

**MEMORANDUM  
OF  
UNDERSTANDING**

**NORTHERN CALIFORNIA PUBLIC SECTOR REGION  
LOCAL 1021  
OF THE SERVICE EMPLOYEES INTERNATIONAL UNION, CTW  
AND THE  
COUNTY OF ALAMEDA**



***December 21, 2015 – December 14, 2019***

**2015 - 2019  
MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE NORTHERN CALIFORNIA PUBLIC SECTOR REGION, LOCAL 1021  
OF THE SERVICE EMPLOYEES INTERNATIONAL UNION, CTW  
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**COUNTY OF ALAMEDA**

THIS MEMORANDUM OF UNDERSTANDING 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 December 21, 2015 to and including December 14, 2019, for those employees working in representation units referred to in Section 1 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. The foregoing principles shall also apply in providing services to the public.

**SECTION 1. RECOGNITION**

**A.** 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, and 012, 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, and 012, as referenced above, who are regularly scheduled to work two-fifths or more time per pay period; and,
3. All services-as-needed employees included in classifications included in Bargaining Units 003, 004, 007, 008, 010, 011, and 012, as specifically enumerated in the appendices attached hereto, who are regularly scheduled to work two-fifths time or more per pay period.

The County shall recognize the Union as the exclusive bargaining representative for employees in any other classification which may be established substantially within the scope of the duties now included within the above-referenced classifications. On an as-needed basis or not less than twice annually, in the months of May and November, representatives of the County and Union shall meet for the purpose of assigning any other newly created Civil Service classifications to the appropriate bargaining units. Such placement shall be by mutual consent. In case of disagreement, an arbitrator shall decide the matter.

**B.** In disputes between the County and the Union over the assignment of newly created Civil Service 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 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 an SEIU 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 SEIU 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, the parties agree on the selection of a permanent arbitrator for each fiscal year from a panel of no less than five arbitrators. In case of disagreement on the selection of the five member panel or the selection of the arbitrator, the provisions of Section 20.H. of the Memorandum of Understanding shall apply.

## **SECTION 2. NO DISCRIMINATION**

- A. DISCRIMINATION PROHIBITED.** No person shall be appointed, reduced or removed, or in any way favored or discriminated against because of his/her political or religious opinions or affiliations, or because of age, race, sex, gender identity, national origin, sexual orientation, religion, or physical/mental disability, medical condition, and any other protected class as defined by federal and state law.
- B. NO DISCRIMINATION ON ACCOUNT OF UNION ACTIVITY.** Neither County nor employee organizations shall interfere with, intimidate, restrain, coerce, or discriminate against employees covered by this agreement because of the exercise of rights to engage or not to engage in Union activity.

## **SECTION 3. UNION SECURITY**

- 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 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 Memorandum of Understanding 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 provided the employee pays Union dues, a service fee or a charitable contribution.

## **B. AGENCY SHOP**

1. **AGENCY SHOP.** Except as provided otherwise in this Section, employees in representation units referred to in Section 1 hereof, shall, as a condition of continuing employment, become and remain members of the Union or shall pay to the Union a service fee in lieu thereof. Such service fee shall be ninety eight percent of Union dues and initiation fees (hereinafter collectively termed "service fee") of the Union representing the employee's classification and representation unit. Initiation fees shall not exceed a total of One Hundred Dollars.
2. **IMPLEMENTATION.** Any employee hired by the County subject to this Memorandum of Understanding shall be provided through the employee's department or agency with a notice advising that the County has entered into an Agency Shop agreement with the Union and that all employees subject to the Memorandum of Understanding must either join the Union, pay a service fee to the Union, or execute a written declaration claiming a religious exemption from this requirement. Such notice shall include a form for the employee's signature authorizing payroll deduction of Union dues or a service fee. Said employee shall have five working days following the initial date of employment to fully execute the authorization form of his/her choice and return said form to Agency/Department Payroll. If the form is not completed properly and returned within five working days, the County Auditor shall commence and continue a payroll deduction of service fees from the regular biweekly pay warrants of such employee. The effective date of Union dues, service fee deductions or charitable contribution for such employees shall be the beginning of the first pay period of employment except that initiation fees shall be deducted in up to four equal installments in successive pay periods, beginning with the first pay period.

Membership in an SEIU local union other than the Union recognized for the employee's representation unit and classification is permissible but will not affect the employee's obligation to become and remain a member of the Union representing his/her unit and classification or to pay a service fee in lieu of such membership to such union.

The employee's earnings must be sufficient after other legal and required deductions are made to cover the amount of the dues or service fees checkoff authorized. When an employee is in a non-pay status for an entire pay period, no withholding will be made to cover the pay period from future earnings. In the case of an employee who is in a non-pay status during only part of the pay period, and the salary is not sufficient to cover the full withholding, no deduction shall be made. In this connection, all other legal and required deductions (including health care deductions) have priority over union dues and service fees.

3. **RELIGIOUS EXEMPTION.** Any employee of the County subject to this Memorandum of Understanding who is a member of a bona fide religion, body or sect which has historically held conscientious objections to joining or financially supporting a public employee organization shall, upon presentation of verification of active membership in such religion, body or sect be permitted to make a charitable contribution equal to the service fee in lieu of Union membership or service fee payment.

To qualify for the religious exemption, the employee will be required to submit to the Union and County a notarized letter signed by an official of the bona fide religion, body or sect certifying that person's membership. The deduction shall not be forwarded to the charity until the Union has approved the exemption. Charitable contributions shall be by regular payroll deduction only. For purposes of this Section charitable deduction means a contribution to the Women's Refuge, the Emergency Shelter program or the Emergency Food Bank Network of Alameda County.

4. **EXCLUSION OF EMPLOYEES.** The Agency Shop provisions set forth in paragraphs 1, 2 and 3 herein shall not apply to persons occupying positions designated as management, supervisory or confidential, nor to persons not in the classified civil service. The County may designate positions as confidential in accordance with Administrative Code Section 3.04.020. Those positions designated as confidential upon implementation of this Section, as set forth in Appendix C of this Memorandum of Understanding, shall not be precedent-setting for future designations of confidential positions. If any position designated confidential after the effective date of this Agency Shop provision is disputed by the Union, the matter shall be decided by an arbitrator.
  
5. **FINANCIAL REPORTS.** Service Employees International Union Local 1021 shall submit copies of its financial report, as required under Section 3502.5(f) of the Government Code, and its financial reports as may be required under the Labor Management Disclosure Act (29 USCS 401 et seq.) to the County within 30 days following its submission of such reports to PERB and the Secretary of Labor, respectively. Copies of such reports shall be available to employees as provided in applicable provisions of the Government Code and 29 USCS 401 et seq.  

Failure to file such reports to the County within 100 days of the close of Local 1021's fiscal year may result in the termination of all agency fee deductions without jeopardy to any employee, in addition to any State and Federal remedies, until such report is filed.
  
6. **PAYROLL DEDUCTIONS AND PAYOVER.** The County shall deduct Union dues or service fees and premiums for approved insurance programs from employee's pay in conformity with State and County regulations. The County shall promptly pay over to the designated payee all sums so deducted. The County shall also periodically provide a list of all persons making charitable deductions pursuant to a religious exemption granted herein.
  
7. **HOLD HARMLESS.** Unions shall indemnify and hold the County, its officers and employees, harmless from any and all claims, demands, suits, or any other action arising from the Agency Shop provisions herein. In no event shall the County be required to pay from its own funds, Union dues, service fees or charitable contributions, which the employee was obligated to pay, but failed to pay, regardless of the reasons.
  
8. **SUSPENSION OF AGENCY FEES.** For the duration of any strike, sanctioned, called or supported by Union, County may suspend collection of Agency service fees without jeopardy to the employee.
  
9. **WAIVER OF ELECTION FOR NEWLY-REPRESENTED EMPLOYEES AND NEW REPRESENTATION UNITS.** The accretion of classifications and/or employees to the representation units set forth in Section 1 of this Memorandum of Understanding shall not require an election herein for the application of this Agency Shop provision to such classifications and/or employees. The recognition of newly-established bargaining units and the inclusion of same within Section 1 of this Memorandum of Understanding shall also not require an election herein for the application of this Agency Shop provision to such units.

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

- 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.

- 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.
- C. JOB CONTACTS.** Any authorized representative of Union shall have the right to contact individual employees working within the representation unit represented by his/her 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 his/her 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.
- 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. 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 a period not to exceed 10 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.
- 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.

- F. ACCESS TO RECORDS.** An employee shall be permitted to review his/her 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 copy of the record without charge. The County may verify any written authorization. The Union's access to employee records shall be for good cause only. Third party reference material shall not be made available.

Letters of reprimand or warning will be removed from an employee's official personnel file upon request of the employee after 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.

- 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.

## **SECTION 5. SHOP STEWARDS**

- 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.

- 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 his/her 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 Memorandum of Understanding.

- 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 his/her place. The number of stewards shall be mutually agreed upon and a list of stewards shall be submitted to each agency/department concerned.

- 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 STEWARDS WORKING FULL TIME.** After obtaining supervisory permission, shop stewards employed full-time will be permitted to leave their normal work area during on-duty time not to exceed eight hours per pay period in order to assist in investigation of facts and assist in presentation of a grievance or a disciplinary action.
- b. **SHOP STEWARDS WORKING LESS THAN FULL TIME.** After obtaining supervisory permission, shop stewards employed two-fifths time or more, but less than full time, will be permitted to leave their normal work area during on-duty time not to exceed four hours per pay period in order to assist in investigation of facts and assist in presentation of a grievance or a disciplinary action.

To obtain permission to investigate a grievance on on-duty time, the steward shall advise the supervisor of the grievant of his/her investigation of the facts and the general nature of the grievance. The shop steward shall report such time to his/her supervisor as shop steward leave (payroll code UNI) for timekeeping purposes.

The shop steward is permitted to discuss the problem with all employees immediately concerned, and, if appropriate, to attempt to achieve settlement with the supervisory personnel involved. 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.

2. 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 a disciplinary action 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. Stewards/employees who participate in the meet and confer process and/or participate on a Labor Management Team, must report such time to their supervisor as payroll code MCL for meet and confer and payroll code LMC for participating on a labor management team.

- E. CHANGES IN STEWARDS OR NUMBER OF STEWARDS.** If management reassigns a shop steward which will leave his/her 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 steward will be allowed time off from work upon one occasion to investigate the grievance.
- 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.
- G. LIMITATIONS OF TIME OFF.** Stewards shall not be permitted time off from their work assignment for the purpose of conducting general Union business.
- H. 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 4 inches by 12 inches.

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

- A. WORK SCHEDULE AND CHANGE OF SHIFT.** Except for an employee in a classification enumerated in Appendix B, the Agency/Department Head shall prepare a schedule showing the hours each employee and appointive officer of the County in his/her 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 change of shift in any workweek and that the employee shall be off duty no less than 12 hours prior to working the new shift. Except in cases of emergency, employees in units regularly assigned to cover shifts seven days a week, 24-hours a day, shall be given ten calendar days' notice of any change in shift schedule.
- B. WORKDAY AND WORKWEEK** - except as provided in Section 7.G., H., I., J., K., L., M., N., O., P., Q., R. and S. hereof, the following shall apply:
1. For each full-time employee who works 7.5 hours per day, the normal workweek shall be 37.5 hours.

2. For each full-time employee who works 8 hours per day, the normal workweek shall be 40 hours.
3. For each part-time employee, the workday and/or workweek will be determined by the Agency/Department Head. The workday and/or workweek will be a proration of time scheduled to work to the normal 37.5 or 40 hour workweek base as designated for the employee's classification enumerated in the Appendix A.
4. For services-as-needed employees, the workweek is scheduled on an as-needed basis as determined by the Agency/Department Head, with the workweek base being 37.5 or 40 hours as designated for the employee's classification in Appendix A.
5. For part-time and services-as-needed employees, the "workweek base," as used herein, shall mean an amount of hours in a workweek which are equivalent to the full time hours listed for classifications as enumerated in Appendix A.

**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 work place, or in some other place where the employee is carrying out the duties of the County.

**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 15 minutes during each work period of more than 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 Section 6.D.1. above, employees who operate video display equipment which requires continuous viewing of a video screen for more than two consecutive hours in a day shall be granted rest periods of ten 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 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 Section 6.D.1. above instead of the rest periods described in Section 6.D.2.

**E. CONVERSION OF WORKWEEK BETWEEN 37.5 AND 40 HOURS.** Employees in classifications converting to a 40-hour workweek shall carry over their vacation and sick leave and subject to Section 9.A. hereof, floating holiday balance in the same number of days and fractions of days recorded for the 37.5-hour workweek. For compensatory time, the same number of hours and fractions of hours recorded for the 37.5-hour workweek shall be carried over for the 40-hour workweek subject to Section 7.F. hereof.

Employees in classifications converting to a 37.5-hour workweek shall carry over their vacation and sick leave and subject to Section 9.A. hereof, floating holiday balance in the same number of days and fractions of days recorded for the 40-hour workweek. For compensatory time, the same number of hours and fractions of hours recorded for the 40-hour workweek shall be carried over for the 37.5-hour workweek subject to Section 7.F. hereof.

**F. VOLUNTARY REDUCTION OF WORK PERIOD.** Upon mutual agreement of a full-time permanent employee covered by this Memorandum of Understanding 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 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 90 percent, 80 percent, 70 percent, 60 percent, or 50 percent 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 the employee transfers, promotes, demotes, terminates or in any other way changes his/her status with the County he/she shall be removed from the reduced work schedule.
3. With ten 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 section shall be deemed full-time employees for all purposes of this Memorandum 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 section 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.

**G. WORKING NONASSIGNED SHIFTS.** A **less than full-time** employee may contact his/her 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 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 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 Section 7.A. of this Memorandum.

If more than one 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**

**A. HOW OVERTIME IS AUTHORIZED.** Work for the County by an employee at times other than those scheduled pursuant to Section 6A. shall be approved in advance in writing by the Agency/Department Head, or in cases of unanticipated emergency, shall be approved by the Agency/Department Head, after such emergency work is performed. No employee shall perform overtime work unless such overtime work has been approved by the Agency/Department Head or his/her designee.

**B. OVERTIME WORK DEFINED.** Overtime work shall be defined as all work performed in a workweek pursuant to subsection A of this section in excess of the normal full-time workweek for the job classification. Holidays which fall on an employee's regularly scheduled day off shall not count towards the accumulation of the workweek. Holidays worked, holidays which fall on an employee's regularly scheduled workday and paid time off shall count toward the accumulation of the workweek. Effective March 13, 2016, paid vacation, sick leave or holiday leave shall not count towards the accumulation of the workweek.

### **C. RATES DEFINED.**

1. For the purposes of this section, the hourly rate shall be defined as follows:
  - a. For employees working a 37.5-hour workweek or 37.5-hour workweek base, the hourly rate shall be the biweekly rate divided by 75.
  - b. For employees working a 40-hour workweek, or 40-hour workweek base, the hourly rate shall be the biweekly rate divided by 80.
  - c. For employees working on an hourly rate basis, the hourly rate is reflected in appendices attached hereto.
  - d. For employees working on a daily rate basis, the daily rate is reflected in Appendices attached hereto.
2. For purposes of this section, the Fair Labor Standards Act regular rate shall be defined as follows:

An employee's regular rate shall include in addition to his/her hourly rate as defined in C. 1., any applicable salary ordinance footnote and any applicable premium payment pursuant to Section 12., 13.A. and 13.C. of this Memorandum of Understanding.

**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 F. herein:

1. For classifications with a 37.5-hour workweek or a 37.5-hour workweek base, employees shall be compensated at time and one-half for all time worked in excess of 37.5 hours.

2. For classifications with a 40-hour workweek or a 40-hour workweek base, excluding employees in classifications enumerated in Appendix D, employees shall be compensated at time and one-half for all time worked in excess of 40 hours.
3. The method of compensation for cash payment of overtime worked shall be as follows:
  - a. Employees covered by the overtime provisions of the Fair Labor Standards Act shall be paid time and one-half for overtime worked as provided in subsection D. based on the hourly rate defined in subsection C.1 provided, however, that time and one-half the employee's Fair Labor Standards Act regular rate defined in subsection C.2 shall be paid for all actual hours worked in excess of 40 hours (excluding holidays and paid leave time) in an employee's designated workweek.
  - b. Employees exempt from the overtime provisions of the Fair Labor Standards Act shall be paid time and one-half for all overtime worked as provided in subsection D. based on the hourly rate defined in subsection C.1.
4. There shall be no overtime payment unless the employee has actually worked over 37.5 or 40 hours during said workweek.
5. For employees in classifications enumerated in Appendix D and the classification of 5420N, flextime schedules requiring an employee to work in excess of eight hours in any one workday, excluding meal period, or in excess of eight hours in consecutive time, excluding meal period, shall be exempted from the provision requiring overtime compensation after eight hours in a workday.

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

**F. WHEN COMPENSATING TIME OFF MAY BE TAKEN OR PAID:** Compensating time off earned on or after April 15, 1986 may be accrued to a maximum of 80 hours, and any employee who has accumulated 80 hours of compensatory time off shall be paid in cash for all subsequent overtime worked until such time as the employee's compensating 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 of the County Administrator's Office to grant compensating time off in excess of 80 hours.

Scheduling of compensating 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 his/her workweek in order to avoid overtime penalties.

An employee covered by the overtime provisions of the Fair Labor Standards Act who has accrued compensating time off in accordance with this subsection shall upon separation from County service be paid for unused compensating time off at a rate of compensation not less than the average regular rate, as defined above, received by such employee during the last 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 compensating time off, up to a maximum of 80 hours, upon resignation/reinstatement, transfer from a regular position to a SAN position, or transfer to another agency/department. An employee shall be paid off for any unused compensating time off, up to a maximum of 80 hours, 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 Fair Labor Standards Act who has accrued compensating time off in accordance with this subsection shall, upon separation from County service, be paid for unused compensating time off, up to a maximum of 80 hours, at the employee's biweekly or hourly rate for each classification as set forth in Appendix A.

**G. BIWEEKLY WORK SCHEDULE IN THE INFORMATION TECHNOLOGY DEPARTMENT.**

Notwithstanding Sections 7.B. and 7.C. of this Memorandum, in those cases in which an employee working in the Information Technology Department and the Director of Information Technology agree to a fixed flexible biweekly work schedule under which an employee, who would normally be subject to a 37.5-hour workweek, is scheduled to work 35 hours in one week and 40 hours in the other week of a biweekly pay period, or, in the case of an employee whose classification is exempt from FLSA overtime provisions who would normally be subject to a 40-hour workweek, is scheduled to work 35 hours in one week and 45 hours in the other week of a biweekly pay period, the employee, if otherwise eligible for overtime compensation, shall be entitled to such compensation only for the time worked in excess of the scheduled workweek of 35/35 hours or 40/45 hours. Information Technology Department employees who are subject to the foregoing flexible work schedule shall not be entitled to more than 7.5/8 hours off with pay on paid holidays and shall be required to makeup during the workweek in which the holiday falls the difference between 7.5/8 hours and the length of the workday which the employee would have been scheduled to work had the holiday been a normal workday on the flexible schedule. Said employee shall not be entitled to overtime compensation for working said holiday makeup hours. The Director of Information Technology shall, in his/her discretion determine which, if any, classifications and positions shall be eligible for the flexible biweekly work schedule and retains the right, upon appropriate notice to Union and after meeting and conferring if requested by Union, to make changes in the classifications and positions eligible for such flexible schedule or to eliminate the program in its entirety.

**H. BIWEEKLY WORK SCHEDULE IN THE SOCIAL SERVICES AGENCY.**

Notwithstanding Section 7.B. and 7.C. of the Memorandum of Understanding, in those cases in which a non-exempt employee (not eligible for schedule B) working in the Social Services Agency and the Director of the Social Services Agency agree to a fixed flexible biweekly work schedule under which a non-exempt employee who would normally be subject to a 37.5-hour week is scheduled to work 40 hours in one week and 35 hours the other week of a biweekly pay period, the employee, if otherwise eligible for overtime compensation, shall be entitled to such compensation only for the time worked in excess of the scheduled workweek of 40 hours or 35 hours. In those cases in which an exempt employee working in the Social Services Agency and the Director of the Social Services Agency agree to a fixed flexible work schedule under which an exempt employee who would normally be subject to a 37.5-hour week is scheduled to work 42.5 hours in one week and 32.5 hours the other week of a biweekly pay period, the employee, if otherwise eligible for overtime compensation, shall be entitled to such compensation for the time worked in excess of the scheduled workweek of 42.5 hours and 32.5 hours. Social Services Agency employees who are subject to the foregoing flexible work schedules shall not be entitled to more than 7.5 hours off with pay on paid holidays and shall be required to makeup during the workweek in which the holiday falls, the difference between 7.5 hours and the length of the workday in which the employee would have been scheduled to work had the holiday been a normal workday on the flexible schedule. Said employee shall not be entitled to overtime compensation if he/she is approved to work said holiday makeup hours, rather than take vacation or compensatory time.

**I. BIWEEKLY WORK SCHEDULE IN THE PROBATION DEPARTMENT.**

Notwithstanding Section 7.B. and 7.C. of this Memorandum, in those cases in which an employee working in the Probation Department and the Chief Probation Officer agree to a fixed flexible biweekly work schedule under which an employee, who would normally be subject to a 37.5-hour workweek, is scheduled to work 35 hours in one week and 40 hours in the other week of a biweekly pay period, the employee, if

otherwise eligible for overtime compensation, shall be entitled to such compensation only for the time worked in excess of the scheduled workweek of 35 hours or 40 hours. Probation Department employees who are subject to the foregoing flexible work schedule shall not be entitled to more than 7.5 hours off with pay on paid holidays and shall be required to makeup during the pay period in which the holiday falls the difference between 7.5 hours and the length of the workday which the employee would have been scheduled to work had the holiday been a normal workday on the flexible schedule. Said employee shall not be entitled to overtime compensation for working said holiday makeup hours. The Chief Probation Officer shall, in his/her discretion, determine which, if any, classifications and positions shall be eligible for the flexible biweekly work schedule and retains the right, upon appropriate notice to Union and after meeting and conferring if requested by Union, to make changes in the classifications and positions eligible for such flexible schedule or to eliminate the program in its entirety.

**J. BIWEEKLY WORK SCHEDULE IN THE COMMUNITY DEVELOPMENT AGENCY.**

Notwithstanding Sections 7.B. and 7.C. of the Memorandum of Understanding, in those cases in which an employee working in the Community Development Agency and the Director, Community Development Agency agree to a flexible biweekly work schedule under which an employee, who would normally be subject to a 37.5-hour workweek, is scheduled to work 40 hours in one week and 35 hours in the other week of a biweekly pay period, or, in the case of an employee whose classification is exempt from FLSA overtime provisions who would normally be subject to a 40-hour workweek, is scheduled to work 35 or 36 hours in one week and 44 or 45 hours in the other week of a biweekly pay period, the employee, if otherwise eligible for overtime compensation, shall be entitled to such compensation only for the time worked in excess of the scheduled workweek of 35 or 35/36 hours and 40 or 44/45 hours. Department employees who are subject to the foregoing flexible work schedule shall not be entitled to more than 7.5/8 hours off with pay on paid holidays and shall be required to makeup during the workweek in which the holiday falls the difference between 7.5/8 hours and the length of the workday which the employee would have been scheduled to work had the holiday been a normal workday on the flexible schedule. Said employee shall not be entitled to overtime compensation for working said holiday makeup hours. The Director, Community Development Agency shall, in his discretion, determine which, if any, classifications and positions shall be eligible for the flexible biweekly work schedule and retains the right, upon appropriate notice to Union and after meeting and conferring if requested by Union, to make changes in the classifications and positions eligible for such flexible schedule or to eliminate the program in its entirety.

**K. BIWEEKLY WORK SCHEDULE IN THE REGISTRAR OF VOTERS DEPARTMENT.**

Notwithstanding Section 7.B. and 7.C. of the Memorandum of Understanding, in those cases in which an employee working in the Registrar of Voters Department and the Registrar of Voters agree to a fixed flexible biweekly work schedule under which an employee, who would normally be subject to a 37.5-hour workweek, is scheduled to work 35 hours in one week and 40 hours in the other week of a biweekly pay period, the employee, if otherwise eligible for overtime compensation, shall be entitled to such compensation only for time worked in excess of the scheduled workweek of 35 hours and 40 hours. Registrar of Voters Department employees who are subject to the foregoing flexible work schedule shall not be entitled to more than 7.5 hours off with pay on paid holidays and shall be required to makeup during the workweek in which the holiday falls the difference between 7.5 hours and the length of the workday which the employee would have been scheduled to work had the holiday been a normal workday on the flexible schedule. Said employee shall not be entitled to overtime compensation for working said holiday makeup hours. The Registrar of Voters may in his/her discretion suspend flextime during peak workload periods. The Registrar of Voters shall, in his/her discretion, determine which, if any, classifications and positions shall be eligible for the flexible biweekly work schedule and retains the right, upon appropriate notice to Union and after meeting and conferring if requested by Union, to



make changes in the classifications and positions eligible for such flexible schedule or to eliminate the program in its entirety.

**L. BIWEEKLY WORK SCHEDULE IN THE PUBLIC WORKS AGENCY.** Notwithstanding Sections 7.B. and 7.C. of this Memorandum of Understanding, in those cases in which an employee in the Public Works Agency and the Director of Public Works agree to a fixed flexible biweekly work schedule under which an employee, who would normally be subject to a 37.5-hour workweek, is scheduled to work 35 hours in one week and 40 hours in the other week of a biweekly pay period, or, in the case of an employee whose classification is exempt from FLSA overtime provisions who would normally be subject to a 40-hour workweek, is scheduled to work 35 or 36 hours in one week and 44 or 45 hours in the other week of a biweekly pay period, the employee, if otherwise eligible for overtime compensation, shall be entitled to such compensation only for the time worked in excess of the scheduled workweek of 35 or 35/36 hours and 40 or 44/45 hours. Public Works Agency employees who are subject to the foregoing flexible work schedule shall not be entitled to more than 7.5/8 hours off with pay on paid holidays and shall be required to makeup during the workweek in which the holiday falls the difference between 7.5/8 hours and the length of the workday which the employee would have been scheduled to work had the holiday been a normal workday on the flexible schedule. Said employees shall not be entitled to overtime compensation for working said holiday makeup hours.

**M. BIWEEKLY WORK SCHEDULE IN THE OFFICE OF ASSESSOR.** Notwithstanding Sections 7.B. and 7.C. of this Memorandum, in those cases in which an employee in the Office of Assessor and the Assessor agree to a fixed flexible biweekly work schedule under which an employee, who would normally be subject to a 37.5-hour workweek, is scheduled to work 35 hours in one week and 40 hours in the other week of a biweekly pay period, the employee, if otherwise eligible for overtime compensation, shall be entitled to such compensation only for the time worked in excess of the scheduled workweek of 35 or 40 hours. Employees of the Office of Assessor who are subject to the foregoing flexible work schedule shall not be entitled to more than 7.5 hours off with pay on paid holidays and shall be required to makeup during the workweek in which the holiday falls the difference between 7.5 hours and the length of the workday which the employee would have been scheduled to work had the holiday been a normal workday on the flexible schedule. Said employees shall not be entitled to overtime compensation for working said holiday makeup hours.

The Assessor shall, in his/her discretion, determine which, if any, classifications and positions shall be eligible for the flexible biweekly work schedule, after meeting and conferring with the Union.

The Assessor also retains the right, upon appropriate notice to the Union and after meeting and conferring if requested by the Union, to make changes in the classifications and positions eligible for such flexible schedule or to eliminate the program in its entirety.

**N. BIWEEKLY WORK SCHEDULE IN THE OFFICE OF THE TREASURER-TAX COLLECTOR.** Notwithstanding Section 7.B. and 7.C. of this Memorandum of Understanding, in those cases which an employee working in the Treasurer-Tax Collector's Office and the Treasurer-Tax Collector agree to a fixed biweekly work schedule under which an employee, who would normally be subject to a 37.5-hour work week, is scheduled to work 35 hours in one week and 40 hours in the other week of a biweekly pay period, the employee, if otherwise eligible for overtime compensation, shall be entitled to such compensation only for the time worked in excess of the scheduled work week of 35 hours or 40 hours. Treasurer-Tax Collector employees who are subject to the foregoing flexible work schedule shall not be entitled to more than 7.5 hours off with pay on paid holidays and shall be required to makeup during the week in which the holiday falls the difference between 7.5 hours and the length of the work day which the employee would have been scheduled to work had the holiday been a normal work day on the flexible schedule. Said employee shall not be entitled to overtime compensation for working said holiday makeup hours. The Treasurer-Tax Collector shall,

in his/her discretion, determine which, if any, classifications and positions shall be eligible for the flexible biweekly work schedule and retains the right, upon appropriate notice to Union and after meeting and conferring if requested by Union, to make changes in the classifications and positions eligible for such flexible schedule or to eliminate the program in its entirety.

- O. BIWEEKLY WORK SCHEDULE IN THE LIBRARY DEPARTMENT.** Notwithstanding Section 7.B and 7.C of the Memorandum of Understanding, in those cases in which an employee working in the Library Department agrees to a fixed flexible biweekly work schedule under which an employee, who would normally be subject to a 37.5-hour workweek, is scheduled to work 35 hours in one week and 40 hours in the other week of a biweekly pay period, the employee, if otherwise eligible to overtime compensation shall be entitled to such compensation only for time worked in excess of the scheduled workweek of 35 and 40 hours, Library Department employees who are subject to the foregoing flexible work schedule shall not be entitled to more than 7.5 hours off with pay on paid holidays and shall be required to makeup during the workweek in which the holiday falls the difference between 7.5 hours and the length of the workday which the employee would have been scheduled to work had the holiday been a normal workday on the flexible schedule. Said employee shall not be entitled to overtime compensation for working said holiday makeup hours. The County Librarian shall, in his/her discretion, determine which, if any, classifications and positions shall be eligible for the flexible biweekly work schedule and retains the right upon appropriate notice to the Union and after meeting and conferring if requested by the Union, to make changes in the classifications and positions eligible for such flexible schedule or eliminate the program in its entirety.

- P. BIWEEKLY WORK SCHEDULE IN THE BEHAVIORAL HEALTH CARE SERVICES DEPARTMENT.** Notwithstanding Section 7.B. and 7.C. of this Memorandum of Understanding, in those cases in which a non-exempt employee (not eligible for schedule B contained within the Alameda County Health Care Services Agency's Behavioral Health Care Services Flextime Guidelines implemented October 20, 1996) working in the Behavioral Health Care Services Department and the Director of Behavioral Health Care Services agree to a fixed flexible biweekly work schedule under which an employee, who would normally be subject to a 37.5-hour workweek, is scheduled to work 35 hours in one week and 40 hours in the other week of a biweekly pay period, or, in the case of an employee whose classification is exempt from FLSA overtime provisions who would normally be subject to either a 37.5 or 40-hour workweek, and is scheduled to work 35 hours in one week and either 40 or 45 hours in the other week of a biweekly pay period, the employee, if otherwise eligible for overtime compensation, shall be entitled to such compensation only for the time worked in excess of the scheduled work week of 35/35 hours in one week or 40/45 hours in the other week.

In those cases in which an exempt employee working in the Behavioral Health Care Services Department and the Director of Behavioral Health Care Services agree to a fixed flexible work schedule under which an exempt employee who would normally be subject to a 37.5-hour week is scheduled to work 42.5 hours in one week and 32.5 hours in the other week of a biweekly pay period, the employee, if otherwise eligible for overtime compensation, shall be entitled to such compensation for the time worked in excess of the scheduled workweek of 42.5 hours and 32.5 hours.

Behavioral Health Care Services Department employees who are subject to the foregoing flexible work schedule shall not be entitled to more than 7.5/8 hours off with pay on paid holidays and shall be required to makeup during the work week in which the holiday falls the difference between 7.5/8 hours and the length of the work day which the employee would have been scheduled to work had the holiday been a normal work day on the flexible schedule. Said employee shall not be entitled to overtime compensation for working said holiday makeup hours. The Director of Behavioral Health Care Services shall, in his/her discretion, determine which, if any, classifications

and positions shall be eligible for the flexible biweekly work schedule and retains the right, upon appropriate notice to Union and after meeting and conferring if requested by Union, to make changes in the classifications and positions eligible for such flexible schedule or to eliminate the program in its entirety.

- Q. BIWEEKLY WORK SCHEDULE IN THE ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION (ACERA).** Notwithstanding Sections 7.B and 7.C. of the Memorandum of Understanding, in those cases in which an employee in ACERA and the General Manager of ACERA agree to a fixed flexible biweekly work schedule under which an employee, who would normally be subject to a 37.5-hour workweek, is scheduled to work 35 hours in one week and 40 hours in the other week of a biweekly pay period, the employee, if otherwise eligible for overtime compensation, shall be entitled to such compensation only for the time worked in excess of the scheduled work week of 35 and 40 hours.

Employees of the Retirement Association who are subject to the foregoing flexible work schedule shall not be entitled to more than 7.5 hours off with pay on paid holiday and shall be required to makeup during the workweek in which the holiday falls, the difference between 7.5 hours and the length of the workday which the employee would have been scheduled to work had the holiday been a normal workday on the flexible schedule. Said employees shall not be entitled to overtime compensation for working said holiday makeup hours.

The General Manager shall, in his/her discretion, determine which, if any, classifications and positions shall be eligible for the flexible biweekly work schedule. The General Manager also retains the right, upon appropriate notice to the Union and after meeting and conferring if requested by the Union, to make changes in the classifications and positions eligible for such flexible schedule or to eliminate the program in its entirety.

- R. BIWEEKLY WORK SCHEDULE IN THE SHERIFF'S DEPARTMENT.** Notwithstanding Sections 7.B. and 7.C. of the Memorandum of Understanding, in those cases in which an employee working in the Civil Section of the Sheriff's Department agree to a fixed flextime biweekly work schedule of a four day/37.5-hour work week of a biweekly pay period, the employee, if otherwise eligible for overtime compensation, shall be entitled to such compensation only for the time worked in excess of the scheduled workweek of 37.5 hours. In a week where there is a County Holiday, flextime will be suspended and all employees will revert to a regular schedule. The Sheriff or designee retains the right, upon appropriate notice to the Union and after meeting and conferring, if requested by the Union, to make changes in and/or eliminate the program in its entirety.

