility, Dual Agency Placements, and Non-Related Legal Guardians established in Probate Court, are entitled to review of their rate via the new LOC Rate Tool. CWWs shall utilize the LOC Rate Tool, replacing the current process in which all foster families receive the basic rate and special care increment whenever appropriate.

4) **Changes to Caseload Size Standards:** Any proposed changes in the effective sizes or creations of new programs shall be subject to meet and confer pursuant to Section 23. (Social Service Agency Caseloads) of the 2022-2026 SEIU MOU.

5) **Premium Pay for Exceeding Caseload Size Standard:** Effective Board of Supervisors], CWWs who exceed the caseload size standard as outlined in Section 2, above, for their respective assigned program shall receive a premium payment for each pay period their caseload exceeds such caseload size standard in accordance with Salary Ordinance Section 3-18.50.

Effective January 3, 2027, CWWs assigned to referral-based programs including the Emergency Response, Dependency Investigations and Placement Units, whose monthly caseload exceeds the applicable caseload size standard set forth in Section 2 shall receive the premium payment provided herein for each pay period occurring within that month. Eligibility for the premium payment shall be determined using a one-month lookback period based on caseload data from the preceding calendar month.

6) **Grievance Process:** The provisions of this Sideletter shall be grievable pursuant to Section 20 of the Memorandum of Understanding. In no event shall an arbitrator have the authority to issue a disposition that would reduce the caseload size standards as agreed upon herein or that the County assign or hire additional employees.

For the County:

Jeff Bailey, IEDA — Date: 9/18/26

For SEIU:

Peter Masiak, SEIU — Date: 9/18/2026

2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union, Local 1021

Sideletter of Agreement

Social Services Agency
Department of Children and Family Services - Caseload Standards for Out of State Non-Minor Dependents

03/26/2015

On March 9, 2015, the parties agreed to the following:

1. Effective October 1, 2015, the caseload standards for Out of State Non-Minor Dependents (NMD) cases will be weighted at ***1.5*** per case.

2. Effective May 1, 2015, the designated SSA Division Secretary will make airfare and hotel reservations for employees. Hotel reservations will be made at a hotel that is located within a reasonable distance (within 60 miles) to the destination. Hotel reservation guarantees and payments will be made using the agency's credit card.

3. A reimbursement check will be issued within ***3 working days*** following the submission by the employee of a complete and approved travel expense reimbursement claim to the SSA Procurement Office.

4. Other County approved expenses will be covered with a prepaid debit card to be issued at the time of travel approval. All receipts and cards will be returned to the Accounting Specialist I or designee in the Finance Department- General Accounting Unit by the employee upon return to work. Receipts may be submitted via QIC. Cards must be submitted according to the Prepaid Cards Procedure.

FOR THE COUNTY:

DATE: 3/30/15

FOR SEIU:

DATE: 3/25/15

2025-2026 Memorandum of Understanding Negotiations
between the
County of Alameda
and the
Service Employees International Union Local 1021

Sideletter of Agreement

Social Services Agency
Eligibility Services Technician ("EST") Series Performance Evaluation

The County of Alameda ("County") and the Service Employees International Union Local 1021 ("Union"), collectively herein "Parties", agree that within 90 days after the adoption of the January 4, 2026 to January 13, 2029 Memorandum of Understanding ("MOU") by the County Board of Supervisors, the County will offer to meet and confer with the Union regarding the impacts of the implementation of the Performance Evaluation for the EST classification series.

During the meet and confer process, the Parties will discuss essential core competencies, e.g., workload, budgeting, customer service, time management, etc., used by ACSSA management to evaluate an EST's job performance.

For the County:

Signed by:
Jeff Bailey 5/28/2026
Jeff Bailey, IEDA Date

For SEIU:

DocuSigned by:
Nato Green 6/1/2026
Nato Green, SEIU Date

2025-2026 Memorandum of Understanding Negotiations
between the
County of Alameda
and the
Service Employees International Union, Local 1021

Sideletter of Agreement

Social Services Agency
Eligibility Services Technician ("EST") Workload Issues

The ACSSA and the Service Employees International Union Local 1021 ("Union"), collectively herein "Parties", agree that within 180 days after the adoption of the January 4, 2026 to January 13, 2029 Memorandum of Understanding ("MOU") by the County Board of Supervisors, the Parties will meet to discuss the workload issues related to the EST classification series. Topics for discussion shall include the following:

- Retention rates of participants in the induction program;
- Training best practices;
- Appropriate staffing levels; and
- Caseloads and task distribution.