The Sheriff shall, in his/her discretion, determine which, if any, unit(s) and which, if any, classifications and positions within the unit(s) shall be eligible for the flexible biweekly work schedule, after meeting and conferring with the Union.

- S. BIWEEKLY WORK SCHEDULE IN THE AUDITOR-CONTROLLER AGENCY.** Notwithstanding Sections 7.B. and 7.C. of this Memorandum, in those cases in which an employee in the Auditor-Controller Agency agree to a fixed flexible biweekly work schedule under which an employee, who would normally be subject to a 37.5-hour workweek, is scheduled to work 35 hours in one week and 40 hours in the other week of a biweekly pay period, the employee, if otherwise eligible for overtime compensation, shall be entitled to such compensation only for the time worked in excess of the scheduled workweek of 35 or 40 hours. Employees of the Auditor-Controller Agency who are subject to the foregoing flexible work schedule shall not be entitled to more than 7.5 hours off with pay on paid holidays and shall be required to makeup during the workweek in which the holiday falls the difference between 7.5 hours and the length of the workday which the employee would have been scheduled to work had the holiday been a normal workday on the flexible

schedule. Said employees shall not be entitled to overtime compensation for working said holiday makeup hours.

The Auditor-Controller/Clerk-Recorder shall, in his/her discretion, determine which, if any, classifications and positions shall be eligible for the flexible biweekly work schedule, and retains the right, upon appropriate notice to the Union and after meeting and conferring, if requested by the Union, to make changes in the classifications and positions eligible for such flexible schedule or to eliminate the program in its entirety.

## **SECTION 8. LEAVES OF ABSENCE**

- A. LEAVE MAY NOT EXCEED NINE 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 months, except as hereinafter provided.
- 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.
- C. MILITARY LEAVE.** Every employee shall be entitled to military leaves of absence as specified in Chapter 7, Part 1, Division 2 of the California Military and Veterans Code. The employee must present to his supervisor a copy of his/her military orders which specify the dates and duration of such leave.

If such employee shall have been continuously employed by the County for at least one year prior to the date such absence begins, he/she 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 40 hour/week classes or 225 working hours for 37.5 hour/week classes, during ordered military leave, including necessary travel time. The 240 hour limit reflects the equivalent of thirty 8 hour days but is designated in hours to account for alternative work schedules. The 225 hour limit reflects the equivalent of thirty 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 he/she would have been scheduled to work or scheduled for paid holiday leave, had he/she not been on military leave.
4. In no event shall an employee be paid for time he/she 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.

- D. TEMPORARY APPOINTMENT DUE TO MILITARY LEAVE.** An Agency/Department Head may grant an employee a leave of absence without pay from his/her 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.

- 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 such leave of absence shall exceed a period of one year.
- F. PAID TIME OFF FOR EDUCATION PURPOSES.** Except for employees enumerated in Appendix B, 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.

The County may substitute on an hour-for-hour basis accredited mandated training offered by the County on an in-service basis for Nursing and Pharmacy classifications, and for the classifications of Behavioral Health Clinician I and Behavioral Health Clinician II. With respect to scheduling paid time off for the Nursing classes included in this provision the Agency Head shall schedule such time as follows: The Agency 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 Head any necessary leave form. The County shall have 15 days to deny such leave in writing or leave shall be granted as requested by the employee.

If additional classifications covered by this Memorandum of Understanding 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 Section 8.F.

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| 1. | Microbiologist,<br>Senior Microbiologist   | Up to 15 hours  |
| 2. | Dental Hygienist   | Up to 12.5 hours  |
| 3. | Senior Pharmacist, BHCS  | Up to 15 hours  |
| 4. | Appraisers   | Up to 24 hours  |
| 5. | Clinical Nurse Specialist,<br>Registered Nurse I, II and III,<br>Mid-level Practitioner,<br>Mental Health Specialists licensed as Vocational Nurses  | Up to 30 hours over a 2-fiscal year period  |
| 6. | If a Mid-level Practitioner is required to obtain educational units by an Agency/Department Head that cannot be taken within the limit in No. 5 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 as provided above. |   |
| 7. | Clinical Psychologist  | Up to 36 hours over a 2-fiscal year period  |
| 8. | Behavioral Health Clinician I and II,<br>Marriage and Family Therapist<br>I and II   | Up to 36 hours over a 2-fiscal year period,<br>effective on the date established by the<br>Board of Behavioral Sciences |

9. If a Behavioral Health Clinician I and II 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.
10. Clinical Review Specialist – If a Clinical Review Specialist is required to obtain education units mandated by State law or regulation to maintain licensure or certification, the Agency/Department Head shall grant up to 36 hours paid educational leave over a 2 fiscal year period if licensed by the Board of Behavioral Sciences or the Board of Psychology or up to 30 hours over a 2 fiscal year period if licensed by the Board of Registered Nursing. Any such leave shall be prorated for part-time employees in this classification.

**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 such leave of absence shall exceed a period of one year.

**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.

**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 he/she has tenure until he/she obtains tenure to such other position, or his/her 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.

**J. LEAVE FOR ASSIGNMENT TO SPECIAL PROJECT.** An employee having tenure in a classification in the classified civil service, who is appointed to the classification of Project Specialist, may be granted a leave of absence without pay from the classification in which he/she has tenure, by the Agency/Department Head, for the duration of said employee's assignment to the special project.

**K. LEAVE FOR JURY DUTY OR IN ANSWER TO A SUBPOENA.** Sufficient paid leave shall be granted to permit an employee to travel between the work place and the court and while serving on jury duty or in answer to a subpoena as a witness. Compensation 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. Any jury or witness fee awarded to such person, less reimbursement for mileage, shall be deposited in the County Treasury. Any person assigned an afternoon or evening shift shall be entitled to equal time off as leave with pay from his/her next regularly scheduled shift for all time spent serving on jury duty, or answering a subpoena as a witness and for traveling to and

from court. Any person who is regularly assigned to a schedule which includes working Saturday and Sunday, who serves on jury duty on their entire two scheduled days off during the previous Monday through Friday, upon 24-hour advance notice to their supervisor shall be allowed to schedule their next regular work day as vacation or compensatory time. Any person whose jury service extends into a second workweek shall have their schedule changed to a Monday to Friday day shift schedule for the duration of such jury service only.

When an employee is excused from jury duty or from answering a subpoena as a witness in time to report for at least one-half his/her regularly scheduled shift, the employee shall report to duty and jury duty pay under this section shall be reduced accordingly. If the employee fails to report as set forth herein, he/she shall be docked for the balance of the day.

Employees shall apply for standby jury duty if the court permits this option. An employee whose work assignment precludes participation in the standby jury duty shall be exempted from this requirement, provided that an Agency/Department Head may adjust an employee's work assignment to permit the employee to apply for standby duty.

**L. DISABILITY LEAVE FOR OTHER EMPLOYMENT.** Anything in this Memorandum of Understanding to the contrary notwithstanding, any person who, because of sickness or injury, is incapable of performing his/her work or duties in the service of the County but who is nevertheless capable of performing other work or duties outside the service of the County may, within the discretion of the Agency/Department Head, be granted sick leave of absence without pay during such disability to accept such employment.

**M. PERSONAL DISABILITY LEAVE.** After six months from date of employment, an employee shall be entitled to leaves of absence without pay for not more than two periods aggregating to no more than 90 calendar days within a 12-month period upon presentation of acceptable proof of his/her personal disability. Before such leave, the employee must have used all accrued vacation, paid sick leave or compensating time off, unless the employee is receiving accrued vacation, paid sick leave or compensating time off as a supplement to disability insurance benefits under Section 21 of this Memorandum, in which event, the employee shall be entitled to personal disability leave. But the employee's entitlement to personal disability leave shall be reduced by the hourly equivalent of the disability insurance payment (hours of personal disability deducted per pay period equals two times the employee's weekly disability insurance entitlement divided by the employee's normal hourly rate) provided, however, that an employee who has exhausted paid leave balances and is receiving disability insurance only shall have personal disability leave deducted on a day-for-day basis. Such leave may be extended by mutual agreement of the employee and the Agency/Department Head.

The Agency/Department Head may require acceptable proof of the employee's ability to return to work provided that the Agency/Department Head shall notify the employee in writing of such requirement in advance. If the submitted proof is deemed unacceptable, the Agency/Department Head shall immediately notify the employee in writing of existing deficiencies in the submitted proof. Employees granted leave under this paragraph shall be returned to the same classification and the Agency/Department Head shall make its best effort to return such employee to the same geographical location, shift and, where there is specialization within a classification, to the same specialization. Questions as to whether or not the Agency/Department Head has used his/her best effort herein shall not be subject to the grievance procedure.

**N. PREGNANCY & CHILD BONDING LEAVE.** An employee is entitled to receive a pregnancy and child bonding leave of up to six months. Such an employee may elect to take accrued vacation or compensatory time off or sick leave, when eligible, during the period of pregnancy and child bonding leave, except that in the case of an employee who is regularly scheduled to work less than the normal 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 been regularly scheduled to work and would have worked but for the pregnancy and child bonding leave. The employee shall be entitled to sick leave, when eligible, with pay accumulated pursuant to Section 11.E. of this Memorandum of Understanding. The scheduling of child bonding leave (either on FMLA or CFRA) on an intermittent basis and/or requests for a reduced work schedule are subject to mutual agreement by the employee and the Agency/Department Head as allowed by law.

Notwithstanding the above, the employee may be entitled to take up to seven (7) months of total leave for the integration of the pregnancy disability and child bonding leaves pursuant to the Family Medical Leave Act (FMLA), California Pregnancy Disability Leave (PDL), and California Family Rights Act (CFRA). Disability leave due to pregnancy runs concurrently with FMLA and PDL. Child bonding leave runs concurrently with FMLA and CFRA.

Reinstatement subsequent to pregnancy and child bonding leave of absence shall be to the same classification from which leave was taken and the Agency/Department Head shall make its best effort to return such employee to the same geographical location, shift, and where there is specialization within a classification, to the same specialization. Questions as to whether or not the Agency/Department Head has used its best effort herein, shall not be subject to the grievance procedure.

- O. CHILD BONDING LEAVE.** A prospective father, spouse, domestic partner or adoptive parent is entitled to child bonding leave of up to six (6) months, within one year of the qualifying event. Child bonding leave runs concurrently with FMLA and CFRA. The scheduling of child bonding leave (either on FMLA or CFRA) on an intermittent basis and/or requests for a reduced work schedule are subject to mutual agreement by the employee and the Agency/Department Head as allowed by law.

An employee may elect to take accrued vacation or compensatory time off during the period of child bonding leave except that in the case of an employee who is regularly scheduled to work less than the normal 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. The use of sick leave during child bonding leave shall not be permitted unless employees are otherwise eligible to use it as provided in Section 11.L.

Reinstatement subsequent to child bonding leave of absence shall be to the same classification from which leave was taken and the Agency/Department Head shall make its best effort to return such employee to the same geographical location, shift, and where there is specialization within a classification, to the same specialization. Questions as to whether or not the Agency/Department Head has made its best effort herein, shall not be subject to the grievance procedure.

- P. DEATH IN IMMEDIATE FAMILY.** Leave of absence with pay because of death in the immediate family of a regularly scheduled person in the County service may be granted by the Agency/Department Head for a period of up to 5 days. For purpose of this section, "immediate family" means mother, stepmother, father, stepfather, husband, wife, domestic partner, (upon submission of an affidavit as defined in Appendix E), son, stepson, daughter, stepdaughter, grandparent, grandchild, brother, sister, foster parent, foster child, mother-in-law and father-in-law, or any other person sharing the relationship of in loco parentis; and, when living in the household of the employee, a brother-in-law or sister-in-law.

Entitlement to leave of absence under this section 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.



- Q. LEAVE FOR PARTICIPATING IN EXAMINATION PROCESS.** Upon 48 hours advance notice by the employee to his/her supervisor, an employee shall be granted paid leave while participating in an Alameda County examination which is scheduled during the employee's working hours. Sufficient paid leave shall be granted to permit the employee to travel between the work place and the testing site. Examinations for jurisdictions other than the County of Alameda are exempted from this provision.
- R. LEAVE FOR PARTICIPATING IN THE SELECTION OR TRANSFER PROCESS.** Upon 24 hours advance notice by the employee to his/her supervisor, an employee who has received a certification for an Alameda County 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. Sufficient paid leave shall be granted to permit the employee to travel between the work place 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.
- S. LEAVE FOR PARTICIPATING IN A LITERACY PROGRAM.** Any employee accepted into the Alameda County Workplace Literacy Program, subject to grant approval, as a learner or a participant or other workplace program approved by Alameda County shall be permitted up to 25 hours in a 12 month period of educational leave with pay to the extent that such courses of instruction are provided during the employee's on-duty hours.
- T. LEAVE FOR EMPLOYMENT WITH THE UNION.** Upon written certification from the Union and the agreement of the Agency/Department Head, up to six employees at any one time who are subject to this Memorandum of Understanding shall be granted a leave of absence without pay for a period of up to six months in a 12 month period to work for Local 1021. At the end of such leave the employee shall be returned to his/her same classification and Agency/Department.

## **SECTION 9. HOLIDAYS**

**A.** Holidays shall be defined as follows:

1. January 1 - New Year's Day  
Third Monday in January - Dr. Martin Luther King, Jr. Birthday  
February 12 - Lincoln's Birthday  
Third Monday in February - Washington's Birthday  
Last Monday in May - Memorial Day  
July 4 - Independence Day  
First Monday in September - Labor Day  
November 11 - Veteran's Day  
Fourth Thursday in November - Thanksgiving  
Day after Thanksgiving  
December 25 - Christmas
2. All other days appointed by the President of the United States or the 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 or more members of the Board of Supervisors.
3. Four floating holidays are to be scheduled by mutual agreement of the employee and his/her Agency/Department Head and taken within the calendar year. The first four full days (7.5 or

8 hours) of vacation or compensatory time taken during each calendar year shall be charged as floating holidays. 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 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.

Floating holidays will be allocated and used on a calendar year basis. 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.

Effective January 1, 2010, 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 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.

In the administration of the above paragraphs, the provision set forth in Section 10.J.5, governing Vacation Leave Segments shall not apply when an employee's leave request is solely for Floating Holidays.

4. Services-as-needed employees are not entitled to the holiday benefit as set forth in 9.A.1., 2. and 3. above.

**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 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.

**C. NUMBER OF HOLIDAYS FOR SHIFT WORKERS.** Except as provided in subparagraph B. hereof, no employee assigned to shift work shall receive a greater or lesser number of holidays as defined in Section 9.A. 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 section is to compensate each employee for each holiday defined in Section 9.A. above, whether compensation is in cash or time off.

For holiday administration purposes only, when an assigned shift overlaps two 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.

**D. HOLIDAYS TO BE OBSERVED ON WORK DAYS.** In the event that January 1; February 12, known as "Lincoln's Birthday"; July 4; November 11, known as "Veterans Day"; or December 25 shall fall on a Saturday, said holiday shall be observed on the preceding Friday. In the event that any of said holidays enumerated in this subparagraph shall 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 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.

Notwithstanding the observance of holidays specified in Section 9.D. herein, and including the provisions of 9.C. herein, when December 25, January 1 or July 4 occur 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 4 on the actual day.

## **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 section, should work longer than the normal workweek as set forth in Section 6.B. of this Memorandum, said employee shall be compensated as provided in Section 7.D. 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 calendar days' notice to his/her 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 times the normal hourly rate.

### **3. For Services-as-Needed Employees**

- a. Notwithstanding Section 9.A.4, services-as-needed employees shall be compensated only for hours worked on holidays defined in Section 9.A.1. and 2., at one and one-half times the normal hourly rate.

### **4. In-Lieu Day Off**

- a. Except in the case of employees regularly assigned to Zone 7 or the Sheriff's Department, when a holiday as set forth in paragraph A or B hereof, other than a day proclaimed by the President of the United States or the Governor of the State of California as a nationwide or statewide public holiday, day of fast, day of mourning, or day of thanksgiving and approved in writing by three or more members of the Board of Supervisors, 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 pursuant to Section 9.E.1.a. or 9.E.2.a. Should an in-lieu day off not be taken within 26 pay periods, the employee shall be compensated in cash pursuant to Section 9.E.1.a. or Section 9.E.2.a.

- b. In the case of employees regularly assigned to Zone 7 or the Sheriff's Department, when a holiday as set forth in paragraph A. or B. hereof, other than a day proclaimed 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 and approved in writing by three or more members of the Board of Supervisors, 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 the employee's normal hourly rate.
- 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 the employee's scheduled workday after the holiday.
- 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 paragraph A. or B. hereof is observed, employees subject to this Memorandum of Understanding 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 paragraph A. or B. hereof.
- H. EXEMPT WORK SITUATIONS.** Time spent in study courses, seminars and meetings of professional groups is exempt from the provisions of this section.
- I. HOLIDAYS FOR CLERK-RECORDER STAFF.** Employees of the Clerk-Recorder's Office are excluded from the provisions of Section 9.A., 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 fiscal year shall be less than the number of County holidays, including the floating holidays, specified in Section 9.A., 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 Section 9.A. An employee shall not qualify for an in-lieu holiday granted in exchange for the Section 9.A. floating holidays unless the employee was hired prior to April 1 of any fiscal year. An employee shall not qualify for an in-lieu holiday granted in exchange for any other holiday listed in Section 9.A. unless the employee was hired on or before the date of the Section 9.A 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 fiscal year, except that the Agency/Department Head may in writing authorize the in-lieu holiday to be carried over for one fiscal year only.
- J. HOLIDAY COMPENSATION FOR SHERIFF'S OFFICE STAFF.** Effective calendar year 2007, employees of the 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 Thanksgiving Day and/or Christmas Day.

## **SECTION 10. VACATION LEAVE**

Services-as-needed employees working in classifications which are enumerated in Appendix B are excluded from the provisions of Section 10.

Employees in the service of the County 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. An employee who is regularly scheduled to work less than the normal work week for the job classification shall accrue vacation leave accordingly. Vacation accrual shall be prorated each pay period based upon a proration of the hours worked within that pay period to the normal full-time pay period for the job classification.

### **A. VACATION ACCRUAL**

Services-as-needed employees working in classifications which are enumerated in Appendix B are excluded from the provisions of Section 10.

Employees in the service of the County shall receive a vacation entitlement or 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. An employee who is regularly scheduled to work less than the normal work week for the job classification shall accrue vacation leave or vacation entitlement accordingly. Vacation accrual or vacation entitlement shall be prorated each pay period based upon a proration of the hours worked within that pay period to the normal full-time pay period for the job classification.

1. **FOR EMPLOYEES HIRED PRIOR TO JANUARY 31, 2016** Except for an employee in a classification enumerated in Appendix B, each person in the service of the County whose employment began prior to January 31, 2016, shall accrue vacation leave according to the following schedules.
  - a. **Two weeks accrual:** Employees shall accrue two weeks of vacation annually until completion of 104 full-time biweekly pay periods (4 years) of continuous employment.
  - b. **Three weeks accrual:** Employees shall accrue three 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.
  - c. **Four weeks accrual:** Employees shall accrue four weeks of vacation annually after the completion of 286 full-time biweekly pay periods (11 years) of continuous employment and until completion of 520 biweekly pay periods (20 years) of continuous employment.
  - d. **Five weeks accrual:** Employees shall accrue five weeks of vacation annually after the completion of 520 biweekly pay periods (20 years) of continuous employment.
2. **FOR EMPLOYEES HIRED ON OR AFTER JANUARY 31, 2016.** Each person in the service of the County whose employment began on or after January 31, 2016, shall accrue vacation leave as follows:

- a. **Two 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 weeks.
- b. **Three weeks accrual** – Employees shall accrue three 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 weeks.
- c. **Four weeks accrual** – Employees shall accrue four 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 weeks.
- d. **Five weeks accrual** – Employees shall accrue five 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 weeks.

**B. CASH PAYMENT IN LIEU OF VACATION LEAVE.**

**1. For persons employed prior to January 31, 2016.**

- a. An employee who accrues vacation leave pursuant to subsection 10.A.1. and who leaves the County service for any reason shall be paid at the biweekly or hourly rate for each classification as set forth in Appendix A, for unused vacation accrued to the date of his/her separation, provided that such entitlement shall not exceed the employee's applicable maximum vacation balance as set forth in subsection 10.C.
- b. Employees shall have the primary responsibility to schedule and take sufficient vacation leave to reduce their accrued vacation leave balances to levels which do not exceed the amount for which they can receive cash payment hereunder upon termination. Agency/Department Heads shall make a reasonable effort to accommodate written vacation leave requests submitted by employees which state that the purpose of such requests is to reduce accrued vacation leave balances to the level which can be paid for in cash upon termination.

**2. For persons employed on or after January 31, 2016.**

An employee who accrues vacation leave pursuant to subsections 10.A.2, and who leaves the County service for any reason shall be paid at the biweekly or hourly rate for each classification as set forth in Appendix "A", for unused vacation accrued to the date of his/her separation provided that such entitlement shall not exceed the employee's applicable maximum vacation balance as set forth in subsection 10.C.

**C. LIMITATION ON UNUSED VACATION LEAVE BALANCES.** For employees hired prior to January 31, 2016, maximum vacation leave balances allowable prior to the pay period containing January 1 of each year beginning in the year 2002, shall be no more than two times the employee's vacation accrual rate, and shall be as follows:

<b>Vacation Accrual Rate in Pay Period Prior to January 1</b>	<b>Maximum Balance in Pay Period Containing January 1</b>
2 weeks	4 weeks
3 weeks	6 weeks
4 weeks	8 weeks
5 weeks	10 weeks

For employees hired on or after January 31, 2016, the accrual of vacation leave will cease effective with any pay period in which the employee's vacation accrual reaches its maximum balance and shall not recommence until the employee's vacation leave balance falls below this maximum. While employees shall have the primary responsibility to schedule and take sufficient vacation to reduce their accrued vacation leave balances to levels which do not exceed their maximum balance, Department Heads will make a reasonable effort to accommodate written vacation leave requests submitted by employees which state that the purpose of such request is to reduce accrued vacation leave balances to a level below their maximum accrual.

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

<b>Vacation Accrual Rate</b>	<b>Maximum Pay Period Balance</b>
2 weeks	4 weeks
3 weeks	6 weeks
4 weeks	8 weeks
5 weeks	10 weeks

- D. DATE WHEN VACATION CREDIT STARTS.** Vacation credit shall begin on the first day of employment.
- E. CHANGEOVER TO MAXIMUM ALLOWABLE VACATION BALANCE AND USE OF PREVIOUSLY ACCRUED VACATION FOR EMPLOYEES HIRED PRIOR TO JANUARY 31, 2016.** As of the pay period containing January 1, 2002, and every such pay period containing January 1 thereafter, the vacation leave balance of any employee which exceeds the maximum allowable vacation balance will be adjusted downward to the maximum allowable vacation balance level (by placing the excess vacation in a departmental catastrophic sick leave pool) and the County will thereafter have no obligation with respect to the vacation leave affected by the adjustment. Department Heads shall make a reasonable effort to accommodate written vacation leave requests submitted by employees which state that the purpose of such request is to reduce accrued vacation leave balances to the level which can be paid for in cash upon termination or to avoid a downward adjustment.
- F. 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 section, "working day" shall mean any day upon which an employee would normally be required to work.

- G. MAXIMUM VACATION LEAVE.** An employee shall be allowed to take two times his/her annual vacation accrual during any calendar year, provided that he/she has accumulated sufficient unused vacation leave. An employee, with the permission of his/her Agency/Department Head, may take vacation in excess of two times his/her annual vacation accrual during any calendar year, if he/she has accumulated sufficient unused vacation leave.
- H. 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.
- I. EFFECT OF ABSENCE ON CONTINUOUS SERVICE.** Absence on authorized leave without pay, time during which a person is laid off because his/her services are not needed, and time during which a person is temporarily not employed by the County, if followed by reemployment within three years in the case of persons reemployed on or after July 1, 1975, or if followed by reemployment within one year in the case of persons reemployed prior to July 1, 1975, shall not be considered as an interruption of continuous service for the purpose of this section, but the period of time such employee is absent on authorized leave without pay or so laid off or so temporarily not employed shall not be counted in computing such years of continuous employment for the purpose of this section, provided that persons who were reemployed prior to July 1, 1975, after one year and within three years from the date such break in service commenced shall, after completing ten years of uninterrupted service following such reemployment, receive credit for all prior service in determining eligibility for vacation entitlement at the rate of .769 working days for each biweekly period.
- J. 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.** Except for employees assigned to the Sheriff's Department, an employee's seniority for vacation seniority purposes begins once he/she enters a vacation scheduling unit within his/her classification. Should an employee change his/her scheduling unit and/or classification, the seniority accrual for vacation purposes starts over. Promotion within a flexible staffed position for purposes of vacation seniority will not be considered a change in classification.

For employees assigned to the Sheriff's Department, an employee's seniority for vacation seniority purposes begins once he/she enters the Sheriff's Department or continues upon reinstatement to the same classification excluding time not spent in the Sheriff's Department. Should an employee change his/her classification, the seniority accrual for vacation purposes starts over. Promotion within a flexible staffed position for purposes of vacation seniority will not be considered a change in classification. If a tie breaker is needed, the following applies:

- total department time (less leave without pay)
  - total County time (less leave without pay)
  - test administration number
  - score on exam
  - date stamp on application (received in County Personnel)
  - coin toss
2. **For Full-time Employees.** Except as provided in paragraph 4 hereof, vacation shall be scheduled by mutual agreement of the employee and the Agency/Department Head. Except



for employees assigned to the Sheriff's Department, in the event of conflicting requests from employees, the matter shall be decided in favor of the employee having the longest County service in a classification within a vacation scheduling unit. For employees assigned to the Sheriff's Department, in the event of conflicting requests from employees, the matter shall be decided in favor of the employee who meets the criteria stated in subsection 10.J.1 above for the first three segments requested. The remaining two segments, if requested, shall follow the process stated in the following paragraph.

Subsequent vacation requests within the same calendar year shall be resolved in favor of the most senior employee who has not, by virtue of his/her senior position, previously had such a conflict resolved in his/her favor during the calendar year. In the event of vacation schedule conflict among employees, all of whom 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 his/her favor shall prevail. When written submission of a vacation request is required pursuant to this paragraph 2., the Agency/Department Head shall respond within 20 calendar days in writing or shall schedule the vacation requested by the employee.

3. **For Part-time Employees.** Any employee scheduled to work less than the full-time workweek and two-fifths or more time for the job classification may, at the discretion of the Agency/Department Head be included in a vacation scheduling unit with full-time employees in the same job classification, and in such cases both the full-time and the less than full-time employees shall have conflicting requests resolved according to the procedure indicated herein.
4. **Alternative Scheduling Procedure.** In the event that vacation scheduling pursuant to paragraph 2. or 3. hereof is impractical due to the size of the agency/department vacation scheduling unit involved or other reasons, the following procedures shall apply. In a month established by the Agency/Department Head, any employee may submit up to three choices of preferred vacation period for the subsequent 12 months. The Agency/Department Head shall approve such choices on the basis of employee seniority as set forth in paragraph 2. hereof. The Agency/Department Head shall post a list of approved and scheduled vacations no later than four weeks following the end of the designated month in which the vacation requests were due. Any employee who fails to submit a choice or choices or any new employee who misses the sign-up period for the agency/department shall schedule vacations by mutual agreement pursuant to paragraphs 2. or 3. hereof provided that such vacation scheduled by mutual agreement shall not supersede any vacation scheduled by submission.

In the administration of this paragraph, the Agency/Department Head shall post seniority lists; lists of the number of employees by classification allowed to be on vacation at one time or for any period; and blank calendars or other means which shall make it possible for employees to submit their three choices and to determine which employees have applied for which vacation periods.

During the Alternative Scheduling Period as contained in Section 10.J.4 above, during a month established by the Social Services Agency, when any employee may submit choices of preferred vacation period for the subsequent 12 months, vacation requests shall be scheduled by mutual agreement and in resolving vacation conflicts the Agency/Department Head shall approve such choices on the basis of employee county seniority among employees in the same classification within a scheduling work unit.

Vacation requests submitted outside of the Alternative Scheduling Period within the Social Services Agency shall be scheduled by mutual agreement pursuant to Section 10.J.2 and

10.J.3 of this MOU. In resolving vacation conflicts, the Agency/Department Head shall approve such choices on the basis of employee unit seniority among employees in the same classification within a scheduling work unit.

5. **Vacation Leave Segments.** An employee shall be allowed to divide his/her vacation leave in any calendar year into five segments. An Agency/Department Head, at his/her discretion, may grant an employee additional segments of vacation increments of at least one hour or more. These segments are to be in addition to any segments of vacation leave used as personal leave as defined in Section 10.K. This section excludes any requests for time off which come under the Floating Holiday provisions specified in Section 9.A.3.
- K. PERSONAL LEAVE.** An employee shall be allowed two days in any calendar year from his/her regular vacation allowance for personal leave. An Agency/Department Head shall not deny a request for this leave except for reasons critical to the operation of his/her agency/department. Such personal leave shall be in segments of one hour or more.
- L. RATE OF VACATION PAY.** Compensation during vacation shall be at the rate of compensation which such person would have been entitled to receive, including premium pay, if in active service during such vacation period. Compensation during vacation shall not include pay for overtime work not actually performed.
- M. VACATION SELLBACK.** Effective July 1, 2001, employees may receive equivalent cash payment for up to 5 vacation days per fiscal year. Effective July 1, 2002, employees accruing at least 20 days of vacation may receive equivalent cash payment for up to 10 days per fiscal year. This benefit shall be prorated for part-time employees based on the proportion of the normal 37.5 or 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 his/her transition pay obligation to the County. Vacation sellback under this section is in addition to the amount of sellback that can be used to purchase Long-Term Disability Insurance under Section 32. Requests for vacation sellback are irrevocable.
- N. VACATION PURCHASE PLAN.** All full-time employees subject to this MOU, excluding employees in classifications enumerated in Appendix B and Appendix D may elect to purchase, during Open Enrollment, one or two additional weeks of vacation over and above their regular entitlement as set forth in paragraph A hereof.

To be eligible to purchase vacation, an employee must have completed payment for any previous vacation purchase and an employee must have no more than one week of unused purchased vacation as of the third pay period prior to the start of Open Enrollment. To be eligible to purchase two weeks of vacation, an employee must have used all previously purchased vacation leave as of the third pay period prior to Open Enrollment.

On the first pay period of the calendar year, the employees' vacation balance will be updated with the additional amount of vacation purchased. Employees may then use the vacation time purchased, scheduled by mutual agreement between the employee and the Agency/Department Head.

Employees will then pay for the vacation time purchased in equal installments during the calendar year. In the event that an employee is unable to cover the cost of purchased vacation in any pay period(s) due to insufficient pay, the County reserves the right to adjust the future pay period amount. Should an employee use their purchased vacation time, and leave the employment of the County prior to paying for the additional vacation, the County will recover the cost from the

employee, including deducting any sum owed from the employees 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; the employee must repay the County. Any failure to repay the County upon termination of employment will result in collection proceedings.

1. Except for personal leave granted under Section 10.K, purchased vacation must be utilized before vacation balances accrued pursuant to Section 10.A. are utilized. In the event that an employee has exhausted vacation balances accrued pursuant to Section 10.A., then purchased vacation may be utilized for personal leave granted under Section 10.K.
2. For purposes of cash payment of vacation leave, vacation purchased pursuant to this section shall be combined with vacation accrued pursuant to Section 10.A. Said combined vacation balance shall be subject to the cash payment limitations of Section 10.B. hereof.
3. In the event that a participating employee moves between a 40-hour per week position and a 37.5-hour per week position, he/she shall carry over his/her purchased vacation balance in the same number of days and fractions of days.
4. Employees who change status from eligible status to purchase vacation to a non-eligible 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 4c. 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 1<sup>st</sup> pay period of the following year.
5. 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.
6. Effective Calendar Year 2016, an employee purchasing vacation is responsible for all County costs associated with vacation purchase.

For the pay period in which purchased vacation is utilized as time off, the employee's total compensation shall not include the contributions made by Alameda County towards premium based and accrued benefits, including retirement. These prorated premium costs shall be deducted from the employees' paycheck for the bi-weekly pay period in which the purchased vacation is utilized and, further, the employee will not accrue vacation or sick leave for such hours. Also, purchased vacation time utilized as time off will not count towards seniority, hours in step, or towards the completion of the probationary period or retirement service credit.

- O. EXTRA WEEK OF UNPAID LEAVE.** A part-time employee in a classification enumerated in Appendix D and, for the term of this Memorandum of Understanding only, all other part-time employees subject to this MOU, after one calendar year from date of employment may schedule

one week of unpaid leave each calendar year in conjunction with an approved vacation leave. The unpaid leave shall be taken in one segment. The scheduling of this unpaid leave shall be subject to the vacation scheduling provisions contained herein. This unpaid leave shall not reduce the regular biweekly dental plan contribution nor the health plan contribution paid by the County for such employees.

- P. VACATION TRANSFER.** Married couples or domestic partners, employed by the County, may elect to transfer up to five of their accrued vacation leave balances to their spouse or domestic partner (upon submission of an affidavit as defined in Appendix E) per each event of maternity, paternity and adoption.
- Q. CONTINUATION OF SECTION.** This Section 10. shall remain in full force and effect notwithstanding the expiration of the other sections of this Memorandum of Understanding on August 19, 2000, as provided in Section 36., and unless otherwise agreed to by the County, shall be incorporated into the successor Memorandum of Understanding.
- R. EMPLOYEE ENTRY INTO BARGAINING UNITS COVERED BY THIS MOU.** Employees who enter a bargaining unit covered by this Agreement after January 1, 2002 shall have two full calendar years to reduce his/her vacation balance to the maximum allowable, unless the employee is coming from a bargaining unit where the "maximum allowable vacation balance" is already applicable. After two full calendar years, the vacation leave balance of any employee which exceeds the maximum balance allowable will be adjusted downward to the maximum balance (by placing the excess vacation in a departmental catastrophic sick leave pool) and the County will thereafter have no obligation with respect to the vacation leave affected by the adjustment. Department Heads shall make a reasonable effort to accommodate written vacation leave requests submitted by employees which state that the purpose of such request is to reduce accrued vacation leave balances to the level which can be paid for in cash upon termination or to avoid a downward adjustment.

## **SECTION 11. SICK LEAVE**

Services-as-needed employees working in classifications which are enumerated in Appendix B are excluded from the provisions of Section 11 except as noted in subsection M. Services-As-Needed Employees Sick Leave/Family Sick Leave.

- A. SICK LEAVE DEFINED.** As used in this section, "Sick Leave" means leave of absence of an employee because of any of the following: (i) illness or injury which renders him/her incapable of performing his/her work or duties for the County; (ii) his/her exposure to contagious disease; and (iii) routine medical or dental appointment of the employee.
- B. EMPLOYEE DEFINED.** As used in this section, "Employee" means any person, except for employees in classifications enumerated in Appendix B, holding a regular, provisional, or temporary appointment in the County service, and otherwise subject to the provisions of this Memorandum of Understanding.
- C. SELF-INFLICTED INJURY EXCLUDED.** In no case shall absence due to purposefully self-inflicted incapacity or injury be deemed as a basis for granting either sick leave or sick leave with pay under the provisions of this section.
- D. 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.

## **E. CUMULATIVE SICK LEAVE PLAN**

### **1. Accumulation of Sick Leave**

- a. **For full-time employees – 40-hour workweek:** Each employee shall accumulate sick leave with pay entitlement at the rate of one-half workday for each full biweekly pay period on paid status up to a maximum accumulation of 155 days of unused sick leave with pay entitlement.
- b. **For full-time employees – 37.5-hour workweek:** Each employee shall accumulate sick leave with pay entitlement at the rate of one-half workday for each full biweekly pay period on paid status up to a maximum accumulation of 155 days of unused sick leave with pay entitlement.
- c. **For part-time employees – 40-hour workweek base:** Each employee who is regularly scheduled to work less than the full-time 40-hour workweek base shall accrue sick leave pursuant to Section 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 40-hour workweek base up to a maximum accumulation of 155 days of unused sick leave with pay entitlement.
- d. **For part-time employees – 37.5-hour workweek base:** Each employee who is regularly scheduled to work less than the full-time 37.5-hour workweek base shall accrue sick leave pursuant to Section 11.E.1.b. 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 37.5-hour workweek base up to a maximum accumulation of 155 days of unused sick leave with pay entitlement.

- F. RESTORATION OF CUMULATIVE SICK LEAVE BALANCES.** An employee laid off due to a reduction in force who is, within three 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 Section 11.E., restored to him/her for use as provided in this section.

An employee, as defined in Section 11.B, 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 24 hours. The employee shall be entitled to use the reinstated and unused paid sick days as stated above.

- G. CONVERSION OF SICK LEAVE TO VACATION.** When an employee's sick leave balance accrued pursuant to Section 11.E. hereof, reaches 155 days, 5 days shall be deducted from said sick leave balance and shall be converted to 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.

- H. SICK LEAVE CREDIT AT RETIREMENT.** County employees who are members of the Alameda County Employees' Retirement System and who retire, shall be credited for 50 percent of their unused paid sick leave accumulated as of the date of their retirement, up to a maximum credit of 62.5 days.

**I. 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 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:
  - 1) 22 days for those employed on a full time basis as of 6/25/79.
  - 2) 22 days prorated based upon a proportion of the hours worked in the pay period immediately preceding 6/25/79 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:
  - 1) 44 days for those employed on a full time basis as of 6/25/79.
  - 2) 44 days prorated based upon a proportion of the hours worked in the pay period immediately preceding 6/25/79 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-time non-recurring sick leave bonus made available to such employees, an Agency/Department Head in his/her 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.

**J. SICK LEAVE USAGE REPORT - S.L.I.C.E. REPORT.** This is to clarify that the Countywide sick leave average as stated in this report is a tool to trigger the review of an employee's attendance record. Exceeding the Countywide average is not in and of itself an indicator of sick leave abuse for an individual employee.

No employee shall be placed on sick leave review unless he/she has first received an oral warning that his/her individual attendance record is marginal, followed by a written confirmation. Upon request, an employee shall be given a profile documenting his/her attendance record. If an

employee is placed on sick leave review, he/she is to be provided with a written statement explaining the reason and the length of time his/her attendance is to be monitored.

- K. 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 physician acceptable to the agency/department when the employee is absent for more than three consecutive working days or when the agency/department head determines within his/her discretion that there are indications of excessive use of sick leave or sick leave abuse.

A diagnosis is not required as medical evidence of sickness or injury unless it is reasonable to believe that the employee's condition may endanger the health or safety of other employees and/or the public.

**L. FAMILY SICK LEAVE.**

Effective July 1, 2015, employees, as defined in Section 11.B, are eligible to use, in each calendar year, up to nine (9) days 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, 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 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), a spouse, (husband, wife, domestic partner (upon submission of a written affidavit for domestic partnership as defined in Appendix E or a notarized Declaration of Domestic Partnership [Form DP-1] filed with the California Secretary of State), child (biological, adopted, foster-child, step-child, grand-child, legal ward or child to whom the employee stands in loco parentis) or a sibling.

**M. SERVICES-AS-NEEDED EMPLOYEES SICK LEAVE/FAMILY SICK LEAVE.**

**SICK LEAVE DEFINED.** As used in this section, "Employee Sick Leave" means leave of absence of an employee because of any of the following: (i) illness or injury which renders him/her incapable of performing his/her work or duties for the County; (ii) his/her exposure to contagious disease; and (iii) routine medical or dental appointment of the employee.

**ACCUMULATION OF SICK LEAVE.** Effective July 1, 2015, Services-as-needed employees working in classifications which are enumerated in Appendix B shall receive 24 hours of sick leave with pay entitlement. Any unused sick leave shall be removed effective December 31, 2015. Beginning calendar year 2016, eligible employees shall receive 24 hours credited to the employees balance in the pay-period containing January 1, 2016 and every pay-period containing January 1 thereafter. Employees hired after the pay-period containing January 1 shall receive 24 hours credited to the employee's balance in the first pay-period upon employment. Any unused sick leave will be removed effective December 31, 2016 and every December 31 thereafter.

**EMPLOYEE/FAMILY SICK LEAVE.** Beginning on the 90<sup>th</sup> day of employment, Services-as-needed employees working in classifications which are enumerated in Appendix B 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 section (Family Sick Leave), "immediate family" means, 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 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, a spouse, (husband, wife, domestic partner (upon submission of a written affidavit for domestic partnership as defined in Appendix E or a notarized Declaration of Domestic Partnership [Form DP-1] filed with the California Secretary of State), child (biological, adopted, foster-child, step-child, grand-child, legal ward or child to whom the employee stands in loco parentis) or a sibling.

**RESTORATION OF CUMULATIVE SICK LEAVE BALANCES – SERVICES-AS-NEEDED EMPLOYEES.** Any Services-as-needed employees working in classifications which are enumerated in Appendix B, who separates from the County and is 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 24 hours. The employee shall be entitled to use the previously accrued and unused paid sick days as stated above.

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

1. **Employees Excluded.** The provisions of this section 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 services as needed 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 receive industrial sick leave wage continuation commencing with the fourth calendar day of the incapacity. The industrial sick leave wage continuation shall be equal to the difference between 75 percent of his/her normal 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) days from the date of sickness or injury resulting in the disability. Following two hundred seventy (270) days, available leave balances may be granted to supplement temporary disability payments to provide the disabled employee up to no more than 75 percent of the normal salary received at the time of the injury. Available leave balances shall include sick leave, vacation leave, compensating time off, floating holidays, and holiday in-lieu time.

In the event that the period of the incapacity exceeds 14 calendar days, the employee so incapacitated shall be granted industrial sick leave wage continuation at the rate of 100 percent of his/her normal salary for the first three calendar days of such incapacity. If the period of the incapacity does not exceed 14 calendar days, the employee so incapacitated will be eligible to receive any available leave balance for scheduled workdays for the first three workdays of such incapacity.

b. **Part-time employees:** Section 11 N.2.a. 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.N.2. 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 his/her usual and customary position, and the employee has been declared a "Qualified Injured Worker" (QIW) 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 he/she 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
  - 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 Injury Leave.** Employees receiving Workers' Compensation temporary disability benefits and supplementing such payments with accrued paid leave or industrial sick leave wage continuation shall maintain and accrue all benefits to which they are entitled under this Memorandum of Understanding at 100 percent of their regularly scheduled biweekly hours immediately preceding an industrial illness or injury.
 

This benefit shall be administered in accordance with State Worker's Compensation laws.
  
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.

**O. 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.

## **SECTION 12. PREMIUM CONDITIONS**

- A. SPLIT SHIFT.** Except as provided otherwise in paragraph B., below, any employee required to work a split shift shall be paid at a rate of five percent over and above his/her 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 work periods of time and taking more than nine and one-half consecutive hours to complete.
- B. NIGHT SHIFT.** Employees who are required to work at least five-eighths 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 five percent over and above their normal biweekly or hourly rate of pay for the entire shift so worked.
- C. BILINGUAL PAY.** Upon the recommendation of the Agency/Department Head and the approval of the Director of Human Resource Services, a person occupying a position designated as requiring fluency in a language other than English shall receive an additional \$40 per pay period and a person occupying such a position and having proficiency in three or more languages shall receive \$45 per pay period, provided that such a person is required to utilize such additional languages in the course of his/her duties for the County. Effective March 13, 2016, the compensation for a person occupying a position designated as requiring fluency in a language other than English shall receive an additional \$55 per pay period and a person occupying such a position and having proficiency in three or more languages shall receive \$60 per pay period, provided that such a person is required to utilize such additional languages in the course of his/her duties for the County.

Bilingual pay for employees within the Social Services Agency carrying a caseload at least 25 percent of which is comprised of non-English speaking clients shall be paid an additional \$ 40 per pay period. If an employee's caseload falls below the 25 percent threshold for more than one full calendar month, bilingual pay will revert to the lower level premium effective the first day of the first full pay period in the second calendar month following the month in which the caseload fell below the threshold. Conversely, payment at the higher level will begin on the first pay period in the second calendar month following the month in which the caseload exceeded the 25 percent threshold. The Agency will make every effort to assign non-English speaking caseloads to bilingual workers. Effective March 13, 2016, the compensation shall be increased to \$55 per pay period.

## **SECTION 13. SPECIAL PERFORMANCE PAY**

- A. FOR STANDBY DUTY.** Unless otherwise provided in the Salary Ordinance, employees who are required to perform standby duty shall be compensated at the rate of one-eighth pay for such duty.
- 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 hours at the overtime rate.

An employee called back to work because of a shift change shall be compensated at the premium rate for only 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.

In addition, such compensation shall be provided to employees in the classification of Child Welfare Worker I (6740) and Child Welfare Worker II (6745) when assigned to the Social Services Agency Emergency Response Unit for services required by the employee's Agency Head to be provided over the telephone during times other than the employee's regularly scheduled work hours.

In addition, such compensation shall be provided to employees in the classification of Behavioral Health Clinician I (6505), Behavioral Health Clinician II (6510), Rehabilitation Counselor I (6638), Rehabilitation Counselor II (6640) and Clinical Psychologist (6316), in the Behavioral Health Care Services Department for services required by the employee's Agency/Department Head to be provided over the telephone during times other than the employee's regularly scheduled work hours.

In addition, employees in the classification of Programmer I (1821), Programmer II (1823), and Programmer Analyst (1825) when assigned to the Information Technology Department (ITD) for services required by the employee's Agency Head to be provided over the telephone or through the Agency Web Server during times other than the employee's regularly scheduled work hours shall be compensated at the overtime rate as follows:

- Six to eighteen minutes shall be compensated for thirty minutes;
- Nineteen to forty-two minutes shall be compensated for one hour;
- Forty-three to sixty minutes shall be compensated for one hour and fifteen minutes;
- Sixty-one to one hundred twenty minutes shall be compensated for two hours or actual time worked, whichever is greater.

**C. FOR TEMPORARY ASSIGNMENT TO A HIGHER LEVEL POSITION.** An employee specifically assigned on a temporary basis to 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 at the pay rate for the higher level position provided that all of the following criteria 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. Under the provisions of this section, 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 service in such position exceeds 10 days in any 12 month period, and payment shall be retroactive to the first day of such services in a 12 month period.
  - b. The rate of pay pursuant to this section shall be calculated as though the employee has been promoted to the higher level position. Since out-of-class pay is an assignment rather than a Civil Service appointment to the position, the employee is not eligible for step increases which apply to the higher level position, but continues to receive step increases for the lower level position, if the employee is otherwise eligible for step increases in the lower level position.

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:
    - (1) 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.
    - (2) Paid leave shall be granted at the higher level during an employee's assignment in the higher level, provided, however, if an absence exceeds five consecutive work days, the employee shall be paid for such absence in excess of five workdays 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 evading this requirement of providing greater compensation to an employee who would otherwise be eligible for such pay as provided herein.
  - e. An employee in a 37-1/2 hour classification who is assigned to a 40-hour higher level position may at the Agency/Department Head's discretion continue to work 37-1/2 hours and is to be paid at the appropriate hourly rate of the higher level classification, as if the employee were, in fact, promoted (see subsection 13.C.3.b. above).
  - f. Time worked in a higher level assignment in excess of the workweek affixed to the employee's Civil Service appointed position shall be compensated pursuant to the provisions of Section 7 hereof.
- D. REPORTING PAY.** In the event that an employee is scheduled or directed to report for work and so reports and is told by the Agency/Department Head that his/her services are not required, he/she will be entitled to two hours pay at the straight time rate. If such employee is sent home through no fault of his/her own before completion of a shift, such employee will be entitled to a minimum of four hours of pay at the straight time rate, or straight time pay for hours actually worked, whichever is greater.

## **SECTION 14. MEDICAL AND DENTAL PLANS**

### **A. MEDICAL PLANS**

#### **1. MEDICAL PLAN COVERAGE FOR FULL-TIME EMPLOYEES**

- a. **Payment for Premiums – Full-time Employees.** For coverage from December 21, 2015, through the remaining term of the MOU, the County and covered employees will share in the cost of health care premiums.

For the plan year beginning February 1, 2015 through the remaining term of the MOU the County shall contribute ninety percent (90%) of the total monthly premium of an HMO plan or ninety percent (90%) 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.

- b. **County Offered Medical Plan.** The County will offer a Health Maintenance Organization ("HMO") medical plan and a Preferred Provider Organization ("PPO") or Indemnity Medical Plan.

2. **MEDICAL PLAN COVERAGE FOR EMPLOYEES REGULARLY SCHEDULED TO WORK LESS THAN THE NORMAL WORKWEEK:** Any employee who is regularly scheduled to work less than the normal workweek for the job classification shall be entitled to elect coverage under either the comprehensive group medical plan by a Health Maintenance Organization or the PPO/indemnity options for full-time employees; provided, however, that the employee is on paid status at least fifty percent (50%) of the normal full-time workweek for the job classification.

For coverage from December 21, 2015 through the remaining term of the MOU, the County's contribution toward the provider's premium shall be ninety percent (90%) of the total monthly premium for an HMO plan prorated each pay period based upon a proportion of hours the employee is on paid status within that pay period to the normal full-time pay period for the job classification, provided the employee is on paid status at least fifty percent (50%) of the normal full-time biweekly pay period for the job classification. For coverage from December 21, 2015 through the remaining term of the MOU, for part-time employees who choose the PPO/Indemnity plan, the County will contribute ninety percent (90%) of the total semi-monthly premium of the lowest cost HMO plan toward the total monthly premium, prorated each pay period based upon a proportion of the hours the employee is on paid status within that pay period to the normal full-time pay period for the job classification, provided the employee is on paid status at least fifty percent (50%) of the normal full-time biweekly pay period for the job classification. If an employee is not on paid status at least fifty percent (50%) of the normal full-time biweekly pay period for the classification, the employee will be responsible for paying the entire biweekly premium for the benefit.

3. **DUPLICATIVE COVERAGE:** This subsection applies to married County employees and employees in domestic partnerships (as defined in Appendix E) who are both employed by the County. The intent of this section limits married County employees and County employees in domestic partnerships from both covering each other within the same medical plan. Married County employees and employees in domestic partnerships, who are both employed by the County, shall be entitled to one choice from the following list of Medical Plan coverages:

- a. Up to one full family HMO membership,
- b. Up to one full family PPO/Indemnity membership,
- c. Up to one full family HMO membership with up to one full family PPO/Indemnity membership,
- d. Up to one full family PPO/Indemnity membership with up to one full family PPO/Spousal membership.
- e. Up to one full family HMO membership with up to one full family alternative HMO membership.

This section also applies to County employees when a parent and their child, under the age of 26 are both employed by the County. The child employee under the age of 26 cannot have duplicative coverage within the same plan as the parent employee. If the parent employee has the child employee on a family HMO plan the child employee cannot select individual coverage on the same HMO plan as the parent employee.

4. **EFFECT OF AUTHORIZED LEAVE WITHOUT PAY ON MEDICAL PLAN COVERAGE:** Employees who were absent on authorized leave without pay, and whose medical plan coverage was allowed to lapse for a duration of three months or less, will be able to re-enroll as a continuing member in the same plan under which they had coverage prior to the

authorized leave by completing the appropriate enrollment form within 30 calendar days of the date they return to work. The deductibles, maximums, and waiting periods shall be applied as though the employee had been continuously enrolled. The effective date of coverage will be based on guidelines established by the County.

Those whose medical plan coverage was allowed to lapse for a duration greater than three months will be able to re-enroll within 30 calendar days of the date they return to work in the same manner as is allowed for new hires. Such employees will be subject to new deductibles, maximums, and waiting periods.

5. **30-DAY RE-ENROLLMENT:** For employees who are enrolled in a County sponsored medical plan, and experience a qualifying event involving a change in status (e.g. marriage, adoption, loss of medical coverage by spouse/domestic partner, or change in job title), must within thirty (30) calendar days of the qualifying event, enroll affected eligible dependents into the County offered medical plans in which the employee is enrolled. An employee who experiences an event that disqualifies a covered dependent from further coverage (e.g., divorce, termination of domestic partnership, etc.) must notify the Employee Benefits Center within thirty (30) calendar days of the disqualifying event and un-enroll the disqualified dependent(s).
6. **OPEN ENROLLMENT:** Eligible employees may choose from among any medical plan offered by the County during the annual Open Enrollment period.

## **B. DENTAL PLANS**

### **1. DENTAL PLAN COVERAGE FOR FULL-TIME EMPLOYEES:**

For coverage through the remaining term of this MOU, the County shall contribute the total monthly premium for a County offered Dental Plan for eligible full-time employees as well as their eligible dependents provided that the employee is on paid status at least fifty percent (50%) of the normal full time pay-period for the job classification. Eligible full-time employees may elect any one of the following County-offered dental:

- i. A PPO/Indemnity dental plan
- ii. A supplemental spousal dental plan
- iii. A pre-paid, closed panel dental plan.

The maximum annual dental benefit paid for by the County for each covered individual is \$1,450.00 for PPO/Indemnity dental plan. Effective Plan year 2017 the maximum annual dental benefit shall be increased to \$1,550.

2. **DENTAL PLAN COVERAGE FOR LESS THAN FULL-TIME EMPLOYEES:** For coverage through the remaining term of this MOU, the County shall contribute the semi-monthly premium for a dental plan for services-as-needed and less than full-time employees and their eligible dependents, provided, however, that the employee is on paid status at least fifty percent (50%) of the normal full-time workweek for the job classification.

The dental plan for less than full-time employees shall provide the same benefit coverage as in effect for full-time employees as described in B.1. above. To participate, an employee working in a classification normally subject to a 40-hour workweek must be on paid status at least 40 hours in each and every biweekly pay period and an employee working in a classification normally subject to a 37.5 hour workweek must be on paid status at least 37.5 hours in each and every biweekly pay period.

Should an employee fail to have been on paid status at least fifty percent (50%) of the normal full time biweekly pay period for the classification, the employee will be responsible for paying the entire semi-monthly premium payment for that benefit.

3. **DUPLICATIVE COVERAGE:** This subsection applies to married County employees (and employees in domestic partnerships as defined in Appendix E), who are both employed by the County. The intent of this section limits married County employees and County employees in domestic partnerships from both covering each other within the same dental plan. Married County employees and employees in domestic partnerships, both employed by the County, shall be entitled to one choice from the following list of dental plan coverages:
  - a. Up to one full family PPO/Indemnity plan together with up to one full supplemental spousal plan.
  - b. Up to one full family PPO/Indemnity plan together with up to one full pre-paid closed panel dental plan.
  - c. Up to one full pre-paid closed panel dental plan.
  - d. Up to one full family PPO/Indemnity plan.

This section also applies to County employees when a parent and their child, under the age of 26 are both employed by the County. The child employee under the age of 26 cannot have duplicative coverage within the same plan as the parent employee.

4. **DENTAL PLAN PREMIUM PAYMENT ON FINAL PAYCHECK BEFORE AUTHORIZED LEAVE WITHOUT PAY OR EMPLOYEE SEPARATION:** The County shall make a dental plan premium payment on a final paycheck, provided that an employee is on paid status at least one-half of the scheduled hours in that pay period.
5. **EFFECT OF AUTHORIZED LEAVE WITHOUT PAY ON DENTAL PLAN COVERAGE:** Employees on authorized leave without pay, whose dental plan coverage lapses for three (3) months or less, will be able to re-enroll as a continuing member in the same plan under which they had coverage prior to the authorized leave by completing the appropriate enrollment form within thirty (30) calendar days of the date the employee returns to work. The deductibles, maximums, and waiting periods shall be applied as though the employee had been continuously enrolled. The effective date of coverage will be based on guidelines established by the County. Those whose dental plan coverage was allowed to lapse for a duration greater than three months will be able to re-enroll within thirty (30) calendar days of the date they return to work in the same manner as is allowed for new hires. Such employees will be subject to new deductibles, maximums and waiting periods.
6. **30-DAY RE-ENROLLMENT AND TERMINATION OF ENROLLMENT ON CHANGE IN STATUS:** Employees who are enrolled in a County sponsored dental plan and who experience a qualifying event involving a change in status: (e.g. marriage, adoption, loss of dental coverage by spouse/domestic partner, or change in job title), must within thirty (30) calendar days of the qualifying event, enroll affected eligible dependents into the County offered dental plan in which the employee is enrolled. An employee who experiences an event that disqualifies a covered dependent from further coverage (e.g. divorce, termination of domestic partnership, etc.) must notify the Employee Benefits Center within thirty (30) calendar days of the disqualifying event and un-enroll the disqualified dependent(s).
7. **OPEN ENROLLMENT:** Eligible employees may choose a dental plan offered by the County during the annual Open Enrollment.

**C. CHANGES IN MEDICAL AND DENTAL COVERAGE:**

**Benefits Subject to Availability.** The foregoing County-offered medical and dental benefit options shall be available as listed 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 but 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 after its receipt of such notice, the Union may request to meet and confer regarding the impact of the change on matters within the scope of representation. Such notice shall be in writing and delivered to the County's Labor Relations Manager.

The parties agree that the County may make changes during the term of the Memorandum of Understanding 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 Memorandum of Understanding shall be reopened on notice to the Union to discuss possible changes in the medical and dental plan design.

**SECTION 15. ALLOWANCE FOR USE OF PRIVATE AUTOMOBILES**

- A. MILEAGE RATES PAYABLEE.** 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.
- B. MINIMUM ALLOWANCE.** An employee who is required by his/her Agency/Department Head to use his/her private automobile at least eight days in any month on County business shall not receive less than \$10 in that month for the use of his/her automobile.
- C. PREMIUM ALLOWANCE.** An employee who is required by his/her Agency/Department Head to use his/her private automobile at least 10 days in any month and, in connection with such use, is also regularly required to carry in his/her private automobile, County records, manuals and supplies necessary to his/her job of such bulk and weight (20 lbs. or more) that they may not be transported by hand, shall be compensated an additional \$12 per month for any such month.
- D. REIMBURSEMENT FOR PROPERTY DAMAGE.** In the event that an employee, required or authorized by his/her 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 his/her 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 \$500, provided that any claims the employee may have against his/her 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 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 section, 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 16. WAGES**

- A.** Effective July 3, 2016, salaries for all represented classifications including Representation Unit III shall be increased by 4 percent.

Effective July 2, 2017, salaries for all represented classifications including Representation Unit III shall be increased by 3.25 percent.

Effective July 1, 2018, salaries for all represented classifications including Representation Unit III shall be increased by 3.5 percent.

Effective June 30, 2019, salaries for all represented classifications including Representation Unit III shall be increased by 3.25 percent.

**B. SPECIAL ADJUSTMENTS**

In addition to the general increase, the following classes will receive a special salary adjustment as follows:

<b>Job Code</b>	<b>Classification</b>	<b>Effective March 13, 2016</b>	<b>Effective July 3, 2016</b>	<b>Effective July 2, 2017</b>
5305 5315	Public Health Nurses/RN II's and III's	2.5%		2.5%
1460	Medical Records Technician	2.5%	2.5%	
6781 6782	Employment Specialist, BHCS	3%		
6492	Mental Health Specialist III's	1%	1%	1%
4130 4130N	Librarian I	2.5%	2%	
2610 2610N 2615 2615N 2620	Appraisers		1%	1%
9280	Telecommunication Technician	2%	1%	
8755	Sheriff's Technicians		1%	1%
1882 1885 1885N	Emergency Services Dispatcher	4%		
6784	Employment Counselors	5%		
6720	Social Worker III		1.5%	1%

- C.** The job classes, unique to the Alameda County Flood Control and Water Conservation District, Zone 7 listed in Appendix F are excluded from the provisions of this section.

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**

- A.** In the event of the termination of an employee subject to this Memorandum of Understanding for a cause other than gross misconduct; such as intoxication on the job, gross insubordination, dishonesty, violence in the workplace as defined by the Alameda County Workplace Violence Policy, or conviction of a felony which relates to the employee's job, the appointing authority or his/her designated agent shall give to such employee a written notice of termination no less than ten working days prior to the effective date of said termination. In the event, however, that such employee is not on the job on the date he/she would be entitled to such notice, it shall be mailed to him/her on such date. Time spent on the job during such ten-day notice period by a probationary employee shall not be counted toward completion of the probationary period. The County agrees to furnish a copy of any such notice to the Union if the employee so requests in writing, but failure to receive such notice shall not invalidate such termination.
- B. Non-utilization of Services-As-Needed Employees.** In the event that a services-as-needed employee who has worked in a department 50 percent time or more every pay period for thirteen or more consecutive pay periods will no longer be utilized, the Agency/Department Head shall provide to the employee a written notice of non-utilization no less than ten working days prior to the effective date of said separation. This requirement for a notice of non-utilization shall not apply to services-as-needed employees with time-specific projects, employees in P-designated positions, or employees who accept either another services-as-needed position or assignment to another Agency/Department without a break in service.

An Agency/Department Head who, after issuing a notification of separation, subsequently extends the employee's utilization up to two weeks beyond the separation date shall not be obligated to reissue a separation notice. If the utilization extends beyond said two-week period, the Agency/ Department Head shall issue a revised written notice of separation.

## **SECTION 18. AFFIRMATIVE ACTION COMMITTEE**

- A. APPOINTMENT OF COMMITTEE.** The Union may appoint a committee consisting of four 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.
- 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.
- C. RECOMMENDATIONS.** The recommendations and deliberations of said Committee shall be advisory to the County including its Agencies/Departments, commissions and personnel.
- 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**

- 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 Memorandum of Understanding by reference. Such Chapter establishes the goals and functions hereunder.
- B. CENTRAL SAFETY COMMITTEE.** Pursuant to Section 2.108.030 of said Chapter, the County agrees to appoint four full-time or less than full-time employees to the Central Safety Committee as may hereafter be designated by the Unions.
- C. DEPARTMENTAL OR OFFICE SAFETY COMMITTEES.** The Union shall have the right to participate in any and all existing agency/departamental 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.
- 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 Section 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**

- 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/departamental rules, or by this Memorandum of Understanding 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.
- 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 Section 2A 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.
- 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 calendar days.
  - 1. An employee having a grievance shall first discuss it with his/her 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 his/her own choice in this and all succeeding steps of this subparagraph C. and may thereafter file a grievance in writing with

his/her immediate supervisor within seven working days after the date of such informal discussion.

Within seven working days after receipt of any written grievance, the immediate supervisor shall return a copy of the written grievance to the employee with his/her answer thereto in writing. If the grievance is not resolved at this level, the employee shall have seven 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 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 his/her representative shall have seven 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 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 his/her 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 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 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 his/her representative and the Agency/Department Head, a hearing is required at this step, and the employee and his/her 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 his/her representative.

**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 Memorandum of Understanding 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.

**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 Section 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.

**F. BINDING ARBITRATION OF GRIEVANCES.** In the event that the grievance is not resolved at Step 5 of subparagraph C. herein, the grievant or his/her representative may, within 30 days after receipt of the decision of the Agency/Department Head made pursuant to said subparagraph C., request that the grievance be heard by an arbitrator.

- 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 his/her 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 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 his/her representative may, within 30 days after receipt of the decision, request that the grievance be heard by an arbitrator.
- H. SELECTION OF ARBITRATOR.** The arbitrator shall be selected by mutual agreement between the Director of Human Resource Services and the employee or his/her representative. If the Director of Human Resource Services and the employee or his/her 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 qualified arbitrators. The Director of Human Resource Services and the employee or his/her representative shall then alternately strike names from the list until only one name remains, and that person shall serve as arbitrator.
- 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 Memorandum of Understanding, a Resolution of the Board of Supervisors, the Charter, Ordinance, State law, or written agency/departmental rule, or to recommend such an amendment.
- J. PAYMENT OF COSTS.** Each party to a hearing before an arbitrator shall bear his/her own expenses in connection therewith. All fees and expenses of the arbitrator and of a reporter shall be borne one-half by the County and one-half by the grievant.
- 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.
- 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 60 day filing requirement is tolled only in the following applications:
1. Up to 60 days after the County's alleged failure was reasonably discoverable, or,
  2. Up to 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 his/her detriment.

**CLAIM FOR MONEY RELIEF (JURISDICTIONAL LIMIT ON ANY AMOUNT IN CONTROVERSY).** Notwithstanding subsection 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 Section L, 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.

**M. DESIGNATION OF APPEAL LEVELS.** Each Agency/Department Head shall designate in writing the positions or levels in his/her agency/department to which the various appeals provided in subparagraph C. hereof shall be made.

**N. EXCLUSION OF NONRECOGNIZED ORGANIZATIONS.** For the purposes of this section, the provisions of Section 1. of the Memorandum of Understanding 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 Memorandum of Understanding, are specifically excluded from so acting. The Union shall be notified of all grievances filed pursuant to Section 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 Memorandum of Understanding. 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 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 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.

**O. 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 subsection 20.K. and 20.L. hereof, that the grievance is filed no later than 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. DISABILITY INSURANCE BENEFITS**

- A. Participation:** The County shall continue to participate under the State Disability Insurance (SDI) Program.
- B. Payment of SDI Premiums:** SDI premiums shall be shared equally by the employee and the County.
- C. Employee Options** - There are two options available to an employee who is otherwise eligible for disability insurance benefits which are as follows:

1. **Option 1:** Not applying for disability insurance benefits and using accrued paid leave, vacation leave, compensating time off, floating holiday pay, and/or with the consent of the Agency/Department Head, discretionary Major Medical Supplemental Paid Sick Leave or
2. **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, compensating time off, floating holiday pay, 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 accrued sick leave only with SDI benefits. The choice to integrate accrued sick leave only with SDI benefits may not be waived by the employee or the County.
3. **Amount of Supplement:** The amount of the supplement provided in Section D, hereof, for any hour of any normal workday, shall not exceed the difference between 100 percent of the employee's normal gross salary rate, including premium conditions specified in Section 12. and applicable Salary Ordinance footnotes, and the "weekly benefit amount" multiplied by two and divided by 75/80.

- D. 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, compensating time off, and/or floating holiday balances as supplements to disability insurance 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, compensating time off and/or floating holiday balances to the normal pay period.

- E. 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 disability insurance benefits paid from and charged to accrued sick leave, discretionary major medical supplemental paid sick leave, vacation leave, compensating 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, compensating 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 herein.

- F. HOLIDAY PAY IN CONJUNCTION WITH SDI.** In the event that a paid holiday occurs during a period of absence for which the employee receives disability insurance benefits, holiday pay shall be prorated in proportion to the amount paid to the employee as a supplement to the disability insurance benefit from accrued sick leave, discretionary major medical supplemental paid sick leave, vacation leave, compensating time off, and/or floating holiday balances on the day before and the day after the holiday.

- G. PERSONAL DISABILITY LEAVE IN CONJUNCTION WITH SDI.** Refer to Section 8.M. Personal Disability Leave.

## **SECTION 22. SOCIAL SERVICES AGENCY CASELOADS**

In the appeal of dismissals, demotions or suspensions involving an Eligibility Services Technician I and II 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 employee can establish that his/her caseload 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 employee on his/her 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 and II 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 23. NOTICE OF LAYOFFS**

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

## **SECTION 24. 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 Memorandum of Understanding 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 25. EDUCATIONAL STIPENDS**

Upon the approval of the Agency/Department Head of any plan submitted by an employee to engage in job-related educational courses which shall maintain or upgrade the employee's skills on the job, or prepare the employee for promotional opportunities, the County shall pay up to \$650 per employee per fiscal year upon submission of evidence of successful completion of the course. More than one educational plan may be approved in any fiscal year, but in no event shall the stipend exceed \$650 per employee, per fiscal year. Effective July 1, 2016 the reimbursement amount shall be increased to \$700 per employee per fiscal year. The maximum County liability under this section shall not exceed \$150,000 in any fiscal year; except as herein provided. The County agrees to carry over from fiscal year to fiscal year any unexpended funds from this provision, not to exceed a maximum of \$20,000. Employees shall receive such stipends on a first come-first served basis each fiscal year.