The purpose of these discussions is to provide the Union with an opportunity to identify and discuss its concerns regarding these issues. If, following these discussions, ACSSA decides to implement changes that impact the terms and conditions of employment for ESTs, the County will provide notice and offer to meet and confer regarding the impacts of such changes.

For the County:

Signed by:
Jeff Bailey
5EBF626044F840D...

7/3/2026

Jeff Bailey, IEDA — Date

For SEIU:

DocuSigned by:
Peter Masiak
4AEEF13FB5D2410...

7/2/2026

Peter Masiak, SEIU — Date

2025-2026 Memorandum of Understanding Negotiations
between the
County of Alameda
and the
Service Employees International Union, Local 1021

Sideletter of Agreement

Social Services Agency
Eligibility Support Clerk and Service Support Specialist

The County of Alameda ("County") Social Services Agency and the Service Employees International Union Local 1021 ("Union"), collectively herein "Parties", agree that within 365 days after the adoption of the January 4, 2026 to January 13, 2029 Memorandum of Understanding ("MOU") by the County Board of Supervisors, the Parties will meet to discuss the possibility of establishing a lead footnote for the classifications of Eligibility Support Clerk (Job Code "JC" 1132) and Service Support Specialist (JC 1133).

For the County:

Signed by:
Jeff Bailey
5EBF626044F840D...

7/3/2026

Jeff Bailey, IEDA — Date

For SEIU:

DocuSigned by:
Peter Masiak
4AEEF13FB5D2410...

7/2/2026

Peter Masiak, SEIU — Date

2025-2026 Memorandum of Understanding Negotiations
between the
County of Alameda
and the
Service Employees International Union, Local 1021

Sideletter of Agreement

Social Services Agency
Job Audit for Specialist Clerk Is in Social Services Agency Human Resources

September 18, 2026

The County of Alameda ("County") and the Service Employees International Union Local 1021 ("Union") (collectively, the "Parties") agree that within 60-days following adoption of the 2026 – 2029 Memorandum of Understanding by the Board of Supervisors, the Social Services Agency Human Resources ("SSA HR") shall complete and submit a department-initiated reclassification request to reclassify three (3) Specialist Clerk I positions located in SSA HR to Specialist Clerk IIs.

For the County:

Jeff Bailey, IEDA — 9/18/26 Date

For SEIU:

Peter Masiak, SEIU — 9/18/2026 Date

SIDELETTER OF AGREEMENT
BETWEEN THE
COUNTY OF ALAMEDA
AND THE
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021

Social Services Agency
Joint Labor/Management Committees For Department Concerns

The Service Employees International Union Local 1021 ("Union") and the County of Alameda ("County") agree to this Sideletter of Agreement ("Sideletter") regarding joint Labor/Management Committees ("LMC") in the Alameda County Social Services Agency ("ACSSA"), to establish a framework for effective labor management collaboration which enables ACSSA to creatively address the demands of the future while preserving the integrity and rights of the workforce.

As provided in Section 22. (Labor/Management Committee) the County has established LMC for each of the following:

- Agency-wide
- Adult and Aging Services
- Children and Family Services
- Workforce and Benefits Administration

A. Purpose of the LMC

1. The purpose of the LMC is to meet, discuss, decide, or make recommendations regarding issues related to the operation of ACSSA's service departments. Issues may include but are not limited to the following:

    a. Consistency of Department operations with policies
    b. Communications
    c. Workload distribution/caseloads
    d. Morale
    e. Department procedures
    f. New program initiatives

2. The LMC provides a forum for information-sharing, identification of issues requiring resolution, and review of workplace developments.

3. The LMC will not discuss issues related to discipline, grieances, individual performance problems, negotiations, or meet-and-confer items.

B. Composition of the LMC

1. The LMC includes up to six (6) representatives and one (1) business representative from the Union and an equal number (up to eight (8)) of representatives from ACSSA management including the respective Assistant Agency Director or their designee.