Alameda County agrees to post the educational stipend reimbursement form on the Alameda County intranet and SEIU agrees to post the educational stipend reimbursement form on the SEIU website. Any changes to the form will be reviewed with SEIU 1021 prior to implementation.

## **SECTION 26. UNIFORM ALLOWANCES**

- A.** Newly hired Sheriff Technicians, after successful completion of 6 months of continuous service, shall receive an initial uniform allowance in the amount of \$550.00.

The annual Sheriff Technician uniform allowance is \$650.00 per year. Effective January 1, 2017, the Sheriff Technician uniform allowance shall increase to \$700.00 per year. Effective January 1, 2018, the Sheriff Technician uniform allowance shall increase to \$725.00 per year. Annual uniform allowances are payable in January of each year.

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.

- B.** Newly hired Sheriff Safety Aides, after successful completion of 6 months of continuous service, shall receive an initial uniform allowance in the amount of \$550.00.

The annual Sheriff Safety Aides uniform allowance is \$650.00 per year. Effective January 1, 2017, the Sheriff Safety Aides uniform allowance shall increase to \$700.00 per year. Effective January 1, 2018, the Sheriff Safety Aides uniform allowance shall increase to \$725.00 per year. Annual uniform allowances are payable in January of each year.

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.

- C.** The County will provide one set of rain gear including boots, per employee per employment to employees in the classifications of Building Inspector I, Building Inspector II and Construction inspector who are regularly assigned to work out of doors.

- D.** The County shall reimburse employees in the classes of Cook (Job Code 7525), First Cook (Job Code 7535), Food Service Worker (Job Code 7510), Senior Food Service Worker (Job Code 7512), Butcher (Job Code 7585), assigned to work at Juvenile Institutions and Work Furlough, for

one-half the cost of up to eight (8) dietary uniforms per employee per fiscal year. Additionally, Cook (Job Code 7525) and First Cook (Job Code 7535) shall be reimbursed the full cost for chef's hats.

- E.** The County shall provide uniforms to each employee in the classification of Senior Heavy Equipment Parts Technician (Job Code 9411) and to one position of Supply Clerk II (Job Code 1710) when assigned to the Heavy Equipment Repair Building of the Public Works Agency. The employees in these classifications shall be required to wear the uniform during work hours. At the discretion of the Agency/Department Head these uniforms will be replaced as needed.
- F.** The County will provide up to one set of rain gear excluding boots, per employee to employees in the classification of Senior Weights and Measures Inspector (Job Code 8415), Weights and Measures Inspector (Job Code 8410), and Weights and Measures Assistant (Job Code 8405) who are regularly assigned to work out of doors. At the discretion of the Agency/Department Head the rain gear will be replaced as needed.
- G.** Any employee in the classification of Water Plant Operator I, II, or III may be reimbursed up to \$150.00 per fiscal year for the actual cost of approved safety footwear. Effective January 1, 2017, the maximum reimbursement amount shall increase to \$200.00 per fiscal year.
- H.** Newly hired Emergency Services Dispatchers, after successful completion of 6 months of continuous service, shall receive an initial uniform allowance in the amount of \$400.00.

The annual Emergency Services Dispatchers uniform allowance is \$500.00 per year. Effective January 1, 2017, the Emergency Services Dispatchers uniform allowance shall increase to \$550.00 per year. Effective January 1, 2018, the Emergency Services Dispatchers uniform allowance shall increase to \$575.00 per year. Annual uniform allowances are payable in January of each year.

County to 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.

- I.** Newly hired Coroner's Investigators, after successful completion of 6 months of continuous service, shall receive an initial uniform allowance in the amount of \$480.00.

The annual Coroner's Investigators uniform allowance is \$580.00 per year. Effective January 1, 2017, the Coroner's Investigators uniform allowance shall increase to \$630.00 per year. Effective January 1, 2018, the Coroner's Investigators uniform allowance shall increase to \$655.00 per year. Annual uniform allowances are payable in January of each year.

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.

- J.** Newly hired Animal Control Aides, after successful completion of 6 months of continuous service, shall receive an initial uniform allowance in the amount of \$380.00.

The annual Animal Control Aides uniform allowance is \$480.00 per year. Effective January 1, 2017, the Animal Control Aides uniform allowance shall increase to \$530.00 per year. Effective

January 1, 2018, the Animal Control Aides uniform allowance shall increase to \$555.00 per year. Annual uniform allowances are payable in January of each year.

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.

- K.** The County will provide five (5) sets of shirts and pants to each employee in the classifications of Gardener I (Job Codes 7205 and 9102) and Gardener II (Job Codes 7210 and 9103). The employees in these classifications will be required to wear the uniform during work hours. At the discretion of the Agency/Department Head, the uniform will be replaced as needed.
- L.** The County will provide a uniform shirt or smock and uniform pants for each employee in the classifications of Janitor (Job Code 7410) and Lead Janitor (Job Code 7415). Each employee in these classifications will receive five pants and five shirts or smocks. Janitor staff will be responsible, at their cost, for the cleaning and maintenance of the uniforms. 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. Janitor staff will be responsible, at their cost, for replacing uniforms that are damaged during off duty hours or are lost.

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. The employees must wear the uniform shirt or smock and uniform pants during work hours.

- M.** The County will reimburse employees in the classifications of Gardener I (Job Codes 7205 and 9102) and Gardener II (Job Codes 7210 and 9103) for the actual cost of one pair of work boots (steel-toed, ankle high work boots) up to a maximum of \$100.00. Effective January 1, 2017, the maximum reimbursement amount shall increase to \$130.00. Reimbursement, after the end of the calendar year, will be based on verification of assignment and submittal of proof of purchase. The employees are required to wear these work boots during work hours.
- N.** The County will reimburse employees in the classifications of Electronic Systems Technician (Job Code 9267), Telecommunications Equipment Installer (Job Code 9270), and Telecommunications Technician (Job Code 9280) for the actual cost of one pair of safety climbing boots up to a maximum of \$150.00 once every three years. Effective January 1, 2017, the maximum reimbursement amount shall increase to \$180.00 once every three years. Reimbursement will be based on verification of assignment and submittal of proof of purchase. The employees are required to wear these work boots during work hours when climbing, as determined by the supervisor.
- O.** The County will reimburse employees in the classification of Food Service Worker (Job code 7510) and Senior Food Service Worker (Job Code 7512) Cook (Job Code 7525), First Cook (Job Code 7535) for the actual cost of one pair of work shoes (slip resistant, reinforced toe), up to a maximum of \$100.00. Effective January 1, 2017, the maximum reimbursement amount shall increase to \$130.00. Reimbursement will be based on verification of assignment and submittal of proof of purchase. The employees are required to wear these shoes during work hours, as determined by the supervisor. An employee may receive only one reimbursement per year.

## **SECTION 27. 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 28. 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 29. BASIC LIFE INSURANCE**

Except for employees enumerated in Appendix B 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 \$9,000 will be provided to each employee who meets the enrollment requirements. The County shall continue to pay necessary premiums for two pay periods after the employee goes on approved leave without pay. This coverage reduces by 35 percent at age 65. The reduced amounts will be rounded in accordance with the existing schedule. As soon as administratively possible after the adoption of this MOU, the coverage shall increase from \$9,000 to \$20,000.

### **SUPPLEMENTAL LIFE INSURANCE:**

Effective Plan Year 2017, except for employees enumerated in Appendix B and any employee who is regularly scheduled to work less than half the normal work week for the job will be 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 \$10,000, not to exceed the lesser of three times annual base salary or \$300,000.

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.

## **SECTION 30. 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 s/he has suffered a catastrophic illness or injury which 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.

**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 he/she 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.
4. A recipient employee is eligible to receive 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. In addition, effective January 1, 1998, employees with vacation balances that exceed the amount that can be paid off, may donate unlimited amounts of vacation to an Agency/Department catastrophic sick leave pool.
6. The donor employee may donate vacation, compensatory time or in lieu holiday time which shall be converted to 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.
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 recipient employee's entitlement to personal disability leave will be reduced by the number of hours added to the recipient's sick leave balance.
9. 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.
10. 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 100 percent of the employee's gross salary.

**SECTION 31. LONG-TERM DISABILITY INSURANCE POLICY**

Effective January 1, 1998, 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 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 32. SAVINGS CLAUSE**

If any provision of this Memorandum of Understanding 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 Memorandum of Understanding 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 33. 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 Memorandum of Understanding either in full or by reference. Upon such adoption, the provisions of this Memorandum of Understanding shall supersede and control over conflicting or inconsistent County Ordinances and Resolutions.

**SECTION 34. NO STRIKE, NO LOCKOUT**

- A. During the term of this Agreement, SEIU, 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.
- B. The County will not lockout employees during the term of this Memorandum of Understanding.

**SECTION 35. SCOPE OF AGREEMENT**

Except as otherwise specifically provided herein, this Memorandum of Understanding 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 Memorandum of Understanding, demand any change herein, provided that nothing herein shall prohibit the parties from changing the terms of the Memorandum of Understanding by mutual agreement.

**SECTION 36. TERM OF MEMORANDUM**

This Memorandum of Understanding shall become effective upon the approval of the Board of Supervisors and shall remain in full effect to and including December 14, 2019.

Signed and entered into this 28<sup>th</sup> day of December, 2015.

**ALAMEDA COUNTY**

**SEIU LOCAL 1021**

Cynthia Baron  
Keith Fleming  
Judith Ann-Ryan  
G. T. CO  
OK  
Rosa Flores

Amy Kim  
Paul Boy  
B. J. [unclear]  
J. S. [unclear]  
Tina Tapia  
J. J. [unclear] SSA chapter president  
Louaine Liley, PhD, BHCS Chapter president

Mary Welch  
Mary Welch, Interim Director  
Human Resource Services

Approved as to Form:  
Donna Ziegler, County Counsel

By M. E. Ziegler

## APPENDIX A

Listed herein are all the Alameda County job classes represented by S.E.I.U. Local 1021. Job classes are listed by Representation Unit and salaries are effective on the dates shown at the heading of each listing.

**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 consecutive hours, the rate shall be 2 times the employee's hourly rate as defined in Section 7.C.
- 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 Section 7.C.

**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 Fair Labor Standards Act.

- C = Covered by the overtime provisions of the Fair Labor Standards Act.
- E = Exempt from the overtime provisions of the Fair Labor Standards Act.



**APPENDIX A - ALPHABETICAL LISTING BY CLASS\***

<b><u>CLASSIFICATION</u></b>	<b><u>Rep. Unit</u></b>	<b><u>SEIU Local</u></b>	<b><u>Hours</u></b>	<b><u>O/T Status</u></b>	<b><u>FLSA Status</u></b>
ABSENTEE VOTING TECHNICIAN	010	1021	37.5	A	C
ACCOUNT CLERK I	010	1021	37.5	A	C
ACCOUNT CLERK I (SAN)	010	1021	37.5	A	C
ACCOUNT CLERK II	010	1021	37.5	A	C
ACCOUNT CLERK II (SAN)	010	1021	37.5	A	C
ACCOUNTANT	011	1021	37.5	A	E
ACCOUNTANT II	011	1021	37.5	A	E
ACCOUNTANT-AUDITOR	011	1021	37.5	A	C
ACCOUNTING SPECIALIST I	010	1021	40	A	C
ACCOUNTING SPECIALIST II	010	1021	40	A	C
ACUPUNCTURIST	007	1021	40	A	C
ADMINISTRATIVE ASSISTANT	010	1021	40	A	C
ADULT PROTECTIVE SVS WORKER I	005	1021	37.5	A	E
ADULT PROTECTIVE SVS WORKER II	005	1021	37.5	A	E
AGRICULTURAL BIOLOGIST	011	1021	37.5	A	E
AGRICULTURAL BIOLOGIST TRAINEE	011	1021	37.5	A	C
AGRICULTURAL & STANDARDS AIDE	011	1021	37.5	A	C
AGRICULTURAL & STANDARDS AIDE (SAN)	011	1021	37.5	A	C
AGRICULTURAL & STDS INVESTIGATOR I	012	1021	37.5	A	C
AGRICULTURAL & STDS INVESTIGATOR II	012	1021	37.5	A	C
AGRICULTURAL & STDS INVESTIGATOR III	012	1021	37.5	A	C
AGRICULTURAL & STDS TECHNICIAN	011	1021	37.5	A	C
AGRICULTURAL & STDS TECHNICIAN (SAN)	011	1021	37.5	A	C
ANIMAL CONTROL AIDE	012	1021	37.5	A	C
ANIMAL CONTROL AIDE (SAN)	012	1021	37.5	A	C
APPRAISER I	011	1021	37.5	A	C
APPRAISER I (SAN)	011	1021	37.5	A	C
APPRAISER II	011	1021	37.5	A	E
APPRAISER II (SAN)	011	1021	37.5	A	E
APPRAISER III	011	1021	37.5	A	E
APPRAISER INTERN	011	1021	37.5	A	C
ARCHITECTURAL PROJECT COORD I	011	1021	37.5	A	C
ARCHITECTURAL PROJECT COORD II	011	1021	37.5	A	E
ASSESSMENT TECHNICIAN	012	1021	37.5	A	C
ASSESSOR'S TECHNICIAN I	012	1021	37.5	A	C
ASSESSOR'S TECHNICIAN II	012	1021	37.5	A	C
ASSESSOR'S TECHNICIAN III	012	1021	37.5	A	C
ASSISTANT COOK	004	1021	37.5	A	C
ASSISTANT PUBLIC GUARDN-CONSRVTR	011	1021	37.5	A	E
ASSISTANT RIGHT OF WAY AGENT	011	1021	40	A	E
ASSOCIATE RIGHT OF WAY AGENT	011	1021	40	A	E

\*For Salary Information, See Appendix A - Listing of Classifications by Representation Unit.

**APPENDIX A - ALPHABETICAL LISTING BY CLASS\***

<u>CLASSIFICATION</u>	<u>Rep. Unit</u>	<u>SEIU Local</u>	<u>Hours</u>	<u>O/T Status</u>	<u>FLSA Status</u>
AUDITOR	011	1021	37.5	A	C
AUDITOR I	011	1021	37.5	A	E
AUDITOR II	011	1021	37.5	A	E
AUDITOR-APPRAISER AIDE	012	1021	37.5	A	C
AUDITOR APPRAISER I	011	1021	37.5	A	C
AUDITOR APPRAISER I (SAN)	011	1021	37.5	A	C
AUDITOR-APPRAISER II	011	1021	37.5	A	E
AUDITOR-APPRAISER II (SAN)	011	1021	37.5	A	E
AUDITOR-APPRAISER III	011	1021	37.5	A	E
AUDITOR-ASSOCIATE I	010	1021	37.5	A	C
AUDITOR-ASSOCIATE II	010	1021	37.5	A	C
AUDITOR-ASSOCIATE III	010	1021	37.5	A	C
AUDITOR-INTERN	011	1021	37.5	A	C
AUTO PARTS TECHNICIAN	012	1021	40.0	A	C
BEHAVIORAL HEALTH CLINICIAN I	005	1021	37.5	A	C
BEHAVIORAL HEALTH CLINICIAN II	005	1021	37.5	A	C
BILLING TECHNICIAN I	010	1021	37.5	A	C
BILLING TECHNICIAN II	010	1021	37.5	A	C
BILLING TECHNICIAN III	010	1021	37.5	A	C
BONDS AND FINANCE TECHNICIAN I	011	1021	37.5	A	C
BONDS AND FINANCE TECHNICIAN II	011	1021	37.5	A	C
BONDS AND FINANCE TECHNICIAN III	011	1021	37.5	A	C
BOOKMENDER	012	1021	37.5	A	C
BOOKMOBILE DRIVER CLERK	012	1021	37.5	A	C
BUILDING INSP I	012	1021	40.0	A	C
BUILDING INSP II	012	1021	40.0	A	C
BUILDING INSPECTION TECH	012	1021	40.0	A	C
BUSINESS LICENSE TAX AUDITOR	011	1021	37.5	A	C
CALL CENTER REP, DCSS	010	1021	40.0	A	C
CALL CENTER REP, DCSS (SAN)	010	1021	40.0	A	C
CAPITAL IMPROVEMENT PROJECT COORD.	011	1021	40.0	A	C
CAREER DEVELOPMENT SPEC I	005	1021	37.5	A	E
CHEMIST	011	1021	40.0	A	E
CHILD SUPPORT ASSISTANT I	010	1021	37.5	A	C
CHILD SUPPORT ASSISTANT II	010	1021	37.5	A	C
CHILD SUPPORT ASSISTANT III	010	1021	37.5	A	C
CHILD SUPPORT CASEWORKER I	012	1021	37.5	A	C
CHILD SUPPORT CASEWORKER II	012	1021	37.5	A	C
CHILD SUPPORT CASEWORKER III	012	1021	37.5	A	C
CHILD WELFARE WORKER I	005	1021	37.5	A	E
CHILD WELFARE WORKER II	005	1021	37.5	A	E

\*For Salary Information, See Appendix A - Listing of Classifications by Representation Unit.

**APPENDIX A - ALPHABETICAL LISTING BY CLASS\***

<b><u>CLASSIFICATION</u></b>	<b><u>Rep. Unit</u></b>	<b><u>SEIU Local</u></b>	<b><u>Hours</u></b>	<b><u>O/T Status</u></b>	<b><u>FLSA Status</u></b>
CIVIL LEGAL CLERK	010	1021	37.5	A	C
CIVIL LEGAL SECRETARY	010	1021	37.5	A	C
CLERK I	010	1021	37.5	A	C
CLERK I (SAN)	010	1021	37.5	A	C
CLERK II	010	1021	37.5	A	C
CLERK II (SAN)	010	1021	37.5	A	C
CLERK INTERMITTENT I (SAN)	010	1021	37.5	A	C
CLERK INTERMITTENT II (SAN)	010	1021	37.5	A	C
CLERK-RECORDER'S SPECIALIST I	010	1021	37.5	A	C
CLERK-RECORDER'S SPECIALIST II	010	1021	37.5	A	C
CLERK-RECORDER'S SPECIALIST III	010	1021	37.5	A	C
CLINICAL CASE MGR, CHSC	005	1021	37.5	A	C
CLINICAL NURSE SPECIALIST	003	1021	40.0	C	E
CLINICAL PHARMACIST SPECIALIST	007	1021	40.0	C	E
CLINICAL PSYCHOLOGIST	007	1021	37.5	A	E
CLINICAL PSYCHOLOGIST (SAN)	007	1021	37.5	A	E
CLINICAL REVIEW SPECIALIST	005	1021	37.5	A	E
COLLECTION ENFRCEMNT DEPTY I	012	1021	37.5	A	C
COLLECTION ENFRCEMNT DEPTY II	012	1021	37.5	A	C
COMMUNICABLE DISEASE SRV PRCTNR	003	1021	40.0	C	E
COMMUNITY OUTREACH WORKER I	008	1021	37.5	A	C
COMMUNITY OUTREACH WORKER II	008	1021	37.5	A	C
COMMUNITY RELATIONS COORDINATOR	008	1021	40.0	A	C
COMPUTER OPERATOR I	012	1021	37.5	A	C
COMPUTER OPERATOR I (SAN)	012	1021	37.5	A	C
COMPUTER OPERATOR II	012	1021	37.5	A	C
CONSTRUCTION INSPECTOR	012	1021	40.0	A	C
CONSUMER ASST. SPECIALIST, BHCS	008	1021	37.5	A	C
CONSUMER FAM/RELA PROG ASST	008	1021	37.5	A	C
COOK	004	1021	37.5	A	C
COOK (SAN)	004	1021	37.5	A	C
CORONER'S INVESTIGATOR I	012	1021	40.0	A	C
CORONER'S INVESTIGATOR II	012	1021	40.0	A	C
CRIME LABORATORY TECHNICIAN	012	1021	37.5	A	C
CRIME TECHNICIAN	012	1021	40.0	A	C
CRIMINALIST I	011	1021	40.0	A	C
CRIMINALIST II	011	1021	40.0	A	E
CRIMINALIST III	011	1021	40.0	A	E
CUSTODIAN (SAN)	004	1021	40.0	A	C
DATA CONTROL TYPIST	010	1021	37.5	A	C
DATA ENTRY OPERATOR	010	1021	37.5	A	C

\*For Salary Information, See Appendix A - Listing of Classifications by Representation Unit.

**APPENDIX A - ALPHABETICAL LISTING BY CLASS\***

<b><u>CLASSIFICATION</u></b>	<b><u>Rep. Unit</u></b>	<b><u>SEIU Local</u></b>	<b><u>Hours</u></b>	<b><u>O/T Status</u></b>	<b><u>FLSA Status</u></b>
DATA INPUT CLERK	010	1021	37.5	A	C
DATA PROCESSING TECH I	012	1021	37.5	A	C
DATA PROCESSING TECH II	012	1021	37.5	A	C
DEFERRED COMPENSATION TECH	012	1021	40.0	A	E
DENTAL ASSISTANT	008	1021	37.5	A	C
DENTAL HYGIENIST	007	1021	37.5	A	E
DNA TECHNICAL LEAD	011	1021	40.0	A	C
ELECTIONS TECHNICIAN	010	1021	37.5	A	C
ELECTIONS TECHNICIAN (SAN)	010	1021	37.5	A	C
ELECTRONIC SYSTEMS TECHNICIAN	012	1021	40.0	A	C
ELIGIBILITY SERVICES TECH I	006	1021	37.5	A	C
ELIGIBILITY SERVICES TECH II	006	1021	37.5	A	C
ELIGIBILITY SERVICES TECH III	006	1021	37.5	A	C
ELIGIBILITY SERVICES TECH IV	006	1021	37.5	A	C
ELIGIBILITY SUPPORT CLERK	010	1021	37.5	A	C
ELIGIBILITY TECH I	006	1021	37.5	A	C
ELIGIBILITY TECH II	006	1021	37.5	A	C
ELIGIBILITY TECH III	006	1021	37.5	A	C
ELIGIBILITY TECHNICIAN TRAINEE	006	1021	37.5	A	C
EMERGENCY SERV DISPATCHER I	012	1021	40.0	A	C
EMERGENCY SERV DISPATCHER II	012	1021	40.0	A	C
EMERGENCY SERV DISPATCHER II (SAN)	012	1021	40.0	A	C
EMERGENCY SERVICES COORD I	012	1021	37.5	A	C
EMERGENCY SERVICES COORD II	012	1021	37.5	A	E
EMPLOYMENT COUNSELOR	005	1021	37.5	A	E
EMPLOYMENT COUNSELOR,TRAINEE	005	1021	37.5	A	C
EMPLOYMENT SPECIALIST I	005	1021	37.5	A	C
EMPLOYMENT SPECIALIST II	005	1021	37.5	A	E
ENGINEERING AIDE	012	1021	40.0	A	C
ENGINEERING CAD/D TECH I	012	1021	40.0	A	C
ENGINEERING CAD/D TECH II	012	1021	40.0	A	C
ENGINEERING CAD/D TECH III	012	1021	40.0	A	C
ESTATE INVESTIGATOR	012	1021	40.0	A	C
ENVIRON HEALTH MAINTEN WORKER	007	1021	40.0	A	C
ENVIRONMENTAL HEALTH TECH	007	1021	40.0	A	C
FAMILY SERVICES SUPPORT WORKER	005	1021	37.5	A	C
FINANCIAL HEARING OFF (INT)	012	1021	37.5	A	C
FINANCIAL HEARING OFFICER	012	1021	37.5	A	C
FINGERPRINT TECHNICIAN	012	1021	37.5	A	C
FIRST COOK	004	1021	37.5	A	C
FOOD SERVICE WORKER	004	1021	37.5	A	C

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**APPENDIX A - ALPHABETICAL LISTING BY CLASS\***

<b><u>CLASSIFICATION</u></b>	<b><u>Rep. Unit</u></b>	<b><u>SEIU Local</u></b>	<b><u>Hours</u></b>	<b><u>O/T Status</u></b>	<b><u>FLSA Status</u></b>
FOOD SERVICE WORKER (SAN)	004	1021	37.5	A	C
FORENSIC COMPUTER EXAMINER I	011	1021	40.0	A	C
FORENSIC COMPTER EXAMINER II	011	1021	40.0	A	C
GARDENER I, GSA	004	1021	40.0	A	C
GARDENER I, PWA	004	1021	40.0	A	C
GARDENER II, GSA	004	1021	40.0	A	C
GARDENER II, PWA	004	1021	40.0	A	C
GENERAL SERVICES AIDE	004	1021	37.5	A	C
GEOGRAPHICAL INFORMATION TECH.	012	1021	40.0	A	C
HAZARDOUS MATERIALS SPECIALIST	007	1021	40.0	A	E
HAZARDOUS WASTE WORKER (SAN)	007	1021	40.0	A	C
HEALTH CARE CLAIMS EXAMINER I	010	1021	37.5	A	C
HEALTH CARE CLAIMS EXAMINER II	010	1021	37.5	A	C
HEALTH CARE SERVICES INTERN (SAN)	007	1021	37.5	A	C
HEALTH EDUCATOR I	007	1021	37.5	A	E
HEALTH EDUCATOR II	007	1021	37.5	A	E
HEALTH INSURANCE TECHNICIAN	012	1021	40.0	A	C
HEALTH SERVICES TRAINEE	008	1021	37.5	A	C
HOUSING & COMM DEV SPECIALIST I	011	1021	37.5	A	C
HOUSING & COMM DEV SPECIALIST II	011	1021	37.5	A	C
HOUSING & COMM DEV SPECIALIST III	011	1021	37.5	A	C
HOUSING & COMM DEV TECHNICIAN I	011	1021	37.5	A	C
HOUSING & COMM DEV TECHNICIAN II	011	1021	37.5	A	C
HEALTHY HOMES COMM DEV SPECIALIST I	011	1021	37.5	A	C
HEALTHY HOMES COMM DEVE SPECIALIST II	011	1021	37.5	A	C
HEALTHY HOMES COMM DEV SPECIALIST III	011	1021	37.5	A	C
HEALTHY HOMES COMM DEV TECHNICIAN I	011	1021	37.5	A	C
HEALTHY HOMES COMM DEV TEHCNICIAN II	011	1021	37.5	A	C
HEALTHY HOUSING REHAB SPECIALIST I	011	1021	37.5	A	C
HEALTHY HOUSING REHAB SPECIALIST II	011	1021	37.5	A	C
HEALTHY HOUSING REHAB SPECIALIST III	011	1021	37.5	A	C
HEALTHY HOUSING REHABILITATION TECH	011	1021	37.5	A	C
HOUSING RESOURCE SPECIALIST, BHCS	005	1021	37.5	A	E
HUMAN RESOURCES ASSISTANT I	010	1021	37.5	A	C
HUMAN RESOURCES ASSISTANT II	010	1021	37.5	A	C
INDUSTRIAL HYGIENE ENGINEER	007	1021	40.0	A	E
INFORMATION & REFERRAL WORKER	006	1021	37.5	A	C
INFORMATION SYSTEMS TECHNICIAN I	012	1021	40.0	A	C
INFORMATION SYSTEMS TECHNICIAN II	012	1021	40.0	A	C
INFORMATION TECHNOLOGY SPECIALIST I	012	1021	37.5	A	C
INFORMATION TECHNOLOGY SPECIALIST II	012	1021	37.5	A	C

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**APPENDIX A - ALPHABETICAL LISTING BY CLASS\***

<b><u>CLASSIFICATION</u></b>	<b><u>Rep. Unit</u></b>	<b><u>SEIU Local</u></b>	<b><u>Hours</u></b>	<b><u>O/T Status</u></b>	<b><u>FLSA Status</u></b>
INFORMATION TECHNOLOGY SPECIALIST III	012	1021	37.5	A	C
INFORMATION TECHNOLOGY SPECIALIST IV	012	1021	37.5	A	C
JANITOR	004	1021	37.5	A	C
JANITOR (SAN)	004	1021	37.5	A	C
JANITOR FLOOR SPECIALIST	004	1021	37.5	A	C
JOB DEVELOPER	005	1021	37.5	A	E
KEEPER	012	1021	40.0	A	C
KEEPER (SAN)	012	1021	40.0	A	C
LABORATORY ASSISTANT I	008	1021	37.5	A	C
LABORATORY ASSISTANT I (SAN)	008	1021	37.5	A	C
LABORATORY ASSISTANT II	008	1021	37.5	A	C
LABORATORY ASSISTANT III	008	1021	37.5	A	C
LABORATORY TECHNICIAN	011	1021	37.5	A	C
LATENT FINGERPRINT EXAMINER	010	1021	37.5	A	C
LAUNDRY SERVICE WORKER	004	1021	37.5	A	C
LAUNDRY SERVICE WORKER (SAN)	004	1021	37.5	A	C
LAUNDRY SUPRV, SANTA RITA JAIL	004	1021	37.5	A	C
LEAD CALL CENTER REP, DCSS	010	1021	40.0	A	C
LEAD CLERK	010	1021	37.5	A	C
LEAD JANITOR	004	1021	37.5	A	C
LEAD PROJECT DESIGNER	012	1021	37.5	A	C
LEAD RISK ASSESSOR	011	1021	37.5	A	C
LEGAL PROCESS CLERK I	010	1021	37.5	A	C
LEGAL PROCESS CLERK II	010	1021	37.5	A	C
LEGAL SECRETARY	010	1021	37.5	A	C
LEGAL STENOGRAPHER	010	1021	37.5	A	C
LIBRARIAN I	011	1021	37.5	A	E
LIBRARIAN I (SAN)	011	1021	37.5	A	E
LIBRARIAN II	011	1021	37.5	A	E
LIBRARIAN II (SAN)	011	1021	37.5	A	E
LIBRARIAN III	011	1021	37.5	A	E
LIBRARY ASSISTANT I	011	1021	37.5	A	C
LIBRARY ASSISTANT II	011	1021	37.5	A	C
LIBRARY ASSISTANT II (SAN)	011	1021	37.5	A	C
LIBRARY CLERK I	010	1021	37.5	A	C
LIBRARY CLERK I (SAN)	010	1021	37.5	A	C
LIBRARY CLERK II	010	1021	37.5	A	C
LIBRARY CLERK II (SAN)	010	1021	37.5	A	C
LIBRARY DRIVER-CLERK	012	1021	37.5	A	C
LIBRARY DRIVER-CLERK (SAN)	012	1021	37.5	A	C
LIBRARY LEAD CLERK	010	1021	37.5	A	C

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**APPENDIX A - ALPHABETICAL LISTING BY CLASS\***

<b><u>CLASSIFICATION</u></b>	<b><u>Rep. Unit</u></b>	<b><u>SEIU Local</u></b>	<b><u>Hours</u></b>	<b><u>O/T Status</u></b>	<b><u>FLSA Status</u></b>
LIBRARY PAGE	010	1021	37.5	A	C
LIBRARY PAGE (SAN)	010	1021	37.5	A	C
LICENSED VOCATIONAL NURSE	008	1021	37.5	B	C
LICENSED VOCATIONAL NURSE (SAN)	008	1021	37.5	B	C
LICENSING EVALUATOR	006	1021	37.5	A	C
LITERACY ADVOCATE	011	1021	37.5	A	C
LITERACY SPECIALIST	011	1021	37.5	A	C
MAIL CLERK	010	1021	37.5	A	C
MAPPING TECHNICIAN I	012	1021	37.5	A	C
MAPPING TECHNICIAN II	012	1021	37.5	A	C
MAPPING TECHNICIAN III	012	1021	37.5	A	C
MARINE ENGINEER	012	1021	40.0	A	C
MARRIAGE AND FAMILY THERAPIST I	005	1021	37.5	A	C
MARRIAGE AND FAMILY THERAPIST II	005	1021	37.5	A	C
MATERIALS TESTING TECH I	012	1021	40.0	A	C
MATERIALS TESTING TECH II	012	1021	40.0	A	C
MATERIALS TESTING TECH III	012	1021	40.0	A	C
MEDICAL ASSISTANT	008	1021	37.5	A	C
MEDICAL CLERK	010	1021	37.5	A	C
MEDICAL CLERK (SAN)	010	1021	37.5	A	C
MEDICAL RECORDS TECHNICIAN	012	1021	37.5	A	C
MEDICAL SOCIAL WORKER I	005	1021	37.5	A	C
MEDICAL SOCIAL WORKER II	005	1021	37.5	A	E
MEDICAL SUPPORT COORDINATOR	003	1021	40.0	A	E
MEDICAL TRANSCRIPTIONIST	010	1021	37.5	A	C
MEDICAL TRANSCRIPTIONIST (SAN)	010	1021	37.5	A	C
MEDICAL TRANSLATOR I	008	1021	37.5	A	C
MEDICAL TRANSLATOR II	008	1021	37.5	A	C
MEDICAL TRANSLATOR II (SAN)	008	1021	37.5	A	C
MENTAL HEALTH SPECIALIST I	008	1021	37.5	B	C
MENTAL HEALTH SPECIALIST II	008	1021	37.5	B	C
MENTAL HEALTH SPECIALIST II (SAN)	008	1021	37.5	B	C
MENTAL HEALTH SPECIALIST III	008	1021	37.5	B	C
MESSENGER	010	1021	37.5	A	C
MESSENGER (SAN)	010	1021	37.5	A	C
MICROBIOLOGIST	007	1021	37.5	A	E
MICROBIOLOGIST (SAN)	007	1021	37.5	A	E
MICROFILM TECHNICIAN	010	1021	37.5	A	C
MICROFILM TECHNICIAN TRAINEE	010	1021	37.5	A	C
MID-LEVEL PRACTITIONER	003	1021	40.0	A	E
MID-LEVEL PRACTITIONER (SAN)	003	1021	40.0	A	E

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**APPENDIX A - ALPHABETICAL LISTING BY CLASS\***