C. Protocol of the LMC

1. The LMC will determine protocol related to routing of agenda and minutes, meeting leadership, and recording will be decided at the initial meetings.

2. The LMC should maintain formal agendas and records of meetings.

3. The Union and ACSSA management will alternate chairing the LMC.

4. The LMC shall meet no less frequently than quarterly.

5. This Sideletter shall be in effect through the term of the current MOU between the County and the Union.

D. Workload of the LMC

The County acknowledges that employees designated by the Union and released by the County to serve on LMC and attend LMC meetings lasting more than 30 calendar days may be unable to maintain their workload when attending said meetings. To that end, the Director or his/her designee shall reassign or make other reasonable adjustments to the employee's workload as deemed necessary.

For the County:

Signed by:
Jeff Bailey
5EBF626044F840D...

7/13/2026

Jeff Bailey, IEDA Date

For SEIU:

DocuSigned by:
Peter Masiak
4AEEF13FB5D2410...

7/12/2026

Peter Masiak, SEIU Date

2025 MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
BETWEEN
SEIU LOCAL 1021
AND
THE COUNTY OF ALAMEDA

SIDELETTER OF AGREEMENT

Social Services Agency
Temporary Recruitment and Retention Differential for Child Welfare Workers

The County of Alameda ("County") and the Service Employees International Union Local 1021 ("Union") (collectively, the "Parties") agree to establish recruitment and retention footnotes for employees in the classifications of Child Welfare Worker I (Job Code "JC" 6740) and Child Welfare Worker II (JC 6745) assigned to the Emergency Response, Family Reunification Units or SEED program as follows:

Effective January 3, 2027, employees in the classifications of Child Welfare Worker I JC 6740 and Child Welfare Worker II, JC 6745, assigned to the:

- Emergency Response Unit shall receive additional compensation equal to seven and one-half percent (7.5%) of the base pay.

- Employees assigned to the Family Reunification Unit or SEED program in Children and Family Services shall receive additional compensation equal to five percent (5%) of the base pay.

These footnotes shall remain in effect for the term of the 2026-2029 MOU. Six (6) months prior to the expiration of the 2026-2029 MOU, the Social Services Agency will evaluate staffing levels, recruitment, retention, vacancy rates, and operational needs within the above-referenced affected units to assess whether continuation or modification of the footnotes is appropriate, and/or if alternative approaches should be considered. The County will share with the union relevant recruitment, retention and vacancy data relied upon to make the determination. Based on this evaluation, the Director of Social Services shall determine if any changes will be made and the County will take the necessary administrative actions to satisfy any applicable meet and confer obligations as required. Any continuation or modification to the footnotes is subject to approval by the Board of Supervisors.

For the County:		**For SEIU:**	
Signed by: Jeff Bailey	9/21/2026	DocuSigned by: Peter Masiak	9/21/2026
Jeff Bailey, IEDA	Date	Peter Masiak, SEIU	Date

2015 MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
BETWEEN
SEIU LOCAL 1021
AND
THE COUNTY OF ALAMEDA

SIDELETTER OF AGREEMENT

Social Services Agency
Welfare Workload Distribution

Where an employee, who is already at "budgeted standards" is assigned work other than that required by the regularly assigned caseload, the Agency shall endeavor to spread and rotate such extra assignments throughout the unit in such a manner that in any thirty (30) day period such extra tasks shall not fall disproportionately on any one worker.

FOR THE COUNTY

Keith Fleming
Cynthia Baron

DATE: 11/19/15

FOR SEIU Local 1021

DATE: Nov. 19, 2015

Statement to Support Request for Sick Leave

SIDELETTER OF AGREEMENT
BETWEEN
SEIU LOCALS 535 AND 616
AND
THE COUNTY OF ALAMEDA

ALAMEDA COUNTY
STATEMENT TO SUPPORT REQUEST FOR SICK LEAVE

November 22, 2004

INSTRUCTIONS: It is the employee's responsibility to have a physician certified to practice in California complete the form below in full answering each question based upon his professional knowledge of the health situation for which sick leave is requested.

_____ was under my professional care from
Name of Employee

_____ to _____
Date Date

The patient was seen by me for: (check applicable statement)

_____ symptoms confirmed by observation or test

_____ symptoms reported by the patient

I am aware that the employee's work duties are as follows (to be filled in by the employee describing the specific job that the person performs for the County of Alameda):

_____

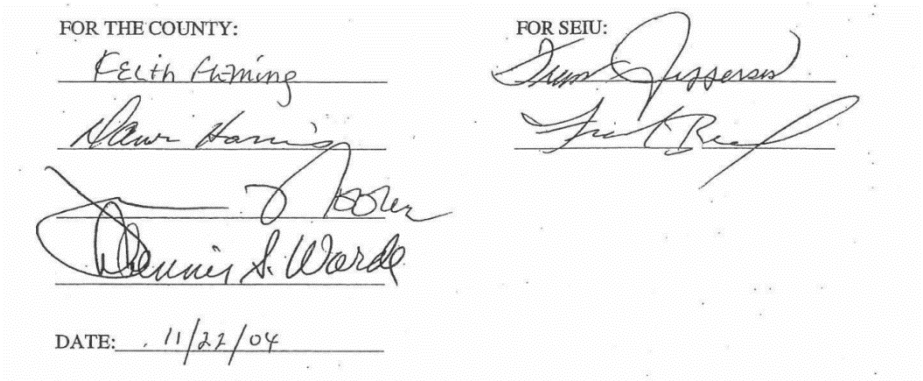
_____

_____

_____

Based upon my understanding of the employee's job assignment and my assessment of the employe's health situation it is my recommendation that the person return to work on _____.
Date

_____
(Physician's Signature)



2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union, Local 1021

Sideletter of Agreement

Telework/Telecommute

County of Alameda ("County") agencies/departments are encouraged to establish individual policies or programs that include telework or telecommute options that provides for continuity of operations and services during emergencies, improves employee productivity, supports the reduction of traffic congestion and greenhouse gas emissions, helps to attract, and retain a diverse and talented workforce, reduces unscheduled absences, enhances work/life balance and improves employee morale.

I. Agency/Department with Policy/Program/Guidelines. It is recognized that many County agencies/departments have existing policies/programs/guidelines that offers telework or telecommuting options. The parties agree that any such existing policies/programs/guidelines shall remain in full force and effect and this Sideletter shall not apply to those agencies/departments. This includes circumstances in which an existing policy/program/guidelines already excludes certain classifications or work units from telework due to operational reasons; nothing in this Sideletter shall be construed to create a right or new opportunity to request telework where such options are not provided under the applicable policy/program/guidelines.

II. Agency/Department without Policy/Program/Guidelines. Effective in Calendar Year 2027, employees in agencies/departments without an established policy/program/guidelines that offers telework or telecommute options may submit a request to their Agency/Department Head or designee. If a request is denied, the Agency/Department Head or designee, shall provide a written justification explaining the reason(s) for the denial. Reasons for denial may include but are not limited to, performance issues, training needs, and any operational impacts such as productivity, service delivery, functions or availability to the public or other County agencies/departments.

The approval or denial of a telework schedule shall be at the sole discretion of the Agency/Department Head or designee.

a. Revocation and Reinstatement of Telework Schedule. If the Agency/Department Head or designee determines that a telework schedule must be revoked due to operational needs or performance issues such schedule may be reinstated within a reasonable period of time at the discretion by of the Agency/Department Head or designee after the underlying condition(s) have been addressed.

III. If an Agency/Department's telecommuting policy, program, or guidelines do not provide an appeal process for the revocation and reinstatement of telework the Agency/Department shall follow subsection II.a. (Revocation and Reinstatement of Telework Schedule) until such a process is established.

IV. In accordance with the Meyers-Milias-Brown Act, in the event a County agency/department establishes a new telework policy/program/guidelines or modifies an existing one, the County will provide the Union an opportunity to meet and confer on the impacts of the new or modified telework policies.

V. Any policy/program/guidelines established or modified by an agency/department after the effective date of this Sideletter that offers telework, telecommuting or other alternative work arrangements

upon completion of any required meet and confer obligations shall supersede the provisions of this Sideletter.