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NETWORK SUPPORT TECHNICIAN I	012	1021	40.0	A	C
NETWORK SUPPORT TECHNICIAN II	012	1021	40.0	A	C
NURSING ASSISTANT	008	1021	37.5	A	C
NURSING ASSISTANT (SAN)	008	1021	37.5	A	C
NUTRITION ASSISTANT I	008	1021	37.5	A	C
NUTRITION ASSISTANT II	008	1021	37.5	A	C
NUTRITIONIST I	007	1021	37.5	A	C
NUTRITIONIST II	007	1021	37.5	A	E
OCCUPATIONAL THERAPIST I	007	1021	37.5	A	E
OCCUPATIONAL THERAPIST I (SAN)	007	1021	37.5	A	E
OCCUPATIONAL THERAPIST II	007	1021	37.5	A	E
OCCUPATIONAL THERAPY AIDE	008	1021	37.5	A	C
OCCUPATIONAL THERAPY ASSISTANT	007	1021	37.5	A	C
PATIENT SERVICES TECH I	006	1021	37.5	A	C
PATIENT SERVICES TECH II	006	1021	37.5	A	C
PATIENT SERVICES TECH III	006	1021	37.5	A	C
PAYROLL RECORDS CLERK	010	1021	37.5	A	C
PEDIATRIC OCCUP THERAPIST	007	1021	37.5	A	E
PEDIATRIC OCCUP THERAPIST (SAN)	007	1021	37.5	A	E
PEDIATRIC PHYSICAL THERAPIST	007	1021	37.5	A	E
PEDIATRIC PHYSICAL THERAPIST (SAN)	007	1021	37.5	A	E
PHARMACY SUPPORT SPECIALIST	010	102	40.0	A	C
PHOTOGRAPHER	012	1021	37.5	A	C
PHOTO PRINTING SVS. TECHNICIAN	010	1021	37.5	A	C
PHYSICAL THERAPY ASSISTANT	008	1021	37.5	A	C
PHYSICAL THERAPIST I	007	1021	37.5	A	E
PHYSICAL THERAPIST I (SAN)	007	1021	37.5	A	E
PHYSICAL THERAPIST II	007	1021	37.5	A	E
PLANNER I	011	1021	37.5	A	E
PLANNER II	011	1021	37.5	A	E
PLANNER III	011	1021	37.5	A	E
PLANNING TECHNICIAN I	011	1021	37.5	A	C
PLANNING TECHNICIAN II	011	1021	37.5	A	C
PLANS CHECKER	012	1021	40.0	A	C
PROCUREMENT & CONTRACT ASSISANT	010	1021	37.5	A	C
PROCUREMENT & CONTRACTS SPEC. I	011	1021	37.5	A	C
PROCUREMENT & CONTRACTS SPEC. II	011	1021	37.5	A	E
PROGRAMMER ANALYST	011	1021	40.0	A	E
PROGRAMMER I	011	1021	40.0	A	C
PROGRAMMER II	011	1021	40.0	A	C
PSYCHIATRIC TECHNICIAN (SAN)	008	1021	37.5	A	C

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<b><u>CLASSIFICATION</u></b>	<b><u>Rep. Unit</u></b>	<b><u>SEIU Local</u></b>	<b><u>Hours</u></b>	<b><u>O/T Status</u></b>	<b><u>FLSA Status</u></b>
PUBLIC HEALTH ENGINEER	007	1021	37.5	A	E
PUBLIC HEALTH INVESTIGATOR	007	1021	37.5	A	C
PUBLIC HEALTH INVESTIGTR TR	007	1021	37.5	A	C
PUBLIC HEALTH NURSING ASST I	008	1021	37.5	A	C
PUBLIC HEALTH NURSING ASST II	008	1021	37.5	A	C
PUBLIC HEALTH SOCIAL WORKER	005	1021	37.5	A	E
PUBLIC WORKS AIDE I	004	1021	37.5	A	C
PUBLIC WORKS AIDE II	004	1021	37.5	A	C
PUBLIC WORKS INSPECTOR I, CONST.	012	1021	40.0	A	C
PUBLIC WORKS INSPECTOR II, CONST.	012	1021	40.0	A	C
PUBLIC WORKS INSPECTOR III, CONST.	012	1021	40.0	A	C
PUBLIC WORKS INSPECTOR I, FACILITIES	012	1021	40.0	A	C
PUBLIC WORKS INSPECTOR II, FACILITIES	012	1021	40.0	A	C
PUBLIC WORKS INSPECTOR III, FACILITIES	012	1021	40.0	A	C
PUBLIC WORKS TECHNICAL ASST I	012	1021	40.0	A	C
PUBLIC WORKS TECHNICAL ASST II	012	1021	40.0	A	C
PUBLIC WORKS TECHNICAL ASST III	012	1021	40.0	A	C
REAL PROPERTY APPRAISER AIDE	012	1021	37.5	A	C
RECREATION ASSISTANT	012	1021	40.0	A	C
REDEVELOPMENT SPECIALIST I	011	1021	37.5	A	C
REDEVELOPMENT SPECIALIST II	011	1021	37.5	A	C
REDEVELOPMENT SPECIALIST III	011	1021	37.5	A	C
REG. ENVIRONMENTAL HLTH SPEC. TRAINEE	007	1021	40.0	A	C
REG. ENVIRONMENTAL HLTH SPECIALIST	007	1021	40.0	A	E
REGISTERED NURSE I	003	1021	40.0	B	E
REGISTERED NURSE II	003	1021	40.0	B	E
REGISTERED NURSE III	003	1021	40.0	B	E
REHABILITATION COUNSELOR I	005	1021	37.5	A	C
REHABILITATION COUNSELOR II	005	1021	37.5	A	E
RETIREMENT ACCOUNTANT I	011	1021	37.5	A	E
RETIREMENT ACCOUNTANT II	011	1021	37.5	A	E
RETIREMENT SPECIALIST I	010	1021	37.5	A	C
RETIREMENT SPECIALIST II	010	1021	37.5	A	C
RETIREMENT SPECIALIST III	010	1021	37.5	A	C
RETIREMENT SUPPORT SPECIALIST	010	1021	37.5	A	C
SECRETARY I	010	1021	37.5	A	C
SENIOR AUDITOR	011	1021	37.5	A	C
SENIOR AGRICULTURAL BIOLOGIST	011	1021	37.5	A	E
SENIOR CLINICAL CASE, MGR, CHSC	005	1021	37.5	A	C
SENIOR FOOD SERVICE WORKER	004	1021	37.5	A	C
SENIOR HAZARDOUS MAT.SPEC.	007	1021	40.0	A	E

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**APPENDIX A - ALPHABETICAL LISTING BY CLASS\***

<u>CLASSIFICATION</u>	<u>Rep. Unit</u>	<u>SEIU Local</u>	<u>Hours</u>	<u>O/T Status</u>	<u>FLSA Status</u>
SENIOR HEAVY EQUIP. PARTS TECH.	012	1021	40.0	A	C
SENIOR MICROBIOLOGIST	007	1021	37.5	A	E
SENIOR PHARMACIST, BHCS	007	1021	40.0	A	C
SENIOR THERAPIST	007	1021	37.5	A	E
SENIOR VECTOR CONTROL BIOLOGIST	008	1021	40.0	A	C
SENIOR VECTOR CONTROL OFFICER	008	1021	40.0	A	C
SENIOR REG ENVIRONMENTAL HLTH SPEC	007	1021	40.0	A	E
SENIOR WEIGHTS & MEASURES INSP	012	1021	37.5	A	C
SERVICE SUPPORT SPECIALIST	010	1021	37.5	A	C
SHERIFF'S SAFETY AIDE	012	1021	40.0	A	C
SHERIFF'S TECHNICIAN II	012	1021	40.0	A	C
SHERIFF'S VIDEO & MULTIMEDIA PRODUC	012	1021	40.0	A	C
SKILLED MEDICAL PROF. I, ACCFC	007	1021	40.0	A	C
SKILLED MEDICAL PROF. II, ACCFC	007	1021	40.0	A	E
SOCIAL WELFARE SPECIALIST	005	1021	37.5	A	E
SOCIAL WORKER I	005	1021	37.5	A	C
SOCIAL WORKER II	005	1021	37.5	A	E
SOCIAL WORKER III	005	1021	37.5	A	E
SOCIAL WORKER TRAINEE	005	1021	37.5	A	C
SOFTWARE ANALYST	011	1021	40.0	A	C
SOFTWARE ANALYST I	011	1021	40.0	A	C
SOFTWARE ANALYST TRAINEE	011	1021	40.0	A	C
SPECIALIST CLERK I	010	1021	37.5	A	C
SPECIALIST CLERK I (SAN)	010	1021	37.5	A	C
SPECIALIST CLERK II	010	1021	37.5	A	C
STENOGRAPHER I	010	1021	37.5	A	C
STENOGRAPHER I (SAN)	010	1021	37.5	A	C
STENOGRAPHER II	010	1021	37.5	A	C
STENOGRAPHER II (SAN)	010	1021	37.5	A	C
STOREKEEPER I	012	1021	37.5	A	C
SUBSTANCE ABUSE COUNSELOR	007	1021	37.5	A	C
SUBSTANCE ABUSE COUNSELOR (SAN)	007	1021	37.5	A	C
SUPPLY CLERK I	012	1021	37.5	A	C
SUPPLY CLERK I (SAN)	012	1021	37.5	A	C
SUPPLY CLERK II	012	1021	37.5	A	C
SUPPLY CLERK II (SAN)	012	1021	37.5	A	C
TECHNICAL SUPPORT SPECIALIST I	012	1021	37.5	A	C
TECHNICAL SUPPORT SPECIALIST II	012	1021	37.5	A	C
TELECOM EQUIPMENT INSTALLER	012	1021	40.0	A	C
TELECOM SERVICES COORDINATOR I	010	1021	40.0	A	C
TELECOM SERVICES COORDINATOR II	010	1021	40.0	A	C
TELECOM TECHNICIAN	012	1021	40.0	A	C

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<b><u>CLASSIFICATION</u></b>	<b><u>Rep. Unit</u></b>	<b><u>SEIU Local</u></b>	<b><u>Hours</u></b>	<b><u>O/T Status</u></b>	<b><u>FLSA Status</u></b>
TELECOM TECHNICIAN TRAINEE	012	1021	40.0	A	C
THERAPY AIDE	008	1021	37.5	A	C
TRANSCRIPTIONIST	010	1021	37.5	A	C
TRANSCRIPTIONIST (SAN)	010	1021	37.5	A	C
TREASURER-TAX COLLECTOR SPECIALIST I	010	1021	37.5	A	C
TREASURER-TAX COLLECTOR SPECIALIST II	010	1021	37.5	A	C
TREASURER-TAX COLLECTOR SPECIALIST III	010	1021	37.5	A	C
VECTOR CONTROL BIOLOGIST	008	1021	40.0	A	C
VECTOR CONTROL OFFICER	008	1021	40.0	A	C
VECTOR CONTROL OFFICER, TRAINEE	008	1021	40.0	A	C
VETERANS SERVICE REPRESENTATIVE	006	1021	37.5	A	C
WEIGHTS & MEASURES ASSISTANT	012	1021	37.5	A	C
WEIGHTS & MEASURES INSPECTOR	012	1021	37.5	A	C
WELFARE SERVICES AIDE	006	1021	37.5	A	C
WORKFORCE SERVICES TECHNICIAN	006	1021	37.5	A	C
YOUTH & FAMILY SERVICES THERAPIST II	005	1021	37.5	A	E
YOUTH & FAMILY SERVICES LEAD THERAPIST	005	1021	37.5	A	E
ZONING INVESTIGATOR I	011	1021	40.0	A	C
ZONING INVESTIGATOR II	011	1021	40.0	A	C
ZONING INVESTIGATOR III	011	1021	40.0	A	E

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APPENDIX A – LISTING OF CLASSIFICATIONS BY REPRESENTATION UNIT  
Representation Unit 003

ITEM	TITLE EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	HRS	O/T* STAT	FL
<b>5337</b>	<b>Clinical Nurse Specialist</b>											
	07/03/2016	3720.00	3820.00	3928.80	4195.20	4448.00	4657.60	4847.20	4992.00	40.00	C	E
	07/02/2017	3840.80	3944.00	4056.80	4331.20	4592.80	4808.80	5004.80	5154.40	40.00	C	E
	07/01/2018	3975.20	4082.40	4198.40	4482.40	4753.60	4976.80	5180.00	5335.20	40.00	C	E
	06/30/2019	4104.00	4215.20	4335.20	4628.00	4908.00	5138.40	5348.00	5508.80	40.00	C	E
<b>5344</b>	<b>Communicable Disease Srv Prctnr</b>											
	07/03/2016	3185.60	3272.80	3367.20	3512.80	3667.20	3740.80	3816.00	3931.20	40.00	C	E
	07/02/2017	3288.80	3379.20	3476.80	3627.20	3786.40	3862.40	3940.00	4059.20	40.00	C	E
	07/01/2018	3404.00	3497.60	3598.40	3754.40	3919.20	3997.60	4077.60	4201.60	40.00	C	E
	06/30/2019	3514.40	3611.20	3715.20	3876.80	4046.40	4127.20	4210.40	4338.40	40.00	C	E
<b>5082</b>	<b>Medical Support Coordinator</b>											
	07/03/2016	3355.20	3446.40	3541.60	3685.60	3848.80	3932.00	4012.00	4132.00	40.00	A	E
	07/02/2017	3464.00	3558.40	3656.80	3805.60	3973.60	4060.00	4142.40	4266.40	40.00	A	E
	07/01/2018	3585.60	3683.20	3784.80	3938.40	4112.80	4202.40	4287.20	4416.00	40.00	A	E
	06/30/2019	3702.40	3803.20	3908.00	4066.40	4246.40	4339.20	4426.40	4559.20	40.00	A	E
<b>5383</b>	<b>Mid-Level Practitioner</b>											
	07/03/2016	3440.00	3531.20	3631.20	3864.80	4119.20	4259.20	4343.20	4472.80	40.00	A	E
	07/02/2017	3552.00	3645.60	3749.60	3990.40	4252.80	4397.60	4484.00	4618.40	40.00	A	E
	07/01/2018	3676.00	3772.80	3880.80	4130.40	4401.60	4551.20	4640.80	4780.00	40.00	A	E
	06/30/2019	3795.20	3895.20	4007.20	4264.80	4544.80	4699.20	4792.00	4935.20	40.00	A	E
<b>5383</b> N	<b>Mid-Level Practitioner</b>											
	07/03/2016					51.49	53.24	54.29	55.91	40.00	A	E
	07/02/2017					53.16	54.97	56.05	57.73	40.00	A	E
	07/01/2018					55.02	56.89	58.01	59.75	40.00	A	E
	06/30/2019					56.81	58.74	59.90	61.69	40.00	A	E
<b>5300</b>	<b>Registered Nurse 1</b>											
	07/03/2016							3246.40	3343.20	40.00	B	E
	07/02/2017							3352.00	3452.00	40.00	B	E
	07/01/2018							3469.60	3572.80	40.00	B	E
	06/30/2019							3582.40	3688.80	40.00	B	E
<b>5305</b>	<b>Registered Nurse II</b>											
	03/13/2016	3358.40	3452.80	3550.40	3704.80	3868.80	3944.00	4024.80	4144.80	40.00	B	E
	07/03/2016	3492.80	3591.20	3692.80	3852.80	4023.20	4101.60	4185.60	4310.40	40.00	B	E
	07/02/2017	3696.80	3800.80	3908.00	4077.60	4257.60	4340.80	4429.60	4561.60	40.00	B	E
	07/01/2018	3826.40	3933.60	4044.80	4220.00	4406.40	4492.80	4584.80	4721.60	40.00	B	E
	06/30/2019	3950.40	4061.60	4176.00	4356.80	4549.60	4639.20	4733.60	4875.20	40.00	B	E
<b>5315</b>	<b>Registered Nurse III</b>											
	03/13/2016	3539.20	3635.20	3736.00	3887.20	4058.40	4146.40	4230.40	4357.60	40.00	B	E
	07/03/2016	3680.80	3780.80	3885.60	4042.40	4220.80	4312.00	4400.00	4532.00	40.00	B	E
	07/02/2017	3896.00	4001.60	4112.00	4277.60	4466.40	4563.20	4656.80	4796.00	40.00	B	E
	07/01/2018	4032.00	4141.60	4256.00	4427.20	4622.40	4723.20	4820.00	4964.00	40.00	B	E
	06/30/2019	4163.20	4276.00	4394.40	4571.20	4772.80	4876.80	4976.80	5125.60	40.00	B	E

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ITEM	TITLE EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
<b>7520</b>	<b>Asst Cook</b>								
	07/03/2016	1363.50	1420.50	1481.25	1554.00	1614.75	37.50	A	C
	07/02/2017	1407.75	1467.00	1529.25	1604.25	1667.25	37.50	A	C
	07/01/2018	1457.25	1518.00	1582.50	1660.50	1725.75	37.50	A	C
	06/30/2019	1504.50	1567.50	1634.25	1714.50	1782.00	37.50	A	C
<b>7525</b>	<b>Cook</b>								
	07/03/2016		1657.50	1734.00	1812.75	1881.00	37.50	A	C
	07/02/2017		1711.50	1790.25	1872.00	1942.50	37.50	A	C
	07/01/2018		1771.50	1853.25	1937.25	2010.75	37.50	A	C
	06/30/2019		1829.25	1913.25	2000.25	2076.00	37.50	A	C
<b>7525</b>	<b>N Cook</b>								
	07/03/2016					23.10	37.50	A	C
	07/02/2017					23.85	37.50	A	C
	07/01/2018					24.68	37.50	A	C
	06/30/2019					25.48	37.50	A	C
<b>7420</b>	<b>N Custodian SAN</b>								
	07/03/2016					19.72	40.00	A	C
	07/02/2017					20.36	40.00	A	C
	07/01/2018					21.07	40.00	A	C
	06/30/2019					21.75	40.00	A	C
<b>7535</b>	<b>First Cook</b>								
	07/03/2016	1785.75	1863.75	1938.00	2031.00	2117.25	37.50	A	C
	07/02/2017	1843.50	1924.50	2001.00	2097.00	2186.25	37.50	A	C
	07/01/2018	1908.00	1992.00	2070.75	2170.50	2262.75	37.50	A	C
	06/30/2019	1970.25	2056.50	2138.25	2241.00	2336.25	37.50	A	C
<b>7510</b>	<b>Food Service Worker</b>								
	07/03/2016		1578.75	1657.50	1728.00	1789.50	37.50	A	C
	07/02/2017		1629.75	1711.50	1784.25	1848.00	37.50	A	C
	07/01/2018		1686.75	1771.50	1846.50	1912.50	37.50	A	C
	06/30/2019		1741.50	1829.25	1906.50	1974.75	37.50	A	C
<b>7510</b>	<b>N Food Service Worker</b>								
	07/03/2016					22.09	37.50	A	C
	07/02/2017					22.81	37.50	A	C
	07/01/2018					23.61	37.50	A	C
	06/30/2019					24.38	37.50	A	C
<b>7205</b>	<b>Gardener I, GSA</b>								
	07/03/2016	1716.80	1784.00	1870.40	1954.40	2042.40	40.00	A	C
	07/02/2017	1772.80	1841.60	1931.20	2017.60	2108.80	40.00	A	C
	07/01/2018	1835.20	1906.40	1998.40	2088.00	2182.40	40.00	A	C
	06/30/2019	1895.20	1968.00	2063.20	2156.00	2253.60	40.00	A	C
<b>9102</b>	<b>Gardener I, PWA</b>								
	07/03/2016	1716.80	1784.00	1870.40	1954.40	2042.40	40.00	A	C
	07/02/2017	1772.80	1841.60	1931.20	2017.60	2108.80	40.00	A	C
	07/01/2018	1835.20	1906.40	1998.40	2088.00	2182.40	40.00	A	C
	06/30/2019	1895.20	1968.00	2063.20	2156.00	2253.60	40.00	A	C
<b>7210</b>	<b>Gardener II, GSA</b>								
	07/03/2016	1964.80	2060.00	2141.60	2246.40	2348.80	40.00	A	C
	07/02/2017	2028.80	2127.20	2211.20	2319.20	2424.80	40.00	A	C
	07/01/2018	2100.00	2201.60	2288.80	2400.00	2509.60	40.00	A	C
	06/30/2019	2168.00	2272.80	2363.20	2478.40	2591.20	40.00	A	C
<b>9103</b>	<b>Gardener II, PWA</b>								
	07/03/2016	1964.80	2060.00	2141.60	2246.40	2348.80	40.00	A	C
	07/02/2017	2028.80	2127.20	2211.20	2319.20	2424.80	40.00	A	C
	07/01/2018	2100.00	2201.60	2288.80	2400.00	2509.60	40.00	A	C
	06/30/2019	2168.00	2272.80	2363.20	2478.40	2591.20	40.00	A	C

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ITEM	TITLE EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
<b>7130</b>	<b>General Services Aide</b>								
	07/03/2016	1181.25	1239.75	1302.75	1366.50	1435.50	37.50	A	C
	07/02/2017	1219.50	1280.25	1344.75	1410.75	1482.00	37.50	A	C
	07/01/2018	1262.25	1325.25	1392.00	1460.25	1533.75	37.50	A	C
	06/30/2019	1303.50	1368.00	1437.00	1507.50	1583.25	37.50	A	C
<b>7410</b>	<b>Janitor</b>								
	07/03/2016	1446.00	1512.00	1573.50	1653.00	1720.50	37.50	A	C
	07/02/2017	1493.25	1561.50	1624.50	1707.00	1776.75	37.50	A	C
	07/01/2018	1545.75	1616.25	1681.50	1767.00	1839.00	37.50	A	C
	06/30/2019	1596.00	1668.75	1736.25	1824.75	1899.00	37.50	A	C
<b>7410</b>	<b>N Janitor</b>								
	07/03/2016					20.98	37.50	A	C
	07/02/2017					21.66	37.50	A	C
	07/01/2018					22.42	37.50	A	C
	06/30/2019					23.15	37.50	A	C
<b>7411</b>	<b>Janitor, Floor Specialist</b>								
	07/03/2016	1518.75	1587.00	1652.25	1735.50	1806.75	37.50	A	C
	07/02/2017	1568.25	1638.75	1706.25	1791.75	1865.25	37.50	A	C
	07/01/2018	1623.00	1695.75	1766.25	1854.75	1930.50	37.50	A	C
	06/30/2019	1675.50	1750.50	1824.00	1914.75	1993.50	37.50	A	C
<b>7710</b>	<b>Laundry Service Worker</b>								
	07/03/2016	1416.75	1481.25	1549.50	1611.75	1677.00	37.50	A	C
	07/02/2017	1462.50	1529.25	1599.75	1664.25	1731.75	37.50	A	C
	07/01/2018	1513.50	1582.50	1656.00	1722.75	1792.50	37.50	A	C
	06/30/2019	1563.00	1634.25	1710.00	1779.00	1851.00	37.50	A	C
<b>7710</b>	<b>N Laundry Service Worker</b>								
	07/03/2016					20.65	37.50	A	C
	07/02/2017					21.32	37.50	A	C
	07/01/2018					22.07	37.50	A	C
	06/30/2019					22.79	37.50	A	C
<b>7750</b>	<b>Laundry Suprv, Santa Rita Jail</b>								
	07/03/2016	1781.25	1875.00	1956.00	2051.25	2144.25	37.50	A	C
	07/02/2017	1839.00	1935.75	2019.75	2118.00	2214.00	37.50	A	C
	07/01/2018	1903.50	2003.25	2090.25	2192.25	2291.25	37.50	A	C
	06/30/2019	1965.00	2068.50	2158.50	2263.50	2365.50	37.50	A	C
<b>7415</b>	<b>Lead Janitor</b>								
	07/03/2016	1580.25	1647.00	1728.75	1800.00	1881.00	37.50	A	C
	07/02/2017	1631.25	1700.25	1785.00	1858.50	1942.50	37.50	A	C
	07/01/2018	1688.25	1759.50	1847.25	1923.75	2010.75	37.50	A	C
	06/30/2019	1743.00	1816.50	1907.25	1986.00	2076.00	37.50	A	C
<b>7401</b>	<b>Public Works Aide I</b>								
	07/03/2016				1181.25	1226.25	37.50	A	C
	07/02/2017				1219.50	1266.00	37.50	A	C
	07/01/2018				1262.25	1310.25	37.50	A	C
	06/30/2019				1303.50	1353.00	37.50	A	C
<b>7402</b>	<b>Public Works Aide II</b>								
	07/03/2016	1309.50	1366.50	1420.50	1490.25	1558.50	37.50	A	C
	07/02/2017	1352.25	1410.75	1467.00	1539.00	1609.50	37.50	A	C
	07/01/2018	1399.50	1460.25	1518.00	1593.00	1665.75	37.50	A	C
	06/30/2019	1445.25	1507.50	1567.50	1644.75	1719.75	37.50	A	C
<b>7512</b>	<b>Senior Food Service Worker</b>								
	07/03/2016	1593.75	1660.50	1720.50	1797.00	1874.25	37.50	A	C
	07/02/2017	1645.50	1714.50	1776.75	1855.50	1935.00	37.50	A	C
	07/01/2018	1703.25	1774.50	1839.00	1920.75	2002.50	37.50	A	C
	06/30/2019	1758.75	1832.25	1899.00	1983.00	2067.75	37.50	A	C

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ITEM	TITLE EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
<b>6760</b>	<b>Adult Protective Svs Worker I</b>								
	07/03/2016	2297.25	2396.25	2512.50	2622.00	2748.75	37.50	A	E
	07/02/2017	2372.25	2474.25	2594.25	2707.50	2838.00	37.50	A	E
	07/01/2018	2455.50	2560.50	2685.00	2802.00	2937.00	37.50	A	E
	06/30/2019	2535.00	2643.75	2772.00	2892.75	3032.25	37.50	A	E
<b>6765</b>	<b>Adult Protective Svs Worker II</b>								
	07/03/2016		2623.50	2749.50	2875.50	3009.75	37.50	A	E
	07/02/2017		2709.00	2838.75	2969.25	3107.25	37.50	A	E
	07/01/2018		2803.50	2937.75	3073.50	3216.00	37.50	A	E
	06/30/2019		2894.25	3033.00	3173.25	3320.25	37.50	A	E
<b>6505</b>	<b>Behavioral Clinician I</b>								
	07/03/2016		2653.50	2766.75	2895.00	3045.00	37.50	A	C
	07/02/2017		2739.75	2856.75	2988.75	3144.00	37.50	A	C
	07/01/2018		2835.75	2956.50	3093.00	3254.25	37.50	A	C
	06/30/2019		2928.00	3052.50	3193.50	3360.00	37.50	A	C
<b>6510</b>	<b>Behavioral Clinician II</b>								
	07/03/2016		2895.00	3045.00	3189.00	3335.25	37.50	A	E
	07/02/2017		2988.75	3144.00	3292.50	3444.00	37.50	A	E
	07/01/2018		3093.00	3254.25	3408.00	3564.75	37.50	A	E
	06/30/2019		3193.50	3360.00	3519.00	3680.25	37.50	A	E
<b>6787</b>	<b>Career Development Spec I</b>								
	07/03/2016	2299.50	2404.50	2520.75	2641.50	2763.00	37.50	A	E
	07/02/2017	2374.50	2482.50	2602.50	2727.00	2853.00	37.50	A	E
	07/01/2018	2457.75	2569.50	2693.25	2822.25	2952.75	37.50	A	E
	06/30/2019	2538.00	2652.75	2781.00	2913.75	3048.75	37.50	A	E
<b>6740</b>	<b>Child Welfare Worker I</b>								
	07/03/2016	2520.75	2632.50	2757.00	2880.00	3018.75	37.50	A	E
	07/02/2017	2602.50	2718.00	2846.25	2973.75	3117.00	37.50	A	E
	07/01/2018	2693.25	2813.25	2946.00	3078.00	3225.75	37.50	A	E
	06/30/2019	2781.00	2904.75	3042.00	3177.75	3330.75	37.50	A	E
<b>6745</b>	<b>Child Welfare Worker II</b>								
	07/03/2016		2880.00	3018.75	3158.25	3306.00	37.50	A	E
	07/02/2017		2973.75	3117.00	3261.00	3413.25	37.50	A	E
	07/01/2018		3078.00	3225.75	3375.00	3532.50	37.50	A	E
	06/30/2019		3177.75	3330.75	3484.50	3647.25	37.50	A	E
<b>6643</b>	<b>Clinical Case Mgr, CHSC</b>								
	07/03/2016	2606.25	2736.00	2872.50	3016.50	3167.25	37.50	A	C
	07/02/2017	2691.00	2825.25	2965.50	3114.75	3270.00	37.50	A	C
	07/01/2018	2785.50	2924.25	3069.00	3223.50	3384.75	37.50	A	C
	06/30/2019	2876.25	3019.50	3168.75	3328.50	3495.00	37.50	A	C
<b>6515</b>	<b>Clinical Review Specialist</b>								
	07/03/2016	3335.25	3476.25	3624.00	3780.00	3933.00	37.50	A	E
	07/02/2017	3444.00	3589.50	3741.75	3903.00	4060.50	37.50	A	E
	07/01/2018	3564.75	3715.50	3873.00	4039.50	4202.25	37.50	A	E
	06/30/2019	3680.25	3836.25	3999.00	4170.75	4338.75	37.50	A	E
<b>6784</b>	<b>Employment Counselor</b>								
	03/13/2016	2010.00	2096.25	2185.50	2283.75	2398.50	37.50	A	E
	07/03/2016	2090.25	2180.25	2273.25	2375.25	2494.50	37.50	A	E
	07/02/2017	2158.50	2250.75	2347.50	2452.50	2575.50	37.50	A	E
	07/01/2018	2234.25	2329.50	2430.00	2538.00	2665.50	37.50	A	E
	06/30/2019	2307.00	2405.25	2508.75	2620.50	2752.50	37.50	A	E
<b>6783</b>	<b>Employment Counselor Trainee</b>								
	07/03/2016	1668.00	1742.25	1816.50	1899.75	1990.50	37.50	A	C
	07/02/2017	1722.00	1798.50	1875.75	1961.25	2055.00	37.50	A	C

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ITEM	TITLE EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
6781	07/01/2018	1782.00	1861.50	1941.75	2030.25	2127.00	37.50	A	C
	06/30/2019	1839.75	1922.25	2004.75	2096.25	2196.00	37.50	A	C
	<b>Employment Specialist I</b>								
	03/13/2016	1683.00	1761.75	1837.50	1920.00	2010.75	37.50	A	C
	07/03/2016	1750.50	1832.25	1911.00	1996.50	2091.00	37.50	A	C
	07/02/2017	1807.50	1891.50	1973.25	2061.75	2159.25	37.50	A	C
6782	07/01/2018	1870.50	1957.50	2042.25	2133.75	2235.00	37.50	A	C
	06/30/2019	1931.25	2021.25	2108.25	2202.75	2307.75	37.50	A	C
	<b>Employment Specialist II</b>								
	03/13/2016	2010.75	2097.00	2187.75	2286.75	2399.25	37.50	A	E
	07/03/2016	2091.00	2181.00	2275.50	2378.25	2495.25	37.50	A	E
	07/02/2017	2159.25	2252.25	2349.75	2455.50	2576.25	37.50	A	E
6737	07/01/2018	2235.00	2331.00	2432.25	2541.75	2666.25	37.50	A	E
	06/30/2019	2307.75	2406.75	2511.00	2624.25	2753.25	37.50	A	E
	<b>Family Services Support Worker</b>								
	07/03/2016	1991.25	2079.75	2169.75	2265.75	2375.25	37.50	A	C
	07/02/2017	2055.75	2147.25	2240.25	2339.25	2452.50	37.50	A	C
	07/01/2018	2127.75	2222.25	2319.00	2421.00	2538.00	37.50	A	C
6635	06/30/2019	2196.75	2294.25	2394.00	2499.75	2620.50	37.50	A	C
	<b>Housing Res Specialist, BHCS</b>								
	07/03/2016	2905.50	3040.50	3198.00	3348.75	3502.50	37.50	A	E
	07/02/2017	3000.00	3139.50	3302.25	3457.50	3616.50	37.50	A	E
	07/01/2018	3105.00	3249.75	3417.75	3578.25	3743.25	37.50	A	E
	06/30/2019	3206.25	3355.50	3528.75	3694.50	3864.75	37.50	A	E
6786	<b>Job Developer</b>								
	07/03/2016	2145.75	2241.75	2337.00	2445.00	2570.25	37.50	A	E
	07/02/2017	2215.50	2314.50	2412.75	2524.50	2653.50	37.50	A	E
	07/01/2018	2292.75	2395.50	2497.50	2613.00	2746.50	37.50	A	E
	06/30/2019	2367.00	2473.50	2578.50	2697.75	2835.75	37.50	A	E
	6496	<b>Marriage and Fam Therapist I</b>							
07/03/2016			2653.50	2766.75	2895.00	3045.00	37.50	A	C
07/02/2017			2739.75	2856.75	2988.75	3144.00	37.50	A	C
07/01/2018			2835.75	2956.50	3093.00	3254.25	37.50	A	C
06/30/2019			2928.00	3052.50	3193.50	3360.00	37.50	A	C
6497		<b>Marriage and Fam Therapist II</b>							
	07/03/2016		2895.00	3045.00	3189.75	3335.25	37.50	A	C
	07/02/2017		2988.75	3144.00	3293.25	3444.00	37.50	A	C
	07/01/2018		3093.00	3254.25	3408.75	3564.75	37.50	A	C
	06/30/2019		3193.50	3360.00	3519.75	3680.25	37.50	A	C
	6405	<b>Medical Social Worker I</b>							
07/03/2016				2454.00	2574.75	2685.75	37.50	A	C
07/02/2017				2533.50	2658.75	2772.75	37.50	A	C
07/01/2018				2622.00	2751.75	2869.50	37.50	A	C
06/30/2019				2707.50	2841.00	2962.50	37.50	A	C
6415		<b>Medical Social Worker II</b>							
	07/03/2016			2685.75	2810.25	2942.25	37.50	A	E
	07/02/2017			2772.75	2901.75	3037.50	37.50	A	E
	07/01/2018			2869.50	3003.00	3144.00	37.50	A	E
	06/30/2019			2962.50	3100.50	3246.00	37.50	A	E
	5775	<b>Public Health Social Worker</b>							
07/03/2016				2610.00	2733.75	2858.25	37.50	A	E
07/02/2017				2694.75	2822.25	2951.25	37.50	A	E
07/01/2018				2789.25	2921.25	3054.75	37.50	A	E
06/30/2019				2880.00	3016.50	3153.75	37.50	A	E