For the County:

Signed by:
Jeff Bailey 7/23/2026
5EBF626044F840D...

Jeff Bailey, IEDA Date

For SEIU:

DocuSigned by:
Nato Green 7/23/2026
D48C50B94567464...

Nato Green, SEIU Date

2025-2026 Memorandum of Understanding Negotiations
Between the
County of Alameda
and the
Service Employees International Union, Local 1021

Sideletter of Agreement

Workload During Negotiations

COUNTY ADMINISTRATOR

1221 OAK STREET • SUITE 555 • OAKLAND, CALIFORNIA 94612 • (415) 272-6984

MEL HING
COUNTY ADMINISTRATOR

STEVEN C. SZALAY
ASSISTANT COUNTY ADMINISTRATOR

SIDELETTER OF AGREEMENT

WORKLOAD DURING NEGOTIATIONS

The County recognizes that employees who are designated by the Union and released by the County for attendance at multiple meet and confer sessions lasting over 30 calendar days cannot perform work when the employee is attending meet and confer sessions. In those instances when the Agency/Department Head determines an employee's workload is not current due to attendance at meet and confer sessions, the Agency/Department Head shall reassign such portion of the employee's workload or make such other reasonable adjustments as the Agency/Department Head determines is necessary.

For the County:

Karen D. Schuiman

Nancy Reilly

Norma J. Imwalle

For the Unions:

Shirley Ware
SEIU, Local 250

Sandy Shaw
SEIU, Local 535

Tim Nesbitt
SEIU, Local 616

Signed and entered into this 19th day of November, 1987.

(8142I)

INFORMATION DOCUMENTS

The documents listed below and included in the MOU are information items only and are neither Sideletters of Agreement nor Letters of Understanding. As such these are not grievable but are legally enforceable through the courts.

Document	Page
• August 4, 1981 Letter from Joseph P. Bort Regarding Scheduling of Lunches	
• November 18, 2015 Memorandum from Gregory J. Ahearn to Sheriff's Office Members of SEIU Regarding Labor Management Team	
• August 4, 1981 Letter from Joseph P. Bort Regarding Sickout Sideletter	

TENTATIVE AGREEMENT

For the County:

DocuSigned by:
Keith Fleming 11/22/2022
Keith Fleming, IEDA Date

For Union:

DocuSigned by:
Blake Huntsman 11/22/2022
Blake Huntsman, SEIU 1021 Date

DocuSigned by:
Peter Masiak 11/23/2022
Peter Masiak, SEIU 1021 Date

DocuSigned by:
Keith Snodgrass 11/29/2022
Keith Snodgrass, SEIU 1021 Date

DocuSigned by:
Tina Tapia 11/28/2022
Tina Tapia, General Chapter President Date

DocuSigned by:
Cara Williams 11/29/2022
Cara Williams, SSA Chapter President Date

DocuSigned by:
Thema Page 12/5/2022
Thema Page, ACBH Chapter President Date

Information Document
August 4, 1981 Letter from Joseph P. Bort Regarding Scheduling of Lunches

BOARD OF SUPERVISORS

JOSEPH P. BORT
SUPERVISOR FOURTH DISTRICT

August 4, 1981

Mrs. Shirley Ware
Hospital and Institutional Workers, Local 250
2417 Mariner Square Loop
Alameda, Ca. 94501

Mr. Randy Johnese
Social Services Union Local 535
2936 McClure
Oakland, Ca. 94606

Mrs. Diane Burneo
United Service Employees, Local 616
337 - 17th Street
Oakland, Ca. 94612

Dear Field Representatives:

RE: Scheduling of Lunch Periods

This is to confirm that it is not the intent of the County to intentionally assign a lunch period to an employee so as to avoid giving the employee a rest period as provided in Section 6 (d) of the current Memorandum of Understanding.

Very truly yours,

Joseph P. Bort
Chairman, Board of supervisors

JPB:NI:tc

APPROVED AND ACCEPTED:

Shirley Ware — 8/14/81 Date

Randy Johnese — 8/14/81 Date

Diane Burneo — August 14, 1981 Date

Information Document
November 18, 2015 Memorandum from Gregory J. Ahearn to Sheriff's Office
Quarterly Labor Management Team Meetings

Alameda County Sheriff's Office
Lakeside Plaza, 1401 Lakeside Drive, 12th Floor, Oakland, CA 94612-4305

Gregory J. Ahern, Sheriff
Director of Emergency Services
Coroner - Marshal

MEMORANDUM

DATE: November 18, 2015

TO: Sheriff's Office Members of SEIU

FROM: Gregory J. Ahern, Sheriff

SUBJECT: **LABOR MANAGEMENT TEAM**

The Sheriff's Office is committed to open communication amongst all staff. As such, I intend to have quarterly Labor Management Team meetings with four (4) members from SEIU Labor, which will include employees and/or SEIU representatives, along with four (4) members from Sheriff's Management. Labor and Management are able to name their own representatives to each meeting, which may vary depending on the topics on the agenda.

The meetings will be held quarterly (January, April, July and October) on a mutually agreed upon date and location. An agenda will be sent to the Human Resources Manager from SEIU Labor one week prior to the meeting with a list of topics to be discussed and a list of attendees to be present. If no agenda is received one week before the meeting, no meeting will be held.

Agenda issues will be those issues not subject to meet and confer. Meetings will be one hour in length.

GJA:dr

Information Document
August 4, 1981 Letter from Joseph P. Bort Regarding Sickout

BOARD OF SUPERVISORS

JOSEPH P. BORT
SUPERVISOR FOURTH DISTRICT

August 4, 1981

Mrs. Shirley Ware
Hospital and Institutional Workers, Local 250
2417 Mariner Square Loop
Alameda, Ca. 94501

Mr. Randy Johnese
Social Services Union, Local 535
2936 McClure
Oakland, Ca. 94609

Mrs. Diane Burneo
United Service Employees Local 616
337 - 17th Street
Oakland, Ca. 94612

Dear Field Representatives:

RE: Sickout Side Letter

The County and Union agree as follows:

1. County and Union have met and conferred pursuant to Government Code Section 3500 et Seq. regarding the County's policy of denying sick leave with pay to employees who have engaged in a "sickout" as a form of concerted action.

2. County and Union agree that an employee absent during what an Agency/Department Head, in his/her discretion, determines to be a concerted sickout shall not be eligible for sick leave with pay for such absence unless the employee submits within five (5) working days from the date of such absence evidence of sickness or injury consisting of declarations of the employee and a physician signed on forms supplied by the County, copies of which are attached. The Agency/Department Head, with the approval of the County Administrator, may waive the declarations requirement where there is compelling evidence of the employee's sickness or injury.

3. Any dispute as to whether an Agency/Department Head has erred in determining that a concerted sickout has occurred may be promptly appealed by the Union to the Board of Supervisors and/or the Superior Court.

Very truly yours,

Joseph P. Bort
Chairman, Board of Supervisors

JPB:NI:tc

APPROVED AND ACCEPTED:

8/14/81
Date

8/14/81
Date

August 14, 1981
Date

MINUTE ORDER

PAY PERIOD CALENDARS
– 2026-2029

COUNTY OF ALAMEDA
PAY PERIOD CALENDAR 2026

FROM	TO	PAYDAY	PAYPERIOD
12/07/25	12/20/25	01/02/26	26-01
12/21/25	01/03/26	01/16/26	26-02
		CHRISTMAS 12/25/25	
		NEW YEAR'S 01/01/26	
01/04/26	01/17/26	01/30/26	26-03
01/18/26	01/31/26	02/13/26	26-04
		MARTIN LUTHER KING'S BIRTHDAY OBSERVED 01/19/26	
02/01/26	02/14/26	02/27/26	26-05
		LINCOLN'S BIRTHDAY 02/12/26	
02/15/26	02/28/26	03/13/26	26-06
		WASHINGTON'S BIRTHDAY OBSERVED 02/16/26	
03/01/26	03/14/26	03/27/26	26-07
03/15/26	03/28/26	04/10/26	26-08
03/29/26	04/11/26	04/24/26	26-09
04/12/26	04/25/26	05/08/26	26-10
04/26/26	05/09/26	05/22/26	26-11
05/10/26	05/23/26	06/05/26	26-12
05/24/26	06/06/26	06/18/26	26-13
		MEMORIAL DAY OBSERVED 05/25/26	
06/07/26	06/20/26	07/02/26	26-14
		JUNETEENTH 06/19/26	
06/21/26	07/04/26	07/17/26	26-15
		INDEPENDENCE DAY OBSERVED 07/03/26	
07/05/26	07/18/26	07/31/26	26-16
07/19/26	08/01/26	08/14/26	26-17
08/02/26	08/15/26	08/28/26	26-18
08/16/26	08/29/26	09/11/26	26-19
08/30/26	09/12/26	09/25/26	26-20
		LABOR DAY OBSERVED 09/07/26	
09/13/26	09/26/26	10/09/26	26-21
09/27/26	10/10/26	10/23/26	26-22
10/11/26	10/24/26	11/06/26	26-23
10/25/26	11/07/26	11/20/26	26-24
11/08/26	11/21/26	12/04/26	26-25
		VETERANS DAY 11/11/26	
11/22/26	12/05/26	12/18/26	26-26
		THANKSGIVING OBSERVED 11/26/26 AND 11/27/26	
12/06/26	12/19/26	12/31/26	26-27