APPENDIX A – LISTING OF CLASSIFICATIONS BY REPRESENTATION UNIT  
Representation Unit 005

ITEM	TITLE EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
<b>6638</b>	<b>Rehabilitation Counselor I</b>								
	07/03/2016	2541.75	2653.50	2766.75	2895.00	3045.00	37.50	A	C
	07/02/2017	2624.25	2739.75	2856.75	2988.75	3144.00	37.50	A	C
	07/01/2018	2715.75	2835.75	2956.50	3093.00	3254.25	37.50	A	C
	06/30/2019	2804.25	2928.00	3052.50	3193.50	3360.00	37.50	A	C
<b>6640</b>	<b>Rehabilitation Counselor II</b>								
	07/03/2016	2766.75	2895.00	3045.00	3189.00	3335.25	37.50	A	E
	07/02/2017	2856.75	2988.75	3144.00	3292.50	3444.00	37.50	A	E
	07/01/2018	2956.50	3093.00	3254.25	3408.00	3564.75	37.50	A	E
	06/30/2019	3052.50	3193.50	3360.00	3519.00	3680.25	37.50	A	E
<b>6792</b>	<b>Social Welfare Specialist</b>								
	07/03/2016	2498.25	2607.00	2742.75	2870.25	3006.00	37.50	A	E
	07/02/2017	2579.25	2691.75	2832.00	2963.25	3103.50	37.50	A	E
	07/01/2018	2669.25	2786.25	2931.00	3066.75	3212.25	37.50	A	E
	06/30/2019	2756.25	2877.00	3026.25	3166.50	3316.50	37.50	A	E
<b>6710</b>	<b>Social Worker I</b>								
	07/03/2016	2071.50	2163.00	2256.75	2358.00	2471.25	37.50	A	C
	07/02/2017	2139.00	2233.50	2330.25	2434.50	2551.50	37.50	A	C
	07/01/2018	2214.00	2311.50	2412.00	2520.00	2640.75	37.50	A	C
	06/30/2019	2286.00	2386.50	2490.75	2601.75	2726.25	37.50	A	C
<b>6715</b>	<b>Social Worker II</b>								
	07/03/2016	2256.00	2358.00	2470.50	2577.00	2685.75	37.50	A	E
	07/02/2017	2329.50	2434.50	2550.75	2661.00	2772.75	37.50	A	E
	07/01/2018	2411.25	2520.00	2640.00	2754.00	2869.50	37.50	A	E
	06/30/2019	2489.25	2601.75	2725.50	2843.25	2962.50	37.50	A	E
<b>6720</b>	<b>Social Worker III</b>								
	07/03/2016	2342.25	2441.25	2550.00	2666.25	2796.00	37.50	A	E
	07/02/2017	2442.00	2546.25	2659.50	2781.00	2915.25	37.50	A	E
	07/01/2018	2527.50	2635.50	2752.50	2878.50	3017.25	37.50	A	E
	06/30/2019	2610.00	2721.00	2841.75	2972.25	3115.50	37.50	A	E
<b>6705</b>	<b>Social Worker Trainee</b>								
	07/03/2016					1872.00	37.50	A	C
	07/02/2017					1932.75	37.50	A	C
	07/01/2018					2000.25	37.50	A	C
	06/30/2019					2065.50	37.50	A	C
<b>6646</b>	<b>Sr Clinical Case Mgr, CHSC</b>								
	07/03/2016		2895.00	3045.00	3189.00	3335.25	37.50	A	C
	07/02/2017		2988.75	3144.00	3292.50	3444.00	37.50	A	C
	07/01/2018		3093.00	3254.25	3408.00	3564.75	37.50	A	C
	06/30/2019		3193.50	3360.00	3519.00	3680.25	37.50	A	C
<b>6498</b>	<b>Youth and Fam Svcs Therapist2</b>								
	07/03/2016		2653.50	2766.75	2895.00	3045.00	37.50	A	E
	07/02/2017		2739.75	2856.75	2988.75	3144.00	37.50	A	E
	07/01/2018		2835.75	2956.50	3093.00	3254.25	37.50	A	E
	06/30/2019		2928.00	3052.50	3193.50	3360.00	37.50	A	E
<b>6499</b>	<b>Youth&amp;Family Srv Lead Therap</b>								
	07/03/2016		2895.00	3045.00	3189.75	3335.25	37.50	A	E
	07/02/2017		2988.75	3144.00	3293.25	3444.00	37.50	A	E
	07/01/2018		3093.00	3254.25	3408.75	3564.75	37.50	A	E
	06/30/2019		3193.50	3360.00	3519.75	3680.25	37.50	A	E

APPENDIX A – LISTING OF CLASSIFICATIONS BY REPRESENTATION UNIT  
Representation Unit 006

ITEM	TITLE EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
<b>1570</b>	<b>Eligibility Services Tech I</b>								
	07/03/2016	1615.50	1695.75	1780.50	1869.75	1963.50	37.50	A	C
	07/02/2017	1668.00	1750.50	1838.25	1930.50	2027.25	37.50	A	C
	07/01/2018	1726.50	1812.00	1902.75	1998.00	2098.50	37.50	A	C
	06/30/2019	1782.75	1871.25	1964.25	2063.25	2166.75	37.50	A	C
<b>1571</b>	<b>Eligibility Services Tech II</b>								
	07/03/2016	1838.25	1931.25	2027.25	2128.50	2235.00	37.50	A	C
	07/02/2017	1898.25	1994.25	2093.25	2197.50	2307.75	37.50	A	C
	07/01/2018	1965.00	2064.00	2166.75	2274.75	2388.75	37.50	A	C
	06/30/2019	2028.75	2130.75	2237.25	2349.00	2466.75	37.50	A	C
<b>1572</b>	<b>Eligibility Services Tech III</b>								
	07/03/2016	2004.00	2104.50	2209.50	2319.75	2436.00	37.50	A	C
	07/02/2017	2069.25	2172.75	2281.50	2395.50	2515.50	37.50	A	C
	07/01/2018	2142.00	2248.50	2361.00	2479.50	2603.25	37.50	A	C
	06/30/2019	2211.75	2321.25	2437.50	2559.75	2688.00	37.50	A	C
<b>1573</b>	<b>Eligibility Services Tech IV</b>								
	07/03/2016	2179.50	2288.25	2402.25	2522.25	2649.75	37.50	A	C
	07/02/2017	2250.00	2362.50	2480.25	2604.00	2736.00	37.50	A	C
	07/01/2018	2328.75	2445.00	2567.25	2695.50	2832.00	37.50	A	C
	06/30/2019	2404.50	2524.50	2650.50	2783.25	2924.25	37.50	A	C
<b>1470</b>	<b>Eligibility Technician I</b>								
	07/03/2016	1713.75	1785.00	1868.25	1944.00	2030.25	37.50	A	C
	07/02/2017	1769.25	1842.75	1929.00	2007.00	2096.25	37.50	A	C
	07/01/2018	1831.50	1907.25	1996.50	2077.50	2169.75	37.50	A	C
	06/30/2019	1890.75	1969.50	2061.75	2145.00	2240.25	37.50	A	C
<b>1471</b>	<b>Eligibility Technician II</b>								
	07/03/2016	1868.25	1944.00	2030.25	2120.25	2214.75	37.50	A	C
	07/02/2017	1929.00	2007.00	2096.25	2189.25	2286.75	37.50	A	C
	07/01/2018	1996.50	2077.50	2169.75	2265.75	2367.00	37.50	A	C
	06/30/2019	2061.75	2145.00	2240.25	2339.25	2444.25	37.50	A	C
<b>1472</b>	<b>Eligibility Technician III</b>								
	07/03/2016	1992.75	2082.00	2172.00	2279.25	2381.25	37.50	A	C
	07/02/2017	2057.25	2149.50	2242.50	2353.50	2458.50	37.50	A	C
	07/01/2018	2129.25	2224.50	2321.25	2436.00	2544.75	37.50	A	C
	06/30/2019	2198.25	2296.50	2397.00	2515.50	2627.25	37.50	A	C
<b>1468</b>	<b>Eligibility Technician Trainee</b>								
	07/03/2016					1512.75	37.50	A	C
	07/02/2017					1562.25	37.50	A	C
	07/01/2018					1617.00	37.50	A	C
	06/30/2019					1669.50	37.50	A	C
<b>6929</b>	<b>Information &amp; Referral Worker</b>								
	07/03/2016	1640.25	1712.25	1790.25	1865.25	1949.25	37.50	A	C
	07/02/2017	1693.50	1767.75	1848.75	1926.00	2012.25	37.50	A	C
	07/01/2018	1752.75	1829.25	1913.25	1993.50	2082.75	37.50	A	C
	06/30/2019	1809.75	1888.50	1975.50	2058.00	2150.25	37.50	A	C
<b>6732</b>	<b>Licensing Evaluator</b>								
	07/03/2016	2132.25	2229.00	2334.75	2435.25	2538.00	37.50	A	C
	07/02/2017	2201.25	2301.75	2410.50	2514.75	2620.50	37.50	A	C
	07/01/2018	2278.50	2382.00	2494.50	2602.50	2712.00	37.50	A	C
	06/30/2019	2352.75	2459.25	2575.50	2687.25	2800.50	37.50	A	C
<b>1496</b>	<b>Patient Service Tech I</b>								
	07/03/2016	1713.75	1783.50	1868.25	1944.00	2030.25	37.50	A	C
	07/02/2017	1769.25	1841.25	1929.00	2007.00	2096.25	37.50	A	C
	07/01/2018	1831.50	1905.75	1996.50	2077.50	2169.75	37.50	A	C

APPENDIX A – LISTING OF CLASSIFICATIONS BY REPRESENTATION UNIT  
Representation Unit 006

ITEM	TITLE EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
1497	06/30/2019	1890.75	1968.00	2061.75	2145.00	2240.25	37.50	A	C
	<b>Patient Service Tech II</b>								
	07/03/2016	1868.25	1944.00	2030.25	2120.25	2214.75	37.50	A	C
	07/02/2017	1929.00	2007.00	2096.25	2189.25	2286.75	37.50	A	C
	07/01/2018	1996.50	2077.50	2169.75	2265.75	2367.00	37.50	A	C
1495	06/30/2019	2061.75	2145.00	2240.25	2339.25	2444.25	37.50	A	C
	<b>Patient Services Tech III</b>								
	07/03/2016	1992.75	2082.75	2175.75	2278.50	2381.25	37.50	A	C
	07/02/2017	2057.25	2150.25	2246.25	2352.75	2458.50	37.50	A	C
	07/01/2018	2129.25	2225.25	2325.00	2435.25	2544.75	37.50	A	C
1476	06/30/2019	2198.25	2297.25	2400.75	2514.75	2627.25	37.50	A	C
	<b>Veterans Service Rep</b>								
	07/03/2016	1848.75	1925.25	2010.75	2100.00	2192.25	37.50	A	C
	07/02/2017	1908.75	1987.50	2076.00	2168.25	2263.50	37.50	A	C
	07/01/2018	1975.50	2057.25	2148.75	2244.00	2343.00	37.50	A	C
6702	06/30/2019	2040.00	2124.00	2218.50	2316.75	2419.50	37.50	A	C
	<b>Welfare Services Aide</b>								
	07/03/2016	1714.50	1788.00	1855.50	1938.00	2023.50	37.50	A	C
	07/02/2017	1770.00	1845.75	1915.50	2001.00	2089.50	37.50	A	C
	07/01/2018	1832.25	1910.25	1982.25	2070.75	2163.00	37.50	A	C
1467	06/30/2019	1891.50	1972.50	2046.75	2138.25	2233.50	37.50	A	C
	<b>Workforce Services Tech</b>								
	07/03/2016	1992.75	2082.00	2172.00	2279.25	2381.25	37.50	A	C
	07/02/2017	2057.25	2149.50	2242.50	2353.50	2458.50	37.50	A	C
	07/01/2018	2129.25	2224.50	2321.25	2436.00	2544.75	37.50	A	C
	06/30/2019	2198.25	2296.50	2397.00	2515.50	2627.25	37.50	A	C

APPENDIX A – LISTING OF CLASSIFICATIONS BY REPRESENTATION UNIT  
Representation Unit 007

ITEM	TITLE	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
<b>5887</b>	<b>Acupuncturist</b>								
	07/03/2016	2313.60	2424.00	2545.60	2673.60	2809.60	40.00	A	C
	07/02/2017	2388.80	2502.40	2628.00	2760.80	2900.80	40.00	A	C
	07/01/2018	2472.80	2589.60	2720.00	2857.60	3002.40	40.00	A	C
	06/30/2019	2552.80	2673.60	2808.80	2950.40	3100.00	40.00	A	C
<b>5644</b>	<b>Clinical Pharmacist Specialist</b>								
	07/03/2016	3840.80	4032.80	4236.00	4448.00	4668.80	40.00	C	E
	07/02/2017	3965.60	4164.00	4373.60	4592.80	4820.80	40.00	C	E
	07/01/2018	4104.00	4309.60	4526.40	4753.60	4989.60	40.00	C	E
	06/30/2019	4237.60	4449.60	4673.60	4908.00	5152.00	40.00	C	E
<b>6316</b>	<b>Clinical Psychologist</b>								
	07/03/2016			3360.00	3528.75	3688.50	37.50	A	E
	07/02/2017			3469.50	3643.50	3808.50	37.50	A	E
	07/01/2018			3591.00	3771.00	3942.00	37.50	A	E
	06/30/2019			3708.00	3893.25	4070.25	37.50	A	E
<b>6316</b>	<b>N Clinical Psychologist</b>								
	07/03/2016					42.68	37.50	A	E
	07/02/2017					44.07	37.50	A	E
	07/01/2018					45.61	37.50	A	E
	06/30/2019					47.09	37.50	A	E
<b>5779</b>	<b>Dental Hygienist</b>								
	07/03/2016	2216.25	2319.75	2424.75	2550.00	2664.00	37.50	A	E
	07/02/2017	2288.25	2395.50	2503.50	2633.25	2750.25	37.50	A	E
	07/01/2018	2368.50	2479.50	2591.25	2725.50	2846.25	37.50	A	E
	06/30/2019	2445.75	2559.75	2675.25	2814.00	2938.50	37.50	A	E
<b>5647</b>	<b>Environ Health Mainten Worker</b>								
	01/17/2016	1582.40	1665.60	1754.40	1846.40	1943.20	40.00	A	C
	07/03/2016	1645.60	1732.00	1824.80	1920.00	2020.80	40.00	A	C
	07/02/2017	1699.20	1788.00	1884.00	1982.40	2086.40	40.00	A	C
	07/01/2018	1758.40	1850.40	1949.60	2052.00	2159.20	40.00	A	C
	06/30/2019	1815.20	1910.40	2012.80	2118.40	2229.60	40.00	A	C
<b>5649</b>	<b>Environmental HealthTechnician</b>								
	07/03/2016	2522.40	2641.60	2768.80	2888.80	3027.20	40.00	A	C
	07/02/2017	2604.00	2727.20	2858.40	2982.40	3125.60	40.00	A	C
	07/01/2018	2695.20	2822.40	2958.40	3086.40	3235.20	40.00	A	C
	06/30/2019	2782.40	2914.40	3054.40	3186.40	3340.00	40.00	A	C
<b>5650</b>	<b>Hazardous Materials Spec</b>								
	07/03/2016	2964.80	3101.60	3247.20	3383.20	3551.20	40.00	A	E
	07/02/2017	3060.80	3202.40	3352.80	3492.80	3666.40	40.00	A	E
	07/01/2018	3168.00	3314.40	3470.40	3615.20	3794.40	40.00	A	E
	06/30/2019	3271.20	3422.40	3583.20	3732.80	3917.60	40.00	A	E
<b>5648</b>	<b>N Hazardous Waste Worker SAN</b>								
	07/03/2016	18.03	18.95	19.92	20.86	21.96	40.00	A	C
	07/02/2017	18.62	19.57	20.57	21.54	22.67	40.00	A	C
	07/01/2018	19.27	20.25	21.29	22.29	23.46	40.00	A	C
	06/30/2019	19.90	20.91	21.98	23.01	24.22	40.00	A	C
<b>6300</b>	<b>N Health Care Services Intern N</b>								
	07/03/2016	9.64				23.15	37.50	A	C
	07/02/2017	9.95				23.90	37.50	A	C
	07/01/2018	10.30				24.74	37.50	A	C
	06/30/2019	10.63				25.54	37.50	A	C
<b>5780</b>	<b>Health Educator I</b>								
	07/03/2016		2084.25	2169.75	2268.00	2373.00	37.50	A	E
	07/02/2017		2151.75	2240.25	2341.50	2450.25	37.50	A	E

APPENDIX A – LISTING OF CLASSIFICATIONS BY REPRESENTATION UNIT  
Representation Unit 007

ITEM	TITLE	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
5781	07/01/2018		2226.75	2319.00	2423.25	2535.75	37.50	A	E
	06/30/2019		2298.75	2394.00	2502.00	2618.25	37.50	A	E
	<b>Health Educator II</b>								
	07/03/2016			2600.25	2733.00	2860.50	37.50	A	E
	07/02/2017			2685.00	2821.50	2953.50	37.50	A	E
2080	07/01/2018			2778.75	2920.50	3057.00	37.50	A	E
	06/30/2019			2868.75	3015.75	3156.00	37.50	A	E
	<b>Industrial Hygiene Engineer</b>								
	07/03/2016		3360.00	3523.20	3685.60	3864.00	40.00	A	E
	07/02/2017		3469.60	3637.60	3805.60	3989.60	40.00	A	E
5605	07/01/2018		3591.20	3764.80	3938.40	4129.60	40.00	A	E
	06/30/2019		3708.00	3887.20	4066.40	4264.00	40.00	A	E
	<b>Microbiologist</b>								
	07/03/2016	2571.75	2675.25	2799.00	2928.00	3052.50	37.50	A	E
	07/02/2017	2655.00	2762.25	2889.75	3023.25	3151.50	37.50	A	E
5605	07/01/2018	2748.00	2859.00	2991.00	3129.00	3261.75	37.50	A	E
	06/30/2019	2837.25	2952.00	3088.50	3231.00	3367.50	37.50	A	E
	<b>Microbiologist</b>								
	07/03/2016					37.29	37.50	A	E
	07/02/2017					38.50	37.50	A	E
5792	07/01/2018					39.85	37.50	A	E
	06/30/2019					41.15	37.50	A	E
	<b>Nutritionist I</b>								
	07/03/2016	2259.00	2360.25	2471.25	2584.50	2703.75	37.50	A	C
	07/02/2017	2332.50	2436.75	2551.50	2668.50	2791.50	37.50	A	C
5795	07/01/2018	2414.25	2522.25	2640.75	2762.25	2889.00	37.50	A	C
	06/30/2019	2493.00	2604.00	2726.25	2852.25	2982.75	37.50	A	C
	<b>Nutritionist II</b>								
	07/03/2016	2467.50	2574.75	2703.75	2828.25	2961.75	37.50	A	E
	07/02/2017	2547.75	2658.75	2791.50	2920.50	3057.75	37.50	A	E
5810	07/01/2018	2637.00	2751.75	2889.00	3022.50	3165.00	37.50	A	E
	06/30/2019	2722.50	2841.00	2982.75	3120.75	3267.75	37.50	A	E
	<b>Occupational Therapist I</b>								
	07/03/2016	2758.50	2886.75	3015.75	3165.00	3320.25	37.50	A	E
	07/02/2017	2848.50	2980.50	3114.00	3267.75	3428.25	37.50	A	E
5810	07/01/2018	2948.25	3084.75	3222.75	3381.75	3548.25	37.50	A	E
	06/30/2019	3044.25	3185.25	3327.75	3492.00	3663.75	37.50	A	E
	<b>Occupational Therapist I</b>								
	07/03/2016					40.21	37.50	A	E
	07/02/2017					41.52	37.50	A	E
5815	07/01/2018					42.97	37.50	A	E
	06/30/2019					44.37	37.50	A	E
	<b>Occupational Therapist II</b>								
	07/03/2016	3105.00	3260.25	3415.50	3582.75	3726.75	37.50	A	E
	07/02/2017	3206.25	3366.00	3526.50	3699.00	3847.50	37.50	A	E
5806	07/01/2018	3318.75	3483.75	3650.25	3828.75	3982.50	37.50	A	E
	06/30/2019	3426.75	3597.00	3768.75	3953.25	4112.25	37.50	A	E
	<b>Occupational Therapy Asst</b>								
	07/03/2016	1652.25	1723.50	1800.00	1885.50	1962.00	37.50	A	C
	07/02/2017	1706.25	1779.75	1858.50	1947.00	2025.75	37.50	A	C
5850	07/01/2018	1766.25	1842.00	1923.75	2015.25	2097.00	37.50	A	C
	06/30/2019	1824.00	1902.00	1986.00	2080.50	2165.25	37.50	A	C
	<b>Pediatric Occup Therapist</b>								
	07/03/2016	2800.50	2937.00	3072.75	3222.00	3384.75	37.50	A	E

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	07/02/2017	2891.25	3032.25	3172.50	3327.00	3495.00	37.50	A	E
	07/01/2018	2992.50	3138.75	3283.50	3443.25	3617.25	37.50	A	E
	06/30/2019	3090.00	3240.75	3390.00	3555.00	3735.00	37.50	A	E
<b>5850</b>	<b>N Pediatric Occup Therapist</b>								
	07/03/2016					45.08	37.50	A	E
	07/02/2017					46.55	37.50	A	E
	07/01/2018					48.18	37.50	A	E
	06/30/2019					49.75	37.50	A	E
<b>5860</b>	<b>Pediatric Physical Therapist</b>								
	07/03/2016	2800.50	2937.00	3072.75	3222.00	3384.75	37.50	A	E
	07/02/2017	2891.25	3032.25	3172.50	3327.00	3495.00	37.50	A	E
	07/01/2018	2992.50	3138.75	3283.50	3443.25	3617.25	37.50	A	E
	06/30/2019	3090.00	3240.75	3390.00	3555.00	3735.00	37.50	A	E
<b>5860</b>	<b>N Pediatric Physical Therapist</b>								
	07/03/2016					45.08	37.50	A	E
	07/02/2017					46.55	37.50	A	E
	07/01/2018					48.18	37.50	A	E
	06/30/2019					49.75	37.50	A	E
<b>5835</b>	<b>Physical Therapist I</b>								
	07/03/2016	2758.50	2886.75	3015.75	3165.00	3320.25	37.50	A	E
	07/02/2017	2848.50	2980.50	3114.00	3267.75	3428.25	37.50	A	E
	07/01/2018	2948.25	3084.75	3222.75	3381.75	3548.25	37.50	A	E
	06/30/2019	3044.25	3185.25	3327.75	3492.00	3663.75	37.50	A	E
<b>5835</b>	<b>N Physical Therapist I</b>								
	07/03/2016					40.21	37.50	A	E
	07/02/2017					41.52	37.50	A	E
	07/01/2018					42.97	37.50	A	E
	06/30/2019					44.37	37.50	A	E
<b>5840</b>	<b>Physical Therapist II</b>								
	07/03/2016	3105.00	3260.25	3415.50	3582.75	3726.75	37.50	A	E
	07/02/2017	3206.25	3366.00	3526.50	3699.00	3847.50	37.50	A	E
	07/01/2018	3318.75	3483.75	3650.25	3828.75	3982.50	37.50	A	E
	06/30/2019	3426.75	3597.00	3768.75	3953.25	4112.25	37.50	A	E
<b>5689</b>	<b>Public Health Engineer</b>								
	07/03/2016			3443.25	3613.50	3789.00	37.50	A	E
	07/02/2017			3555.00	3731.25	3912.00	37.50	A	E
	07/01/2018			3679.50	3861.75	4049.25	37.50	A	E
	06/30/2019			3798.75	3987.00	4180.50	37.50	A	E
<b>5770</b>	<b>Public Health Investigator</b>								
	07/03/2016	1932.75	2022.00	2113.50	2208.00	2313.00	37.50	A	C
	07/02/2017	1995.75	2088.00	2182.50	2280.00	2388.00	37.50	A	C
	07/01/2018	2065.50	2160.75	2259.00	2359.50	2471.25	37.50	A	C
	06/30/2019	2133.00	2231.25	2332.50	2436.00	2551.50	37.50	A	C
<b>5771</b>	<b>Public Health Investigator Tr</b>								
	07/03/2016				1260.00	1314.75	37.50	A	C
	07/02/2017				1301.25	1357.50	37.50	A	C
	07/01/2018				1347.00	1404.75	37.50	A	C
	06/30/2019				1390.50	1450.50	37.50	A	C
<b>5660</b>	<b>Reg EnvrmtlHlth Spec Trainee</b>								
	07/03/2016		2212.00	2310.40	2416.80	2522.40	40.00	A	C
	07/02/2017		2284.00	2385.60	2495.20	2604.00	40.00	A	C
	07/01/2018		2364.00	2468.80	2582.40	2695.20	40.00	A	C
	06/30/2019		2440.80	2548.80	2666.40	2782.40	40.00	A	C

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<b>5665</b>	<b>Reg EnvrmtlHlth Specialist</b>								
	07/03/2016	2964.80	3101.60	3247.20	3383.20	3551.20	40.00	A	E
	07/02/2017	3060.80	3202.40	3352.80	3492.80	3666.40	40.00	A	E
	07/01/2018	3168.00	3314.40	3470.40	3615.20	3794.40	40.00	A	E
	06/30/2019	3271.20	3422.40	3583.20	3732.80	3917.60	40.00	A	E
<b>5655</b>	<b>Senior Hazardous Mat Spec</b>								
	07/03/2016	3356.80	3512.80	3675.20	3835.20	4021.60	40.00	A	E
	07/02/2017	3465.60	3627.20	3794.40	3960.00	4152.00	40.00	A	E
	07/01/2018	3587.20	3754.40	3927.20	4098.40	4297.60	40.00	A	E
	06/30/2019	3704.00	3876.80	4055.20	4231.20	4437.60	40.00	A	E
<b>5610</b>	<b>Senior Microbiologist</b>								
	07/03/2016	2730.00	2860.50	2981.25	3124.50	3276.00	37.50	A	E
	07/02/2017	2818.50	2953.50	3078.00	3225.75	3382.50	37.50	A	E
	07/01/2018	2917.50	3057.00	3186.00	3339.00	3501.00	37.50	A	E
	06/30/2019	3012.00	3156.00	3289.50	3447.75	3615.00	37.50	A	E
<b>5645</b>	<b>Senior Pharmacist, BHCS</b>								
	07/03/2016	4818.40	5059.20	5312.00	5577.60	5856.80	40.00	A	C
	07/02/2017	4975.20	5224.00	5484.80	5759.20	6047.20	40.00	A	C
	07/01/2018	5149.60	5407.20	5676.80	5960.80	6259.20	40.00	A	C
	06/30/2019	5316.80	5583.20	5861.60	6154.40	6462.40	40.00	A	C
<b>5865</b>	<b>Senior Therapist</b>								
	07/03/2016	2979.75	3128.25	3284.25	3447.00	3621.00	37.50	A	E
	07/02/2017	3076.50	3230.25	3390.75	3558.75	3738.75	37.50	A	E
	07/01/2018	3184.50	3343.50	3509.25	3683.25	3869.25	37.50	A	E
	06/30/2019	3288.00	3452.25	3623.25	3803.25	3995.25	37.50	A	E
<b>5020</b>	<b>Skilled Med Prof I, ACCFC</b>								
	07/03/2016	2652.80				3161.60	40.00	A	C
	07/02/2017	2739.20				3264.00	40.00	A	C
	07/01/2018	2835.20				3378.40	40.00	A	C
	06/30/2019	2927.20				3488.00	40.00	A	C
<b>5022</b>	<b>Skilled Med Prof II, ACCFC</b>								
	07/03/2016	2894.40				3728.80	40.00	A	E
	07/02/2017	2988.80				3849.60	40.00	A	E
	07/01/2018	3093.60				3984.00	40.00	A	E
	06/30/2019	3194.40				4113.60	40.00	A	E
<b>5667</b>	<b>Sr Reg EnvrmtlHlth Specialist</b>								
	07/03/2016	3356.80	3512.80	3675.20	3835.20	4021.60	40.00	A	E
	07/02/2017	3465.60	3627.20	3794.40	3960.00	4152.00	40.00	A	E
	07/01/2018	3587.20	3754.40	3927.20	4098.40	4297.60	40.00	A	E
	06/30/2019	3704.00	3876.80	4055.20	4231.20	4437.60	40.00	A	E
<b>6495</b>	<b>Substance Abuse Counselor</b>								
	07/03/2016	1853.25	1937.25	2016.75	2112.75	2205.75	37.50	A	C
	07/02/2017	1913.25	2000.25	2082.00	2181.75	2277.75	37.50	A	C
	07/01/2018	1980.00	2070.00	2154.75	2258.25	2357.25	37.50	A	C
	06/30/2019	2044.50	2137.50	2224.50	2331.75	2433.75	37.50	A	C
<b>6495</b>	<b>N Substance Abuse Counselor</b>								
	07/03/2016					26.89	37.50	A	C
	07/02/2017					27.76	37.50	A	C
	07/01/2018					28.73	37.50	A	C
	06/30/2019					29.66	37.50	A	C

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<b>6701</b>	<b>Comm Outreach Worker II</b>								
	07/03/2016	1853.25	1937.25	2016.75	2112.75	2205.75	37.50	A	C
	07/02/2017	1913.25	2000.25	2082.00	2181.75	2277.75	37.50	A	C
	07/01/2018	1980.00	2070.00	2154.75	2258.25	2357.25	37.50	A	C
	06/30/2019	2044.50	2137.50	2224.50	2331.75	2433.75	37.50	A	C
<b>6700</b>	<b>Community Outreach Worker I</b>								
	07/03/2016	1656.75	1739.25	1827.00	1917.75	2013.00	37.50	A	C
	07/02/2017	1710.75	1795.50	1886.25	1980.00	2078.25	37.50	A	C
	07/01/2018	1770.75	1858.50	1952.25	2049.00	2151.00	37.50	A	C
	06/30/2019	1828.50	1919.25	2016.00	2115.75	2220.75	37.50	A	C
<b>0325</b>	<b>Community Relations Coord</b>								
	07/03/2016	2441.60	2568.00	2704.00	2845.60	2995.20	40.00	A	C
	07/02/2017	2520.80	2651.20	2792.00	2938.40	3092.80	40.00	A	C
	07/01/2018	2608.80	2744.00	2889.60	3041.60	3200.80	40.00	A	C
	06/30/2019	2693.60	2832.80	2983.20	3140.80	3304.80	40.00	A	C
<b>6489</b>	<b>Consumer Assistance Spec, BHCS</b>								
	07/03/2016	2016.75	2103.00	2199.75	2301.75	2399.25	37.50	A	C
	07/02/2017	2082.00	2171.25	2271.00	2376.75	2477.25	37.50	A	C
	07/01/2018	2154.75	2247.00	2350.50	2460.00	2564.25	37.50	A	C
	06/30/2019	2224.50	2319.75	2427.00	2540.25	2647.50	37.50	A	C
<b>5097</b>	<b>Consumer Fam/Rela Prog Asst</b>								
	07/03/2016	2102.40	2211.20	2309.60	2436.00	2551.20	40.00	A	C
	07/02/2017	2170.40	2283.20	2384.80	2515.20	2634.40	40.00	A	C
	07/01/2018	2246.40	2363.20	2468.00	2603.20	2726.40	40.00	A	C
	06/30/2019	2319.20	2440.00	2548.00	2688.00	2815.20	40.00	A	C
<b>5510</b>	<b>Dental Assistant</b>								
	07/03/2016	1766.25	1842.00	1918.50	2010.00	2091.75	37.50	A	C
	07/02/2017	1824.00	1902.00	1980.75	2075.25	2160.00	37.50	A	C
	07/01/2018	1887.75	1968.75	2049.75	2148.00	2235.75	37.50	A	C
	06/30/2019	1949.25	2032.50	2116.50	2217.75	2308.50	37.50	A	C
<b>7879</b>	<b>Health Services Trainee</b>								
	07/03/2016	1256.25	1310.25	1365.75	1431.75	1482.00	37.50	A	C
	07/02/2017	1296.75	1353.00	1410.00	1478.25	1530.00	37.50	A	C
	07/01/2018	1342.50	1400.25	1459.50	1530.00	1583.25	37.50	A	C
	06/30/2019	1386.00	1446.00	1506.75	1579.50	1635.00	37.50	A	C
<b>7850</b>	<b>Laboratory Assistant I</b>								
	07/03/2016	1484.25	1547.25	1617.75	1680.00	1752.75	37.50	A	C
	07/02/2017	1532.25	1597.50	1670.25	1734.75	1809.75	37.50	A	C
	07/01/2018	1586.25	1653.75	1728.75	1795.50	1872.75	37.50	A	C
	06/30/2019	1638.00	1707.75	1785.00	1854.00	1933.50	37.50	A	C
<b>7850</b>	<b>N Laboratory Assistant I</b>								
	07/03/2016					21.56	37.50	A	C
	07/02/2017					22.26	37.50	A	C
	07/01/2018					23.04	37.50	A	C
	06/30/2019					23.79	37.50	A	C
<b>7855</b>	<b>Laboratory Assistant II</b>								
	07/03/2016	1585.50	1658.25	1720.50	1798.50	1875.00	37.50	A	C
	07/02/2017	1637.25	1712.25	1776.75	1857.00	1935.75	37.50	A	C
	07/01/2018	1694.25	1772.25	1839.00	1922.25	2003.25	37.50	A	C
	06/30/2019	1749.00	1830.00	1899.00	1984.50	2068.50	37.50	A	C
<b>7856</b>	<b>Laboratory Assistant III</b>								
	07/03/2016	1695.00	1754.25	1836.75	1917.00	2009.25	37.50	A	C
	07/02/2017	1749.75	1811.25	1896.75	1979.25	2074.50	37.50	A	C
	07/01/2018	1811.25	1875.00	1963.50	2048.25	2147.25	37.50	A	C



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5420	06/30/2019	1869.75	1935.75	2027.25	2115.00	2217.00	37.50	A	C
	<b>Licensed Vocational Nurse</b>								
	07/03/2016	2060.25	2114.25	2164.50	2212.50	2267.25	37.50	B	C
	07/02/2017	2127.00	2183.25	2235.00	2284.50	2340.75	37.50	B	C
	07/01/2018	2201.25	2259.75	2313.00	2364.75	2422.50	37.50	B	C
5420	06/30/2019	2272.50	2333.25	2388.00	2441.25	2501.25	37.50	B	C
	<b>Licensed Vocational Nurse</b>								
	07/03/2016	223.24	226.91	230.41	234.78	238.45	37.50	B	C
	07/02/2017	230.50	234.28	237.90	242.41	246.20	37.50	B	C
	07/01/2018	238.57	242.48	246.23	250.89	254.82	37.50	B	C
5982	06/30/2019	246.32	250.36	254.23	259.04	263.10	37.50	B	C
	<b>Medical Assistant</b>								
	07/03/2016	1670.25	1753.50	1840.50	1932.75	2029.50	37.50	A	C
	07/02/2017	1724.25	1810.50	1900.50	1995.75	2095.50	37.50	A	C
	07/01/2018	1784.25	1873.50	1967.25	2065.50	2169.00	37.50	A	C
1160	06/30/2019	1842.00	1934.25	2031.00	2133.00	2239.50	37.50	A	C
	<b>Medical Translator I</b>								
	07/03/2016	1656.75	1739.25	1827.00	1917.75	2013.00	37.50	A	C
	07/02/2017	1710.75	1795.50	1886.25	1980.00	2078.25	37.50	A	C
	07/01/2018	1770.75	1858.50	1952.25	2049.00	2151.00	37.50	A	C
1161	06/30/2019	1828.50	1919.25	2016.00	2115.75	2220.75	37.50	A	C
	<b>Medical Translator II</b>								
	07/03/2016	1853.25	1937.25	2016.75	2112.75	2205.75	37.50	A	C
	07/02/2017	1913.25	2000.25	2082.00	2181.75	2277.75	37.50	A	C
	07/01/2018	1980.00	2070.00	2154.75	2258.25	2357.25	37.50	A	C
1161	06/30/2019	2044.50	2137.50	2224.50	2331.75	2433.75	37.50	A	C
	<b>Medical Translator II</b>								
	07/03/2016					25.90	37.50	A	C
	07/02/2017					26.74	37.50	A	C
	07/01/2018					27.68	37.50	A	C
6490	06/30/2019					28.58	37.50	A	C
	<b>Mental Health Specialist I</b>								
	07/03/2016	1607.25	1683.75	1752.75	1824.75	1910.25	37.50	B	C
	07/02/2017	1659.75	1738.50	1809.75	1884.00	1972.50	37.50	B	C
	07/01/2018	1717.50	1799.25	1872.75	1950.00	2041.50	37.50	B	C
6491	06/30/2019	1773.00	1857.75	1933.50	2013.75	2107.50	37.50	B	C
	<b>Mental Health Specialist II</b>								
	07/03/2016		1840.50	1922.25	2012.25	2101.50	37.50	B	C
	07/02/2017		1900.50	1984.50	2077.50	2169.75	37.50	B	C
	07/01/2018		1967.25	2054.25	2150.25	2245.50	37.50	B	C
6491	06/30/2019		2031.00	2121.00	2220.00	2318.25	37.50	B	C
	<b>Mental Health Specialist II</b>								
	07/03/2016					25.62	37.50	B	C
	07/02/2017					26.45	37.50	B	C
	07/01/2018					27.38	37.50	B	C
6492	06/30/2019					28.27	37.50	B	C
	<b>Mental Health Specialist III</b>								
	03/13/2016	1959.00	2042.25	2136.00	2235.00	2330.25	37.50	B	C
	07/03/2016	2057.25	2145.00	2244.00	2347.50	2447.25	37.50	B	C
	07/02/2017	2145.00	2237.25	2340.00	2448.00	2552.25	37.50	B	C
5415	07/01/2018	2220.00	2315.25	2421.75	2533.50	2641.50	37.50	B	C
	06/30/2019	2292.00	2390.25	2500.50	2616.00	2727.00	37.50	B	C
	<b>Nursing Assistant</b>								
	07/03/2016	1588.50	1656.75	1723.50	1793.25	1877.25	37.50	A	C

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ITEM	TITLE EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
	07/02/2017	1640.25	1710.75	1779.75	1851.75	1938.00	37.50	A	C
	07/01/2018	1698.00	1770.75	1842.00	1916.25	2005.50	37.50	A	C
	06/30/2019	1753.50	1828.50	1902.00	1978.50	2070.75	37.50	A	C
<b>5415</b>	<b>N Nursing Assistant</b>								
	07/03/2016	171.84	177.92	186.35	194.84	203.11	37.50	A	C
	07/02/2017	177.42	183.70	192.41	201.17	209.71	37.50	A	C
	07/01/2018	183.63	190.13	199.14	208.21	217.05	37.50	A	C
	06/30/2019	189.60	196.31	205.61	214.98	224.10	37.50	A	C
<b>5798</b>	<b>Nutrition Assistant I</b>								
	07/03/2016	1674.75	1757.25	1845.00	1937.25	2037.00	37.50	A	C
	07/02/2017	1729.50	1814.25	1905.00	2000.25	2103.00	37.50	A	C
	07/01/2018	1790.25	1878.00	1971.75	2070.00	2176.50	37.50	A	C
	06/30/2019	1848.75	1938.75	2035.50	2137.50	2247.00	37.50	A	C
<b>5799</b>	<b>Nutrition Assistant II</b>								
	07/03/2016	1835.25	1918.50	1997.25	2091.75	2184.00	37.50	A	C
	07/02/2017	1895.25	1980.75	2062.50	2160.00	2255.25	37.50	A	C
	07/01/2018	1961.25	2049.75	2134.50	2235.75	2334.00	37.50	A	C
	06/30/2019	2025.00	2116.50	2203.50	2308.50	2409.75	37.50	A	C
<b>5800</b>	<b>Occupational Therapy Aide</b>								
	07/03/2016	1632.00	1689.75	1772.25	1845.75	1936.50	37.50	A	C
	07/02/2017	1685.25	1744.50	1830.00	1905.75	1999.50	37.50	A	C
	07/01/2018	1744.50	1805.25	1893.75	1972.50	2069.25	37.50	A	C
	06/30/2019	1801.50	1863.75	1955.25	2036.25	2136.75	37.50	A	C
<b>5823</b>	<b>Physical Therapy Assistant</b>								
	07/03/2016	1652.25	1723.50	1800.00	1885.50	1962.00	37.50	A	C
	07/02/2017	1706.25	1779.75	1858.50	1947.00	2025.75	37.50	A	C
	07/01/2018	1766.25	1842.00	1923.75	2015.25	2097.00	37.50	A	C
	06/30/2019	1824.00	1902.00	1986.00	2080.50	2165.25	37.50	A	C
<b>5743</b>	<b>N Psychiatric Technician SAN</b>								
	07/03/2016					212.24	37.50	A	C
	07/02/2017					219.14	37.50	A	C
	07/01/2018					226.81	37.50	A	C
	06/30/2019					234.18	37.50	A	C
<b>5980</b>	<b>Public Health Nursing Asst I</b>								
	07/03/2016	1288.50	1351.50	1427.25	1488.75	1564.50	37.50	A	C
	07/02/2017	1330.50	1395.75	1473.75	1537.50	1615.50	37.50	A	C
	07/01/2018	1377.00	1444.50	1525.50	1591.50	1671.75	37.50	A	C
	06/30/2019	1422.00	1491.75	1575.00	1643.25	1725.75	37.50	A	C
<b>5981</b>	<b>Public Health Nursing Asst II</b>								
	07/03/2016	1563.75	1632.75	1699.50	1770.75	1853.25	37.50	A	C
	07/02/2017	1614.75	1686.00	1755.00	1828.50	1913.25	37.50	A	C
	07/01/2018	1671.00	1745.25	1816.50	1892.25	1980.00	37.50	A	C
	06/30/2019	1725.00	1802.25	1875.75	1953.75	2044.50	37.50	A	C
<b>5684</b>	<b>Senior Vector Control Officer</b>								
	07/03/2016	2300.00	2400.80	2505.60	2613.60	2741.60	40.00	A	C
	07/02/2017	2374.40	2479.20	2587.20	2698.40	2830.40	40.00	A	C
	07/01/2018	2457.60	2565.60	2677.60	2792.80	2929.60	40.00	A	C
	06/30/2019	2537.60	2648.80	2764.80	2883.20	3024.80	40.00	A	C
<b>5691</b>	<b>Sr Vector Control Biologist</b>								
	07/03/2016	2689.60	2825.60	2966.40	3114.40	3269.60	40.00	A	C
	07/02/2017	2776.80	2917.60	3063.20	3216.00	3376.00	40.00	A	C
	07/01/2018	2873.60	3020.00	3170.40	3328.80	3494.40	40.00	A	C
	06/30/2019	2967.20	3118.40	3273.60	3436.80	3608.00	40.00	A	C

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ITEM	TITLE EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
<b>5825</b>	<b>Therapy Aide</b>								
	07/03/2016	1656.00	1714.50	1797.00	1875.00	1962.75	37.50	A	C
	07/02/2017	1710.00	1770.00	1855.50	1935.75	2026.50	37.50	A	C
	07/01/2018	1770.00	1832.25	1920.75	2003.25	2097.75	37.50	A	C
	06/30/2019	1827.75	1891.50	1983.00	2068.50	2166.00	37.50	A	C
<b>5690</b>	<b>Vector Control Biologist</b>								
	07/03/2016	2537.60	2664.80	2798.40	2937.60	3084.80	40.00	A	C
	07/02/2017	2620.00	2751.20	2889.60	3032.80	3184.80	40.00	A	C
	07/01/2018	2712.00	2847.20	2990.40	3139.20	3296.00	40.00	A	C
	06/30/2019	2800.00	2940.00	3087.20	3241.60	3403.20	40.00	A	C
<b>5683</b>	<b>Vector Control Officer</b>								
	07/03/2016	2187.20	2281.60	2386.40	2489.60	2611.20	40.00	A	C
	07/02/2017	2258.40	2356.00	2464.00	2570.40	2696.00	40.00	A	C
	07/01/2018	2337.60	2438.40	2550.40	2660.00	2790.40	40.00	A	C
	06/30/2019	2413.60	2517.60	2633.60	2746.40	2880.80	40.00	A	C
<b>5682</b>	<b>Vector Control Officer, Trainee</b>								
	07/03/2016				2020.80	2119.20	40.00	A	C
	07/02/2017				2086.40	2188.00	40.00	A	C
	07/01/2018				2159.20	2264.80	40.00	A	C
	06/30/2019				2229.60	2338.40	40.00	A	C

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ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
1281	<b>Absentee Voting Technician</b>									
	07/03/2016	1719.75	1800.00	1873.50	1965.00	2051.25	37.50	A	C	
	07/02/2017	1776.00	1858.50	1934.25	2028.75	2118.00	37.50	A	C	
	07/01/2018	1838.25	1923.75	2001.75	2100.00	2192.25	37.50	A	C	
1305	<b>Account Clerk I</b>									
	06/30/2019	1898.25	1986.00	2067.00	2168.25	2263.50	37.50	A	C	
	07/03/2016	1572.00	1636.50	1708.50	1774.50	1863.75	37.50	A	C	
	07/02/2017	1623.00	1689.75	1764.00	1832.25	1924.50	37.50	A	C	
1305	<b>Account Clerk I</b>									
	07/01/2018	1680.00	1749.00	1825.50	1896.75	1992.00	37.50	A	C	
	06/30/2019	1734.75	1806.00	1884.75	1958.25	2056.50	37.50	A	C	
	07/03/2016					20.74	37.50	A	C	
1310	<b>Account Clerk II</b>									
	07/02/2017					21.41	37.50	A	C	
	07/01/2018					22.16	37.50	A	C	
	06/30/2019					22.88	37.50	A	C	
1310	<b>Account Clerk II</b>									
	07/03/2016	1682.25	1750.50	1835.25	1906.50	1990.50	37.50	A	C	
	07/02/2017	1737.00	1807.50	1895.25	1968.75	2055.00	37.50	A	C	
	07/01/2018	1797.75	1870.50	1961.25	2037.75	2127.00	37.50	A	C	
1310	<b>Account Clerk II</b>									
	06/30/2019	1856.25	1931.25	2025.00	2103.75	2196.00	37.50	A	C	
	07/03/2016					24.47	37.50	A	C	
	07/02/2017					25.27	37.50	A	C	
1314	<b>Accounting Specialist I</b>									
	07/01/2018					26.15	37.50	A	C	
	06/30/2019					27.00	37.50	A	C	
	07/03/2016	1860.00	1957.60	2043.20	2156.00	2259.20	40.00	A	C	
1316	<b>Accounting Specialist II</b>									
	07/02/2017	1920.80	2021.60	2109.60	2226.40	2332.80	40.00	A	C	
	07/01/2018	1988.00	2092.00	2183.20	2304.00	2414.40	40.00	A	C	
	06/30/2019	2052.80	2160.00	2254.40	2379.20	2492.80	40.00	A	C	
1142	<b>Admin Assistant</b>									
	07/03/2016	2102.40	2211.20	2309.60	2436.00	2551.20	40.00	A	C	
	07/02/2017	2170.40	2283.20	2384.80	2515.20	2634.40	40.00	A	C	
	07/01/2018	2246.40	2363.20	2468.00	2603.20	2726.40	40.00	A	C	
1527	<b>Auditor Associate I</b>									
	06/30/2019	2319.20	2440.00	2548.00	2688.00	2815.20	40.00	A	C	
	07/03/2016	1682.25	1750.50	1835.25	1906.50	1990.50	37.50	A	C	
	07/02/2017	1737.00	1807.50	1895.25	1968.75	2055.00	37.50	A	C	
1528	<b>Auditor Associate II</b>									
	07/01/2018	1797.75	1870.50	1961.25	2037.75	2127.00	37.50	A	C	
	06/30/2019	1856.25	1931.25	2025.00	2103.75	2196.00	37.50	A	C	
	07/03/2016	1829.25	1872.00	1929.75	1991.25	2074.50	37.50	A	C	
1529	<b>Auditor Associate III</b>									
	07/02/2017	1888.50	1932.75	1992.75	2055.75	2142.00	37.50	A	C	
	07/01/2018	1954.50	2000.25	2062.50	2127.75	2217.00	37.50	A	C	
	06/30/2019	2018.25	2065.50	2129.25	2196.75	2289.00	37.50	A	C	
1529	<b>Auditor Associate III</b>									
	07/05/2015	2015.25	2055.75	2137.50	2244.00	2358.00	37.50	A	C	
	07/03/2016	2095.50	2138.25	2223.00	2334.00	2452.50	37.50	A	C	
	07/02/2017	2163.75	2208.00	2295.00	2409.75	2532.00	37.50	A	C	
	07/01/2018	2239.50	2285.25	2375.25	2493.75	2620.50	37.50	A	C	
06/30/2019	2312.25	2359.50	2452.50	2574.75	2706.00	37.50	A	C		

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ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
1491	<b>Billing Technician I</b>									
	07/03/2016		1617.75	1693.50	1755.75	1836.75	1919.25	37.50	A	C
	07/02/2017		1670.25	1748.25	1812.75	1896.75	1981.50	37.50	A	C
	07/01/2018		1728.75	1809.75	1876.50	1963.50	2050.50	37.50	A	C
1492	<b>Billing Technician II</b>									
	06/30/2019		1785.00	1868.25	1937.25	2027.25	2117.25	37.50	A	C
	07/03/2016		1716.00	1793.25	1871.25	1951.50	2036.25	37.50	A	C
	07/02/2017		1771.50	1851.75	1932.00	2015.25	2102.25	37.50	A	C
1493	<b>Billing Technician III</b>									
	07/01/2018		1833.75	1916.25	1999.50	2085.75	2175.75	37.50	A	C
	06/30/2019		1893.00	1978.50	2064.75	2153.25	2246.25	37.50	A	C
	07/03/2016		1854.75	1938.00	2028.75	2117.25	2198.25	37.50	A	C
1154	<b>Call Center Rep, DCSS</b>									
	07/02/2017		1580.80	1663.20	1752.00	1844.00	1939.20	40.00	A	C
	07/01/2018		1636.00	1721.60	1813.60	1908.80	2007.20	40.00	A	C
	06/30/2019		1688.80	1777.60	1872.80	1971.20	2072.80	40.00	A	C
1154	N	<b>Call Center Rep, DCSS</b>								
	07/03/2016		19.14	20.14	21.21	22.32	23.48	40.00	A	C
	07/02/2017		19.76	20.79	21.90	23.05	24.24	40.00	A	C
	07/01/2018		20.45	21.52	22.67	23.86	25.09	40.00	A	C
1165	<b>Child Support Assistant I</b>									
	06/30/2019		21.11	22.22	23.41	24.64	25.91	40.00	A	C
	07/03/2016			1669.50	1729.50	1808.25	1878.00	37.50	A	C
	07/02/2017			1723.50	1785.75	1866.75	1938.75	37.50	A	C
1166	<b>Child Support Assistant II</b>									
	07/01/2018			1783.50	1848.00	1932.00	2006.25	37.50	A	C
	06/30/2019			1841.25	1908.00	1995.00	2071.50	37.50	A	C
	07/03/2016		1736.25	1812.75	1884.00	1974.00	2053.50	37.50	A	C
1167	<b>Child Support Assistant III</b>									
	07/02/2017		1792.50	1872.00	1945.50	2038.50	2120.25	37.50	A	C
	07/01/2018		1855.50	1937.25	2013.75	2109.75	2194.50	37.50	A	C
	06/30/2019		1915.50	2000.25	2079.00	2178.00	2265.75	37.50	A	C
1241	<b>Civil Legal Clerk</b>									
	07/03/2016			1709.25	1777.50	1861.50	1936.50	37.50	A	C
	07/02/2017			1764.75	1835.25	1922.25	1999.50	37.50	A	C
	07/01/2018			1826.25	1899.75	1989.75	2069.25	37.50	A	C
1242	<b>Civil Legal Secretary</b>									
	06/30/2019			1885.50	1961.25	2054.25	2136.75	37.50	A	C
	07/03/2016					2521.50	2644.50	37.50	A	C
	07/02/2017					2603.25	2730.75	37.50	A	C
1115	<b>Clerk I</b>									
	07/01/2018			1554.00	1614.00	1694.25	1767.00	37.50	A	C
	06/30/2019			1604.25	1666.50	1749.00	1824.75	37.50	A	C
	07/03/2016			1454.25	1510.50	1585.50	1653.00	37.50	A	C
1115	N	<b>Clerk I</b>								
07/03/2016						20.14	37.50	A	C	

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ITEM	TITLE	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
	07/02/2017					20.79	37.50	A	C
	07/01/2018					21.52	37.50	A	C
	06/30/2019					22.22	37.50	A	C
<b>1120</b>	<b>Clerk II</b>								
	07/03/2016		1653.00	1713.00	1791.00	1860.00	37.50	A	C
	07/02/2017		1707.00	1768.50	1849.50	1920.75	37.50	A	C
	07/01/2018		1767.00	1830.75	1914.00	1988.25	37.50	A	C
	06/30/2019		1824.75	1890.00	1976.25	2052.75	37.50	A	C
<b>1120</b>	<b>N Clerk II</b>								
	07/03/2016					22.66	37.50	A	C
	07/02/2017					23.40	37.50	A	C
	07/01/2018					24.22	37.50	A	C
	06/30/2019					25.01	37.50	A	C
<b>1296</b>	<b>N Clerk Intermittent I SAN</b>								
	07/03/2016					20.47	37.50	A	C
	07/02/2017					21.14	37.50	A	C
	07/01/2018					21.88	37.50	A	C
	06/30/2019					22.59	37.50	A	C
<b>1297</b>	<b>N Clerk Intermittent II SAN</b>								
	07/03/2016	18.79	19.69	20.47	21.30	22.19	37.50	A	C
	07/02/2017	19.40	20.33	21.14	21.99	22.91	37.50	A	C
	07/01/2018	20.08	21.04	21.88	22.76	23.71	37.50	A	C
	06/30/2019	20.73	21.72	22.59	23.50	24.48	37.50	A	C
<b>1521</b>	<b>Clerk-Recorder's Specialist I</b>								
	07/03/2016		1653.00	1713.00	1791.00	1860.00	37.50	A	C
	07/02/2017		1707.00	1768.50	1849.50	1920.75	37.50	A	C
	07/01/2018		1767.00	1830.75	1914.00	1988.25	37.50	A	C
	06/30/2019		1824.75	1890.00	1976.25	2052.75	37.50	A	C
<b>1522</b>	<b>Clerk-Recorder's Specialist II</b>								
	07/03/2016	1717.50	1794.75	1866.75	1954.50	2033.25	37.50	A	C
	07/02/2017	1773.00	1853.25	1927.50	2018.25	2099.25	37.50	A	C
	07/01/2018	1835.25	1917.75	1995.00	2088.75	2172.75	37.50	A	C
	06/30/2019	1895.25	1980.00	2059.50	2157.00	2243.25	37.50	A	C
<b>1523</b>	<b>Clerk-Recorder's Specialist III</b>								
	07/03/2016	1958.25	2046.00	2128.50	2229.00	2318.25	37.50	A	C
	07/02/2017	2022.00	2112.75	2197.50	2301.75	2393.25	37.50	A	C
	07/01/2018	2092.50	2187.00	2274.75	2382.00	2477.25	37.50	A	C
	06/30/2019	2160.75	2258.25	2349.00	2459.25	2557.50	37.50	A	C
<b>1130</b>	<b>Data Control Typist</b>								
	07/03/2016	1575.00	1653.00	1713.00	1791.00	1860.00	37.50	A	C
	07/02/2017	1626.00	1707.00	1768.50	1849.50	1920.75	37.50	A	C
	07/01/2018	1683.00	1767.00	1830.75	1914.00	1988.25	37.50	A	C
	06/30/2019	1737.75	1824.75	1890.00	1976.25	2052.75	37.50	A	C
<b>1805</b>	<b>Data Entry Operator</b>								
	07/03/2016	1575.00	1653.00	1713.00	1791.00	1860.00	37.50	A	C
	07/02/2017	1626.00	1707.00	1768.50	1849.50	1920.75	37.50	A	C
	07/01/2018	1683.00	1767.00	1830.75	1914.00	1988.25	37.50	A	C
	06/30/2019	1737.75	1824.75	1890.00	1976.25	2052.75	37.50	A	C
<b>1131</b>	<b>Data Input Clerk</b>								
	07/03/2016	1637.25	1709.25	1778.25	1863.00	1936.50	37.50	A	C
	07/02/2017	1690.50	1764.75	1836.00	1923.75	1999.50	37.50	A	C
	07/01/2018	1749.75	1826.25	1900.50	1991.25	2069.25	37.50	A	C
	06/30/2019	1806.75	1885.50	1962.00	2055.75	2136.75	37.50	A	C
<b>1282</b>	<b>Elections Technician</b>								
	07/03/2016	1893.00	1983.75	2058.75	2164.50	2257.50	37.50	A	C
	07/02/2017	1954.50	2048.25	2125.50	2235.00	2331.00	37.50	A	C
	07/01/2018	2022.75	2120.25	2199.75	2313.00	2412.75	37.50	A	C

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1282	N Elections Technician	06/30/2019	2088.75	2189.25	2271.00	2388.00	2491.50	37.50	A	C
		07/03/2016	25.24	26.45	27.45	28.86	30.10	37.50	A	C
		07/02/2017	26.06	27.31	28.34	29.80	31.08	37.50	A	C
		07/01/2018	26.97	28.27	29.33	30.84	32.17	37.50	A	C
		06/30/2019	27.85	29.19	30.28	31.84	33.22	37.50	A	C
1132	Eligibility Support Clerk	07/03/2016	1688.25	1767.00	1833.75	1920.00	1997.25	37.50	A	C
		07/02/2017	1743.00	1824.75	1893.00	1982.25	2062.50	37.50	A	C
		07/01/2018	1803.75	1888.50	1959.00	2052.00	2134.50	37.50	A	C
		06/30/2019	1862.25	1950.00	2022.75	2118.75	2203.50	37.50	A	C
		1461	Health Care Claims Examr I	07/03/2016		1830.00	1903.50	1992.75	2074.50	37.50
07/02/2017				1889.25	1965.00	2057.25	2142.00	37.50	A	C
07/01/2018				1955.25	2034.00	2129.25	2217.00	37.50	A	C
06/30/2019				2019.00	2100.00	2198.25	2289.00	37.50	A	C
1462	Health Care Claims Examr II			07/03/2016		1921.50	1998.00	2092.50	2178.75	37.50
		07/02/2017		1983.75	2063.25	2160.75	2249.25	37.50	A	C
		07/01/2018		2053.50	2135.25	2236.50	2328.00	37.50	A	C
		06/30/2019		2120.25	2205.00	2309.25	2403.75	37.50	A	C
		1121	Human Resources Assistant I	07/03/2016		1709.25	1777.50	1861.50	1936.50	37.50
07/02/2017				1764.75	1835.25	1922.25	1999.50	37.50	A	C
07/01/2018				1826.25	1899.75	1989.75	2069.25	37.50	A	C
06/30/2019				1885.50	1961.25	2054.25	2136.75	37.50	A	C
1122	Human Resources Assistant II			07/03/2016		1830.00	1903.50	1992.75	2074.50	37.50
		07/02/2017		1889.25	1965.00	2057.25	2142.00	37.50	A	C
		07/01/2018		1955.25	2034.00	2129.25	2217.00	37.50	A	C
		06/30/2019		2019.00	2100.00	2198.25	2289.00	37.50	A	C
		1155	Lead Call Center Rep, DCSS	07/03/2016	1671.20	1760.00	1852.80	1951.20	2052.80	40.00
07/02/2017	1725.60			1817.60	1912.80	2014.40	2119.20	40.00	A	C
07/01/2018	1785.60			1881.60	1980.00	2084.80	2193.60	40.00	A	C
06/30/2019	1844.00			1942.40	2044.00	2152.80	2264.80	40.00	A	C
1124	Lead Clerk			07/03/2016	1662.00	1737.00	1801.50	1892.25	1965.00	37.50
		07/02/2017	1716.00	1793.25	1860.00	1953.75	2028.75	37.50	A	C
		07/01/2018	1776.00	1856.25	1925.25	2022.00	2100.00	37.50	A	C
		06/30/2019	1833.75	1916.25	1987.50	2088.00	2168.25	37.50	A	C
		1511	Legal Process Clerk I	07/03/2016	1632.00	1702.50	1763.25	1845.00	1916.25	37.50
07/02/2017	1685.25			1758.00	1820.25	1905.00	1978.50	37.50	A	C
07/01/2018	1744.50			1819.50	1884.00	1971.75	2047.50	37.50	A	C
06/30/2019	1801.50			1878.75	1945.50	2035.50	2114.25	37.50	A	C
1513	Legal Process Clerk II			07/03/2016	1799.25	1876.50	1964.25	2055.00	2148.00	37.50
		07/02/2017	1857.75	1937.25	2028.00	2121.75	2217.75	37.50	A	C
		07/01/2018	1923.00	2004.75	2099.25	2196.00	2295.00	37.50	A	C
		06/30/2019	1985.25	2070.00	2167.50	2267.25	2369.25	37.50	A	C
		1240	Legal Secretary	07/03/2016	1845.75	1925.25	2004.75	2100.75	2192.25	37.50
07/02/2017	1905.75			1987.50	2070.00	2169.00	2263.50	37.50	A	C
07/01/2018	1972.50			2057.25	2142.75	2244.75	2343.00	37.50	A	C
06/30/2019	2036.25			2124.00	2212.50	2317.50	2419.50	37.50	A	C

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<b>1213</b>	<b>Legal Stenographer</b>									
	07/03/2016			1748.25	1827.00	1908.00	1988.25	37.50	A	C
	07/02/2017			1805.25	1886.25	1970.25	2052.75	37.50	A	C
	07/01/2018			1868.25	1952.25	2039.25	2124.75	37.50	A	C
	06/30/2019			1929.00	2016.00	2105.25	2193.75	37.50	A	C
<b>1103</b>	<b>Library Clerk I</b>									
	07/03/2016			1454.25	1510.50	1585.50	1653.00	37.50	A	C
	07/02/2017			1501.50	1559.25	1637.25	1707.00	37.50	A	C
	07/01/2018			1554.00	1614.00	1694.25	1767.00	37.50	A	C
	06/30/2019			1604.25	1666.50	1749.00	1824.75	37.50	A	C
<b>1103</b>	<b>N Library Clerk I</b>									
	07/03/2016						20.14	37.50	A	C
	07/02/2017						20.79	37.50	A	C
	07/01/2018						21.52	37.50	A	C
	06/30/2019						22.22	37.50	A	C
<b>1104</b>	<b>Library Clerk II</b>									
	07/03/2016			1653.00	1713.00	1791.00	1860.00	37.50	A	C
	07/02/2017			1707.00	1768.50	1849.50	1920.75	37.50	A	C
	07/01/2018			1767.00	1830.75	1914.00	1988.25	37.50	A	C
	06/30/2019			1824.75	1890.00	1976.25	2052.75	37.50	A	C
<b>1104</b>	<b>N Library Clerk II</b>									
	07/03/2016						22.66	37.50	A	C
	07/02/2017						23.40	37.50	A	C
	07/01/2018						24.22	37.50	A	C
	06/30/2019						25.01	37.50	A	C
<b>4200</b>	<b>Library Lead Clerk</b>									
	07/03/2016	1662.00	1737.00	1801.50	1892.25	1965.00	2037.75	37.50	A	C
	07/02/2017	1716.00	1793.25	1860.00	1953.75	2028.75	2100.00	37.50	A	C
	07/01/2018	1776.00	1856.25	1925.25	2022.00	2100.00	2100.00	37.50	A	C
	06/30/2019	1833.75	1916.25	1987.50	2088.00	2168.25	2168.25	37.50	A	C
<b>1109</b>	<b>Library Page</b>									
	07/03/2016				18.06	18.94	19.82	37.50	A	C
	07/02/2017				18.65	19.56	20.47	37.50	A	C
	07/01/2018				19.30	20.24	21.19	37.50	A	C
	06/30/2019				19.93	20.90	21.88	37.50	A	C
<b>1109</b>	<b>N Library Page</b>									
	07/03/2016					17.17	18.16	37.50	A	C
	07/02/2017					17.73	18.74	37.50	A	C
	07/01/2018					18.35	19.38	37.50	A	C
	06/30/2019					18.95	19.99	37.50	A	C
<b>1118</b>	<b>Mail Clerk</b>									
	07/03/2016	1481.25	1548.00	1606.50	1683.75	1749.75	1824.75	37.50	A	C
	07/02/2017	1529.25	1598.25	1659.00	1738.50	1806.75	1884.75	37.50	A	C
	07/01/2018	1582.50	1654.50	1716.75	1799.25	1869.75	1949.75	37.50	A	C
	06/30/2019	1634.25	1708.50	1772.25	1857.75	1930.50	1999.75	37.50	A	C
<b>1126</b>	<b>Medical Clerk</b>									
	07/03/2016	1635.75	1709.25	1777.50	1861.50	1936.50	2009.75	37.50	A	C
	07/02/2017	1689.00	1764.75	1835.25	1922.25	1999.50	2069.25	37.50	A	C
	07/01/2018	1748.25	1826.25	1899.75	1989.75	2069.25	2069.25	37.50	A	C
	06/30/2019	1805.25	1885.50	1961.25	2054.25	2136.75	2136.75	37.50	A	C
<b>1126</b>	<b>N Medical Clerk</b>									
	07/03/2016					23.70	24.71	37.50	A	C
	07/02/2017					24.47	25.50	37.50	A	C
	07/01/2018					25.33	26.38	37.50	A	C
	06/30/2019					26.15	27.21	37.50	A	C
<b>1214</b>	<b>Medical Transcriptionist</b>									
	07/03/2016		1793.25	1868.25	1951.50	2037.00	2037.00	37.50	A	C