COUNTY OF ALAMEDA
PAY PERIOD CALENDAR 2027

FROM	TO	PAYDAY	PAYPERIOD
12/20/26	01/02/27	01/15/27	27-01
	CHRISTMAS 12/25/26		
		NEW YEAR'S 01/01/27	
01/03/27	01/16/27	01/29/27	27-02
01/17/27	01/30/27	02/11/27	27-03
		MARTIN LUTHER KING'S BIRTHDAY OBSERVED 01/18/27	
01/31/27	02/13/27	02/26/27	27-04
		LINCOLN'S BIRTHDAY 02/12/27	
02/14/27	02/27/27	03/12/27	27-05
		WASHINGTON'S BIRTHDAY OBSERVED 02/15/27	
02/28/27	03/13/27	03/26/27	27-06
03/14/27	03/27/27	04/09/27	27-07
03/28/27	04/10/27	04/23/27	27-08
04/11/27	04/24/27	05/07/27	27-09
04/25/27	05/08/27	05/21/27	27-10
05/09/27	05/22/27	06/04/27	27-11
05/23/27	06/05/27	06/18/27	27-12
		MEMORIAL DAY OBSERVED 05/31/27	
06/06/27	06/19/27	07/02/27	27-13
06/20/27	07/03/27	07/16/27	27-14
07/04/27	07/17/27	07/30/27	27-15
	INDEPENDENCE DAY OBSERVED 07/05/27		
07/18/27	07/31/27	08/13/27	27-16
08/01/27	08/14/27	08/27/27	27-17
08/15/27	08/28/27	09/10/27	27-18
08/29/27	09/11/27	09/24/27	27-19
		LABOR DAY OBSERVED 09/06/27	
		ADMISSION DAY 09/09/07 (*)	
09/12/27	09/25/27	10/08/27	27-20
09/26/27	10/09/27	10/22/27	27-21
10/10/27	10/23/27	11/05/27	27-22
		COLUMBUS DAY OBSERVED 10/11/27 (*)	
10/24/27	11/06/27	11/19/27	27-23
11/07/27	11/20/27	12/03/27	27-24
		VETERAN'S DAY 11/11/27	
11/21/27	12/04/27	12/17/27	27-25
		THANKSGIVING OBSERVED 11/25/27 AND 11/26/27	
12/05/27	12/18/27	12/30/27	27-26

(*) Not applicable to all employees please refer to the applicable MOUs

COUNTY OF ALAMEDA
PAY PERIOD CALENDAR 2028

FROM	TO	PAYDAY	PAYPERIOD
12/19/27	01/01/28	01/14/28	28-01
CHRISTMAS OBSERVED 12/24/27			
		NEW YEAR'S OBSERVED 12/31/27	
01/02/28	01/15/28	01/28/28	28-02
01/16/28	01/29/28	02/10/28	28-03
		MARTIN LUTHER KING'S BIRTHDAY OBSERVED 01/17/28	
01/30/28	02/12/28	02/25/28	28-04
		LINCOLN'S BIRTHDAY OBSRVED 02/11/28	
02/13/28	02/26/28	03/10/28	28-05
		WASHINGTON'S BIRTHDAY OBSERVED 02/21/28	
02/27/28	03/11/28	03/24/28	28-06
03/12/28	03/25/28	04/07/28	28-07
03/26/28	04/08/28	04/21/28	28-08
04/09/28	04/22/28	05/05/28	28-09
04/23/28	05/06/28	05/19/28	28-10
05/07/28	05/20/28	06/02/28	28-11
05/21/28	06/03/28	06/16/28	28-12
		MEMORIAL DAY OBSERVED 05/29/28	
06/04/28	06/17/28	06/30/28	28-13
06/18/28	07/01/28	07/14/28	28-14
07/02/28	07/15/28	07/28/28	28-15
	INDEPENDENCE DAY 07/04/28		
07/16/28	07/29/28	08/11/28	28-16
07/30/28	08/12/28	08/25/28	28-17
08/13/28	08/26/28	09/08/28	28-18
08/27/28	09/09/28	09/22/28	28-19
		LABOR DAY OBSERVED 09/04/28	
		ADMISSION DAY OBSERVED 09/08/28 (*)	
09/10/28	09/23/28	10/06/28	28-20
09/24/28	10/07/28	10/20/28	28-21
10/08/28	10/21/28	11/03/28	28-22
		COLUMBUS DAY OBSERVED 10/09/28 (*)	
10/22/28	11/04/28	11/17/28	28-23
11/05/28	11/18/28	12/01/28	28-24
		VETERAN'S DAY 11/10/28	
11/19/28	12/02/28	12/15/28	28-25
		THANKSGIVING OBSERVED 11/23/28 AND 11/24/28	
12/03/28	12/16/28	12/29/28	28-26

(*) Not applicable to all employees please refer to the applicable MOUs

COUNTY OF ALAMEDA
PAY PERIOD CALENDAR 2029

FROM	TO	PAYDAY	PAYPERIOD
12/17/28	12/30/28	01/12/29	29-01
	CHRISTMAS 12/25/28		
12/31/28	01/13/29	01/26/29	29-02
		NEW YEAR'S 01/01/29	
01/14/29	01/27/29	02/09/29	29-03
		MARTIN LUTHER KING'S BIRTHDAY OBSERVED 01/15/29	
01/28/29	02/10/29	02/23/29	29-04
02/11/29	02/24/29	03/09/29	29-05
		LINCOLN'S BIRTHDAY 02/12/29	
		WASHINGTON'S BIRTHDAY OBSERVED 02/19/29	
02/25/29	03/10/29	03/23/29	29-06
03/11/29	03/24/29	04/06/29	29-07
03/25/29	04/07/29	04/20/29	29-08
04/08/29	04/21/29	05/04/29	29-09
04/22/29	05/05/29	05/18/29	29-10
05/06/29	05/19/29	06/01/29	29-11
05/20/29	06/02/29	06/15/29	29-12
		MEMORIAL DAY OBSERVED 05/28/29	
06/03/29	06/16/29	06/29/29	29-13
06/17/29	06/30/29	07/13/29	29-14
07/01/29	07/14/29	07/27/29	29-15
	INDEPENDENCE DAY 07/04/29		
07/15/29	07/28/29	08/10/29	29-16
07/29/29	08/11/29	08/24/29	29-17
08/12/29	08/25/29	09/07/29	29-18
08/26/29	09/08/29	09/21/29	29-19
		LABOR DAY OBSERVED 09/03/29	
09/09/29	09/22/29	10/05/29	29-20
		ADMISSION DAY OBSERVED 09/10/29 (*)	
09/23/29	10/06/29	10/19/29	29-21
10/07/29	10/20/29	11/02/29	29-22
		COLUMBUS DAY OBSERVED 10/08/29 (*)	
10/21/29	11/03/29	11/16/29	29-23
11/04/29	11/17/29	11/30/29	29-24
		VETERAN'S DAY 11/12/29	
11/18/29	12/01/29	12/14/29	29-25
		THANKSGIVING OBSERVED 11/22/29 AND 11/23/29	
12/02/29	12/15/29	12/28/29	29-26

(*) Not applicable to all employees please refer to the applicable MOUs2