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		07/02/2017		1851.75	1929.00	2015.25	2103.00	37.50	A	C
		07/01/2018		1916.25	1996.50	2085.75	2176.50	37.50	A	C
		06/30/2019		1978.50	2061.75	2153.25	2247.00	37.50	A	C
1214	N	<b>Medical Transcriptionist</b>								
		07/03/2016					24.91	37.50	A	C
		07/02/2017					25.72	37.50	A	C
		07/01/2018					26.62	37.50	A	C
		06/30/2019					27.49	37.50	A	C
1105		<b>Messenger</b>								
		07/03/2016	1481.25	1548.00	1606.50	1683.75	1749.75	37.50	A	C
		07/02/2017	1529.25	1598.25	1659.00	1738.50	1806.75	37.50	A	C
		07/01/2018	1582.50	1654.50	1716.75	1799.25	1869.75	37.50	A	C
		06/30/2019	1634.25	1708.50	1772.25	1857.75	1930.50	37.50	A	C
1105	N	<b>Messenger</b>								
		07/03/2016					21.42	37.50	A	C
		07/02/2017					22.12	37.50	A	C
		07/01/2018					22.89	37.50	A	C
		06/30/2019					23.63	37.50	A	C
1153		<b>Microfilm Technician</b>								
		07/03/2016	1507.50	1565.25	1637.25	1713.00	1779.75	37.50	A	C
		07/02/2017	1556.25	1616.25	1690.50	1768.50	1837.50	37.50	A	C
		07/01/2018	1611.00	1672.50	1749.75	1830.75	1902.00	37.50	A	C
		06/30/2019	1663.50	1726.50	1806.75	1890.00	1963.50	37.50	A	C
1152		<b>Microfilm Technician Trainee</b>								
		07/03/2016		1363.50	1412.25	1478.25	1535.25	37.50	A	C
		07/02/2017		1407.75	1458.00	1526.25	1585.50	37.50	A	C
		07/01/2018		1457.25	1509.00	1579.50	1641.00	37.50	A	C
		06/30/2019		1504.50	1557.75	1630.50	1694.25	37.50	A	C
1125		<b>Payroll Records Clerk</b>								
		07/03/2016	1656.00	1728.75	1791.75	1877.25	1954.50	37.50	A	C
		07/02/2017	1710.00	1785.00	1850.25	1938.00	2018.25	37.50	A	C
		07/01/2018	1770.00	1847.25	1914.75	2005.50	2088.75	37.50	A	C
		06/30/2019	1827.75	1907.25	1977.00	2070.75	2157.00	37.50	A	C
5646		<b>Pharmacy Support Specialist</b>								
		07/03/2016	1927.20	2024.00	2125.60	2243.20	2355.20	40.00	A	C
		07/02/2017	1989.60	2089.60	2194.40	2316.00	2432.00	40.00	A	C
		07/01/2018	2059.20	2162.40	2271.20	2396.80	2516.80	40.00	A	C
		06/30/2019	2126.40	2232.80	2344.80	2474.40	2598.40	40.00	A	C
8521		<b>Photo and Printing Svs Tech</b>								
		07/03/2016	1642.50	1705.50	1791.00	1865.25	1955.25	37.50	A	C
		07/02/2017	1695.75	1761.00	1849.50	1926.00	2019.00	37.50	A	C
		07/01/2018	1755.00	1822.50	1914.00	1993.50	2089.50	37.50	A	C
		06/30/2019	1812.00	1881.75	1976.25	2058.00	2157.75	37.50	A	C
1480		<b>Procrment &amp; Contrcts Asst</b>								
		07/03/2016		1830.00	1903.50	1992.75	2074.50	37.50	A	C
		07/02/2017		1889.25	1965.00	2057.25	2142.00	37.50	A	C
		07/01/2018		1955.25	2034.00	2129.25	2217.00	37.50	A	C
		06/30/2019		2019.00	2100.00	2198.25	2289.00	37.50	A	C
1351		<b>Retirement Specialist I</b>								
		07/03/2016	1785.00	1857.75	1947.75	2029.50	2116.50	37.50	A	C
		07/02/2017	1842.75	1918.50	2010.75	2095.50	2185.50	37.50	A	C
		07/01/2018	1907.25	1986.00	2081.25	2169.00	2262.00	37.50	A	C
		06/30/2019	1969.50	2050.50	2148.75	2239.50	2335.50	37.50	A	C
1352		<b>Retirement Specialist II</b>								
		07/03/2016	1989.75	2092.50	2208.00	2321.25	2442.00	37.50	A	C
		07/02/2017	2054.25	2160.75	2280.00	2397.00	2521.50	37.50	A	C
		07/01/2018	2126.25	2236.50	2359.50	2481.00	2610.00	37.50	A	C

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1353	<b>Retirement Specialist III</b>	06/30/2019	2195.25	2309.25	2436.00	2562.00	2694.75	37.50	A	C
		07/03/2016	2430.75	2559.75	2697.00	2835.00	2985.00	37.50	A	C
		07/02/2017	2509.50	2643.00	2784.75	2927.25	3081.75	37.50	A	C
		07/01/2018	2597.25	2735.25	2882.25	3030.00	3189.75	37.50	A	C
		06/30/2019	2682.00	2824.50	2976.00	3128.25	3293.25	37.50	A	C
1344	<b>Retirement Support Specialist</b>	07/03/2016	1674.75	1757.25	1845.00	1937.25	2035.50	37.50	A	C
		07/02/2017	1729.50	1814.25	1905.00	2000.25	2101.50	37.50	A	C
		07/01/2018	1790.25	1878.00	1971.75	2070.00	2175.00	37.50	A	C
		06/30/2019	1848.75	1938.75	2035.50	2137.50	2245.50	37.50	A	C
		07/03/2016	1713.00	1791.75	1873.50	1953.75	2040.00	37.50	A	C
1215	<b>Secretary I</b>	07/02/2017	1768.50	1850.25	1934.25	2017.50	2106.00	37.50	A	C
		07/01/2018	1830.75	1914.75	2001.75	2088.00	2179.50	37.50	A	C
		06/30/2019	1890.00	1977.00	2067.00	2155.50	2250.00	37.50	A	C
		07/03/2016	1656.00	1731.75	1793.25	1879.50	1954.50	37.50	A	C
		07/02/2017	1710.00	1788.00	1851.75	1940.25	2018.25	37.50	A	C
1133	<b>Service Support Specialist</b>	07/01/2018	1770.00	1850.25	1916.25	2008.50	2088.75	37.50	A	C
		06/30/2019	1827.75	1910.25	1978.50	2073.75	2157.00	37.50	A	C
		07/03/2016		1709.25	1777.50	1861.50	1936.50	37.50	A	C
		07/02/2017		1764.75	1835.25	1922.25	1999.50	37.50	A	C
		07/01/2018		1826.25	1899.75	1989.75	2069.25	37.50	A	C
1128	<b>Specialist Clerk I</b>	06/30/2019		1885.50	1961.25	2054.25	2136.75	37.50	A	C
		07/03/2016					22.80	37.50	A	C
		07/02/2017					23.54	37.50	A	C
		07/01/2018					24.36	37.50	A	C
		06/30/2019					25.15	37.50	A	C
1129	<b>Specialist Clerk II</b>	07/03/2016		1830.00	1903.50	1992.75	2074.50	37.50	A	C
		07/02/2017		1889.25	1965.00	2057.25	2142.00	37.50	A	C
		07/01/2018		1955.25	2034.00	2129.25	2217.00	37.50	A	C
		06/30/2019		2019.00	2100.00	2198.25	2289.00	37.50	A	C
		07/03/2016		1478.25	1545.00	1605.75	1674.75	37.50	A	C
1205	<b>Stenographer I</b>	07/02/2017		1526.25	1595.25	1658.25	1729.50	37.50	A	C
		07/01/2018		1579.50	1650.75	1716.00	1790.25	37.50	A	C
		06/30/2019		1630.50	1704.75	1771.50	1848.75	37.50	A	C
		07/03/2016					20.59	37.50	A	C
		07/02/2017					21.26	37.50	A	C
1205	<b>Stenographer I</b>	07/01/2018					22.00	37.50	A	C
		06/30/2019					22.72	37.50	A	C
		07/03/2016			1738.50	1815.75	1892.25	37.50	A	C
		07/02/2017			1794.75	1875.00	1953.75	37.50	A	C
		07/01/2018			1857.75	1941.00	2022.00	37.50	A	C
1210	<b>Stenographer II</b>	06/30/2019			1918.50	2004.00	2088.00	37.50	A	C
		07/03/2016					23.86	37.50	A	C
		07/02/2017					24.64	37.50	A	C
		07/01/2018					25.50	37.50	A	C
		06/30/2019					26.33	37.50	A	C
1210	<b>Stenographer II</b>	07/03/2016								
		07/02/2017								
		07/01/2018								
		06/30/2019								
		06/30/2019								

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<b>9288</b>	<b>Telecom Services Coord II</b>								
	07/03/2016	2773.60	2908.80	3041.60	3195.20	3360.00	40.00	A	C
	07/02/2017	2864.00	3003.20	3140.80	3299.20	3469.60	40.00	A	C
	07/01/2018	2964.00	3108.00	3250.40	3414.40	3591.20	40.00	A	C
	06/30/2019	3060.00	3208.80	3356.00	3525.60	3708.00	40.00	A	C
<b>9284</b>	<b>Telecom Svs Coordinator I</b>								
	07/03/2016	2109.60	2214.40	2324.80	2444.80	2587.20	40.00	A	C
	07/02/2017	2178.40	2286.40	2400.00	2524.00	2671.20	40.00	A	C
	07/01/2018	2254.40	2366.40	2484.00	2612.00	2764.80	40.00	A	C
	06/30/2019	2328.00	2443.20	2564.80	2696.80	2854.40	40.00	A	C
<b>1212</b>	<b>Transcriptionist</b>								
	07/03/2016			1779.00	1860.00	1937.25	37.50	A	C
	07/02/2017			1836.75	1920.75	2000.25	37.50	A	C
	07/01/2018			1901.25	1988.25	2070.00	37.50	A	C
	06/30/2019			1962.75	2052.75	2137.50	37.50	A	C
<b>1212</b>	<b>N Transcriptionist</b>								
	07/03/2016					24.75	37.50	A	C
	07/02/2017					25.55	37.50	A	C
	07/01/2018					26.44	37.50	A	C
	06/30/2019					27.30	37.50	A	C
<b>1601</b>	<b>Treasurer-Tax Coll Spec 1</b>								
	07/03/2016		1653.00	1713.00	1791.00	1860.00	37.50	A	E
	07/02/2017		1707.00	1768.50	1849.50	1920.75	37.50	A	E
	07/01/2018		1767.00	1830.75	1914.00	1988.25	37.50	A	E
	06/30/2019		1824.75	1890.00	1976.25	2052.75	37.50	A	E
<b>1602</b>	<b>Treasurer-Tax Coll Spec II</b>								
	07/03/2016	1717.50	1794.75	1866.75	1954.50	2033.25	37.50	A	E
	07/02/2017	1773.00	1853.25	1927.50	2018.25	2099.25	37.50	A	E
	07/01/2018	1835.25	1917.75	1995.00	2088.75	2172.75	37.50	A	E
	06/30/2019	1895.25	1980.00	2059.50	2157.00	2243.25	37.50	A	E
<b>1603</b>	<b>Treasurer-Tax Coll Spec III</b>								
	07/03/2016	1958.25	2046.00	2128.50	2229.00	2318.25	37.50	A	E
	07/02/2017	2022.00	2112.75	2197.50	2301.75	2393.25	37.50	A	E
	07/01/2018	2092.50	2187.00	2274.75	2382.00	2477.25	37.50	A	E
	06/30/2019	2160.75	2258.25	2349.00	2459.25	2557.50	37.50	A	E

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0132	<b>Accountant</b>								
	07/03/2016			2452.50	2559.00	2677.50	37.50	A	E
	07/02/2017			2532.00	2642.25	2764.50	37.50	A	E
	07/01/2018			2620.50	2734.50	2861.25	37.50	A	E
0135	<b>Accountant II</b>								
	06/30/2019			2706.00	2823.00	2954.25	37.50	A	E
	07/03/2016	2274.75	2377.50	2488.50	2606.25	2723.25	37.50	A	E
	07/02/2017	2349.00	2454.75	2569.50	2691.00	2811.75	37.50	A	E
0130	<b>Accountant-Auditor</b>								
	07/01/2018	2431.50	2541.00	2659.50	2785.50	2910.00	37.50	A	E
	06/30/2019	2510.25	2623.50	2745.75	2876.25	3004.50	37.50	A	E
	07/03/2016			2251.50	2352.75	2452.50	37.50	A	C
8204	<b>Agricultural and Stand Tech</b>								
	07/02/2017			2325.00	2429.25	2532.00	37.50	A	C
	07/01/2018			2406.75	2514.00	2620.50	37.50	A	C
	06/30/2019			2484.75	2595.75	2706.00	37.50	A	C
8204	<b>Agricultural and Stand Tech</b>								
	07/03/2016	1883.25	1980.75	2078.25	2183.25	2295.00	37.50	A	C
	07/02/2017	1944.75	2045.25	2145.75	2254.50	2369.25	37.50	A	C
	07/01/2018	2013.00	2116.50	2220.75	2333.25	2452.50	37.50	A	C
8204	<b>N Agricultural and Stand Tech</b>								
	06/30/2019	2078.25	2185.50	2292.75	2409.00	2532.00	37.50	A	C
	07/03/2016					27.71	37.50	A	C
	07/02/2017					28.61	37.50	A	C
8202	<b>Agricultural and Stands Aide</b>								
	07/01/2018					29.61	37.50	A	C
	06/30/2019					30.57	37.50	A	C
	07/03/2016	1515.75	1592.25	1671.75	1754.25	1842.00	37.50	A	C
8202	<b>N Agricultural and Stands Aide</b>								
	07/02/2017	1565.25	1644.00	1725.75	1811.25	1902.00	37.50	A	C
	07/01/2018	1620.00	1701.75	1786.50	1875.00	1968.75	37.50	A	C
	06/30/2019	1672.50	1757.25	1844.25	1935.75	2032.50	37.50	A	C
8215	<b>Agricultural Biologist</b>								
	07/03/2016	2021.00	2108.25	2196.75	2287.50	2381.25	37.50	A	C
	07/02/2017	2087.00	2176.25	2267.50	2361.25	2459.00	37.50	A	C
	07/01/2018	2160.00	2251.75	2345.00	2442.75	2544.50	37.50	A	C
8215	<b>Agricultural Biologist</b>								
	06/30/2019	22.30	23.43	24.59	25.81	27.10	37.50	A	C
	07/03/2016	2074.50	2178.00	2268.75	2376.75	2490.00	37.50	A	E
	07/02/2017	2142.00	2248.50	2342.25	2454.00	2571.00	37.50	A	E
8205	<b>Agricultural Biologist Trainee</b>								
	07/01/2018	2217.00	2327.25	2424.00	2540.25	2661.00	37.50	A	E
	06/30/2019	2289.00	2403.00	2502.75	2622.75	2747.25	37.50	A	E
	07/03/2016					1893.75	37.50	A	C
2610	<b>Appraiser I</b>								
	07/02/2017					1955.25	37.50	A	C
	07/01/2018					2023.50	37.50	A	C
	06/30/2019					2089.50	37.50	A	C
2610	<b>Appraiser I</b>								
	07/03/2016			2091.75	2187.00	2283.75	37.50	A	C
	07/02/2017			2181.75	2280.75	2381.25	37.50	A	C
	07/01/2018			2258.25	2360.25	2464.50	37.50	A	C
2610	<b>N Appraiser I</b>								
	06/30/2019			2331.75	2436.75	2544.75	37.50	A	C
	07/03/2016					28.45	37.50	A	C
	07/02/2017					29.66	37.50	A	C
2615	<b>Appraiser II</b>								
	07/01/2018					30.70	37.50	A	C
	06/30/2019					31.70	37.50	A	C
	07/03/2016	2335.50	2437.50	2556.00	2664.00	2796.00	37.50	A	E

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	EFFECT							STAT		
2615	N	07/02/2017	2435.25	2542.50	2665.50	2778.00	2915.25	37.50	A	E
		07/01/2018	2520.75	2631.75	2758.50	2875.50	3017.25	37.50	A	E
		06/30/2019	2602.50	2717.25	2848.50	2969.25	3115.50	37.50	A	E
		<b>Appraiser II</b>								
		07/03/2016					34.95	37.50	A	E
		07/02/2017					36.45	37.50	A	E
2620		07/01/2018				37.73	37.50	A	E	
		06/30/2019				38.96	37.50	A	E	
		<b>Appraiser III</b>								
		07/03/2016	2649.75	2771.25	2907.75	3036.75	3191.25	37.50	A	E
		07/02/2017	2763.00	2889.75	3032.25	3167.25	3327.75	37.50	A	E
2605		07/01/2018	2859.75	2991.00	3138.75	3278.25	3444.00	37.50	A	E
		06/30/2019	2952.75	3088.50	3240.75	3384.75	3555.75	37.50	A	E
		<b>Appraiser Intern</b>								
		07/03/2016			1197.75	1244.25	1287.00	37.50	A	C
		07/02/2017			1236.75	1284.75	1329.00	37.50	A	C
2203		07/01/2018			1280.25	1329.75	1375.50	37.50	A	C
		06/30/2019			1321.50	1373.25	1420.50	37.50	A	C
		<b>Architectural Proj Coord I</b>								
		07/03/2016	2178.00	2285.25	2387.25	2495.25	2606.25	37.50	A	C
		07/02/2017	2248.50	2359.50	2464.50	2576.25	2691.00	37.50	A	C
2205		07/01/2018	2327.25	2442.00	2550.75	2666.25	2785.50	37.50	A	C
		06/30/2019	2403.00	2521.50	2634.00	2753.25	2876.25	37.50	A	C
		<b>Architectural Proj Coord II</b>								
		07/03/2016	2440.50	2556.00	2676.00	2794.50	2920.50	37.50	A	E
		07/02/2017	2520.00	2639.25	2763.00	2885.25	3015.75	37.50	A	E
2515		07/01/2018	2608.50	2731.50	2859.75	2986.50	3121.50	37.50	A	E
		06/30/2019	2693.25	2820.00	2952.75	3083.25	3222.75	37.50	A	E
		<b>Associate Right of Way Agent</b>								
		07/03/2016	3158.40	3310.40	3468.80	3628.00	3807.20	40.00	A	E
		07/02/2017	3260.80	3417.60	3581.60	3745.60	3931.20	40.00	A	E
8509		07/01/2018	3375.20	3537.60	3707.20	3876.80	4068.80	40.00	A	E
		06/30/2019	3484.80	3652.80	3828.00	4002.40	4200.80	40.00	A	E
		<b>Asst Public Guardian-Consrvtr</b>								
		07/03/2016		2649.75	2778.00	2903.25	3040.50	37.50	A	E
		07/02/2017		2736.00	2868.00	2997.75	3139.50	37.50	A	E
2510		07/01/2018		2832.00	2968.50	3102.75	3249.75	37.50	A	E
		06/30/2019		2924.25	3065.25	3203.25	3355.50	37.50	A	E
		<b>Asst Right of Way Agent</b>								
		07/03/2016	2153.60	2263.20	2364.80	2473.60	2587.20	40.00	A	E
		07/02/2017	2223.20	2336.80	2441.60	2553.60	2671.20	40.00	A	E
0143		07/01/2018	2300.80	2418.40	2527.20	2643.20	2764.80	40.00	A	E
		06/30/2019	2375.20	2496.80	2609.60	2728.80	2854.40	40.00	A	E
		<b>Auditor</b>								
		07/03/2016	2380.50	2499.00	2625.00	2754.75	2893.50	37.50	A	C
		07/02/2017	2457.75	2580.00	2710.50	2844.00	2987.25	37.50	A	C
0142		07/01/2018	2544.00	2670.00	2805.00	2943.75	3091.50	37.50	A	C
		06/30/2019	2626.50	2757.00	2896.50	3039.75	3192.00	37.50	A	C
		<b>Auditor I</b>								
		07/03/2016	2170.50	2268.00	2372.25	2479.50	2598.00	37.50	A	E
		07/02/2017	2241.00	2341.50	2449.50	2559.75	2682.75	37.50	A	E
0145		07/01/2018	2319.75	2423.25	2535.00	2649.00	2776.50	37.50	A	E
		06/30/2019	2395.50	2502.00	2617.50	2735.25	2866.50	37.50	A	E
		<b>Auditor II</b>								
		07/03/2016	2388.00	2496.00	2619.00	2734.50	2863.50	37.50	A	E
		07/02/2017	2465.25	2577.00	2703.75	2823.00	2956.50	37.50	A	E
	07/01/2018	2551.50	2667.00	2798.25	2922.00	3060.00	37.50	A	E	

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2705	06/30/2019	2634.75	2754.00	2889.00	3017.25	3159.75	37.50	A	E
	<b>Auditor-Appraiser I</b>								
	07/03/2016			2070.75	2165.25	2261.25	37.50	A	C
	07/02/2017			2138.25	2235.75	2334.75	37.50	A	C
	07/01/2018			2213.25	2313.75	2416.50	37.50	A	C
2705	06/30/2019			2285.25	2388.75	2495.25	37.50	A	C
	<b>Auditor-Appraiser I</b>								
	07/03/2016					28.17	37.50	A	C
	07/02/2017					29.09	37.50	A	C
	07/01/2018					30.11	37.50	A	C
2710	06/30/2019					31.09	37.50	A	C
	<b>Auditor-Appraiser II</b>								
	07/03/2016	2312.25	2413.50	2530.50	2637.75	2768.25	37.50	A	E
	07/02/2017	2387.25	2492.25	2613.00	2723.25	2858.25	37.50	A	E
	07/01/2018	2470.50	2579.25	2704.50	2818.50	2958.00	37.50	A	E
2710	06/30/2019	2550.75	2663.25	2792.25	2910.00	3054.00	37.50	A	E
	<b>Auditor-Appraiser II</b>								
	07/03/2016					34.60	37.50	A	E
	07/02/2017					35.72	37.50	A	E
	07/01/2018					36.97	37.50	A	E
2715	06/30/2019					38.17	37.50	A	E
	<b>Auditor-Appraiser III</b>								
	07/03/2016	2623.50	2743.50	2879.25	3006.75	3159.75	37.50	A	E
	07/02/2017	2709.00	2832.75	2973.00	3104.25	3262.50	37.50	A	E
	07/01/2018	2803.50	2931.75	3077.25	3213.00	3376.50	37.50	A	E
0128	06/30/2019	2894.25	3027.00	3177.00	3317.25	3486.00	37.50	A	E
	<b>Auditor-Intern</b>								
	07/03/2016			1258.50	1306.50	1350.00	37.50	A	C
	07/02/2017			1299.75	1349.25	1394.25	37.50	A	C
	07/01/2018			1345.50	1396.50	1443.00	37.50	A	C
2968	06/30/2019			1389.00	1442.25	1490.25	37.50	A	C
	<b>Bonds &amp; Finance Technician I</b>								
	07/03/2016	1917.00	2011.50	2113.50	2217.00	2328.00	37.50	A	C
	07/02/2017	1979.25	2076.75	2182.50	2289.00	2403.75	37.50	A	C
	07/01/2018	2048.25	2149.50	2259.00	2369.25	2487.75	37.50	A	C
2969	06/30/2019	2115.00	2219.25	2332.50	2446.50	2568.75	37.50	A	C
	<b>Bonds &amp; Finance Technician II</b>								
	07/03/2016	2217.00	2328.00	2443.50	2567.25	2695.50	37.50	A	C
	07/02/2017	2289.00	2403.75	2523.00	2650.50	2783.25	37.50	A	C
	07/01/2018	2369.25	2487.75	2611.50	2743.50	2880.75	37.50	A	C
2972	06/30/2019	2446.50	2568.75	2696.25	2832.75	2974.50	37.50	A	C
	<b>Bonds &amp; Finance Technician III</b>								
	07/03/2016	2567.25	2695.50	2829.75	2971.50	3119.25	37.50	A	C
	07/02/2017	2650.50	2783.25	2922.00	3068.25	3220.50	37.50	A	C
	07/01/2018	2743.50	2880.75	3024.00	3175.50	3333.00	37.50	A	C
0161	06/30/2019	2832.75	2974.50	3122.25	3279.00	3441.00	37.50	A	C
	<b>Business License Tax Auditor</b>								
	07/03/2016	2388.00	2496.00	2619.00	2734.50	2863.50	37.50	A	C
	07/02/2017	2465.25	2577.00	2703.75	2823.00	2956.50	37.50	A	C
	07/01/2018	2551.50	2667.00	2798.25	2922.00	3060.00	37.50	A	C
2210	06/30/2019	2634.75	2754.00	2889.00	3017.25	3159.75	37.50	A	C
	<b>Capital Improvement Prj Coord</b>								
	07/03/2016	3374.40	3538.40	3719.20	3892.00	4100.00	40.00	A	C
	07/02/2017	3484.00	3653.60	3840.00	4018.40	4233.60	40.00	A	C
	07/01/2018	3605.60	3781.60	3974.40	4159.20	4381.60	40.00	A	C
06/30/2019	3722.40	3904.80	4103.20	4294.40	4524.00	40.00	A	C	

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5553	<b>Chemist</b>								
	07/03/2016	2883.20	3004.00	3148.00	3298.40	3446.40	40.00	A	E
	07/02/2017	2976.80	3101.60	3250.40	3405.60	3558.40	40.00	A	E
	07/01/2018	3080.80	3210.40	3364.00	3524.80	3683.20	40.00	A	E
8523	<b>Criminalist I</b>								
	06/30/2019	3180.80	3314.40	3473.60	3639.20	3803.20	40.00	A	E
	07/03/2016	2873.60	3004.00	3148.00	3302.40	3456.80	40.00	A	C
	07/02/2017	2967.20	3101.60	3250.40	3409.60	3568.80	40.00	A	C
8524	<b>Criminalist II</b>								
	07/01/2018	3071.20	3210.40	3364.00	3528.80	3693.60	40.00	A	C
	06/30/2019	3171.20	3314.40	3473.60	3643.20	3813.60	40.00	A	C
	07/03/2016	3153.60	3302.40	3456.80	3624.80	3785.60	40.00	A	E
8525	<b>Criminalist III</b>								
	07/02/2017	3256.00	3409.60	3568.80	3742.40	3908.80	40.00	A	E
	07/01/2018	3369.60	3528.80	3693.60	3873.60	4045.60	40.00	A	E
	06/30/2019	3479.20	3643.20	3813.60	3999.20	4176.80	40.00	A	E
8529	<b>DNA Technical Lead</b>								
	07/03/2016	3456.80	3624.80	3785.60	3972.00	4168.80	40.00	A	E
	07/02/2017	3568.80	3742.40	3908.80	4100.80	4304.00	40.00	A	E
	07/01/2018	3693.60	3873.60	4045.60	4244.00	4454.40	40.00	A	E
2980	<b>Econ &amp; Civic Dev Spec I</b>								
	06/30/2019	3813.60	3999.20	4176.80	4381.60	4599.20	40.00	A	E
	07/03/2016	3614.40	3794.40	3986.40	4184.80	4394.40	40.00	A	C
	07/02/2017	3732.00	3917.60	4116.00	4320.80	4537.60	40.00	A	C
2981	<b>Econ &amp; Civic Dev Spec II</b>								
	07/01/2018	3862.40	4054.40	4260.00	4472.00	4696.80	40.00	A	C
	06/30/2019	3988.00	4186.40	4398.40	4617.60	4849.60	40.00	A	C
	07/03/2016	2313.75	2421.75	2523.75	2647.50	2769.00	37.50	A	C
2982	<b>Econ &amp; Civic Dev Spec III</b>								
	07/02/2017	2388.75	2500.50	2605.50	2733.75	2859.00	37.50	A	C
	07/01/2018	2472.00	2588.25	2697.00	2829.75	2958.75	37.50	A	C
	06/30/2019	2552.25	2672.25	2784.75	2922.00	3054.75	37.50	A	C
8516	<b>Forensic Computer Examiner I</b>								
	07/03/2016	2647.50	2769.00	2896.50	3028.50	3163.50	37.50	A	C
	07/02/2017	2733.75	2859.00	2991.00	3126.75	3266.25	37.50	A	C
	07/01/2018	2829.75	2958.75	3096.00	3236.25	3380.25	37.50	A	C
8517	<b>Forensic Computer Examiner II</b>								
	06/30/2019	2922.00	3054.75	3196.50	3341.25	3489.75	37.50	A	C
	07/03/2016	3028.50	3163.50	3316.50	3469.50	3647.25	37.50	A	C
	07/02/2017	3126.75	3266.25	3424.50	3582.00	3765.75	37.50	A	C
2997	<b>Healthy Hms Com Dev Tech I</b>								
	07/01/2018	3236.25	3380.25	3544.50	3707.25	3897.75	37.50	A	C
	06/30/2019	3341.25	3489.75	3660.00	3828.00	4024.50	37.50	A	C
	07/03/2016	2872.80	3004.00	3148.00	3302.40	3456.80	40.00	A	C
2998	<b>Healthy Hms Com Dev Tech II</b>								
	07/02/2017	2966.40	3101.60	3250.40	3409.60	3568.80	40.00	A	C
	07/01/2018	3070.40	3210.40	3364.00	3528.80	3693.60	40.00	A	C
	06/30/2019	3170.40	3314.40	3473.60	3643.20	3813.60	40.00	A	C
2997	<b>Healthy Hms Com Dev Tech I</b>								
	07/03/2016	3456.80	3624.80	3785.60	3972.00	4168.80	40.00	A	C
	07/02/2017	3568.80	3742.40	3908.80	4100.80	4304.00	40.00	A	C
	07/01/2018	3693.60	3873.60	4045.60	4244.00	4454.40	40.00	A	C
2997	<b>Healthy Hms Com Dev Tech I</b>								
	06/30/2019	3813.60	3999.20	4176.80	4381.60	4599.20	40.00	A	C
	07/03/2016	1969.50	2060.25	2145.75	2247.75	2345.25	37.50	A	C
	07/02/2017	2033.25	2127.00	2215.50	2320.50	2421.75	37.50	A	C
2998	<b>Healthy Hms Com Dev Tech II</b>								
	07/01/2018	2104.50	2201.25	2292.75	2401.50	2506.50	37.50	A	C
	06/30/2019	2172.75	2272.50	2367.00	2479.50	2588.25	37.50	A	C
	07/03/2016	2188.50	2292.00	2385.00	2499.75	2610.00	37.50	A	C

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2994	07/02/2017	2259.75	2366.25	2462.25	2580.75	2694.75	37.50	A	C
	07/01/2018	2338.50	2448.75	2548.50	2670.75	2789.25	37.50	A	C
	06/30/2019	2414.25	2528.25	2631.00	2757.75	2880.00	37.50	A	C
	<b>Healthy Homes CDS I</b>								
2995	07/03/2016	2313.75	2421.75	2523.75	2647.50	2769.00	37.50	A	C
	07/02/2017	2388.75	2500.50	2605.50	2733.75	2859.00	37.50	A	C
	07/01/2018	2472.00	2588.25	2697.00	2829.75	2958.75	37.50	A	C
	<b>Healthy Homes CDS II</b>								
2996	06/30/2019	2552.25	2672.25	2784.75	2922.00	3054.75	37.50	A	C
	07/03/2016	2647.50	2769.00	2896.50	3028.50	3163.50	37.50	A	C
	07/02/2017	2733.75	2859.00	2991.00	3126.75	3266.25	37.50	A	C
	<b>Healthy Homes CDS III</b>								
2955	07/01/2018	2829.75	2958.75	3096.00	3236.25	3380.25	37.50	A	C
	06/30/2019	2922.00	3054.75	3196.50	3341.25	3489.75	37.50	A	C
	07/03/2016	3028.50	3163.50	3316.50	3469.50	3647.25	37.50	A	C
	<b>Healthy Housing Rehab Spec I</b>								
2984	07/02/2017	2388.75	2500.50	2605.50	2733.75	2859.00	37.50	A	C
	07/01/2018	2472.00	2588.25	2697.00	2829.75	2958.75	37.50	A	C
	06/30/2019	2552.25	2672.25	2784.75	2922.00	3054.75	37.50	A	C
	<b>Healthy Housing Rehab Tech</b>								
2956	07/03/2016	1969.50	2060.25	2145.75	2247.75	2345.25	37.50	A	C
	07/02/2017	2033.25	2127.00	2215.50	2320.50	2421.75	37.50	A	C
	07/01/2018	2104.50	2201.25	2292.75	2401.50	2506.50	37.50	A	C
	<b>Healthy Housng Rehab Spec II</b>								
2957	06/30/2019	2172.75	2272.50	2367.00	2479.50	2588.25	37.50	A	C
	07/03/2016	2647.50	2769.00	2896.50	3028.50	3163.50	37.50	A	C
	07/02/2017	2733.75	2859.00	2991.00	3126.75	3266.25	37.50	A	C
	<b>Healthy Housng Rehab Spec III</b>								
2964	07/01/2018	2829.75	2958.75	3096.00	3236.25	3380.25	37.50	A	C
	06/30/2019	2922.00	3054.75	3196.50	3341.25	3489.75	37.50	A	C
	07/03/2016	3028.50	3163.50	3316.50	3469.50	3647.25	37.50	A	C
	<b>Housing &amp; Comm Dev Spec I</b>								
2965	07/02/2017	2388.75	2500.50	2605.50	2733.75	2859.00	37.50	A	C
	07/01/2018	2472.00	2588.25	2697.00	2829.75	2958.75	37.50	A	C
	06/30/2019	2552.25	2672.25	2784.75	2922.00	3054.75	37.50	A	C
	<b>Housing &amp; Comm Dev Spec II</b>								
2966	07/03/2016	2647.50	2769.00	2896.50	3028.50	3163.50	37.50	A	C
	07/02/2017	2733.75	2859.00	2991.00	3126.75	3266.25	37.50	A	C
	07/01/2018	2829.75	2958.75	3096.00	3236.25	3380.25	37.50	A	C
	<b>Housing &amp; Comm Dev Spec III</b>								
2961	06/30/2019	2922.00	3054.75	3196.50	3341.25	3489.75	37.50	A	C
	07/03/2016	3028.50	3163.50	3316.50	3469.50	3647.25	37.50	A	C
	07/02/2017	3126.75	3266.25	3424.50	3582.00	3765.75	37.50	A	C
	<b>Housing &amp; Comm Dev Tech I</b>								
2961	07/01/2018	3236.25	3380.25	3544.50	3707.25	3897.75	37.50	A	C
	06/30/2019	3341.25	3489.75	3660.00	3828.00	4024.50	37.50	A	C
	07/03/2016	1969.50	2060.25	2145.75	2247.75	2345.25	37.50	A	C
	<b>Housing &amp; Comm Dev Tech I</b>								
2961	07/02/2017	2033.25	2127.00	2215.50	2320.50	2421.75	37.50	A	C
	07/01/2018	2104.50	2201.25	2292.75	2401.50	2506.50	37.50	A	C
	07/03/2016	2647.50	2769.00	2896.50	3028.50	3163.50	37.50	A	C



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2973	06/30/2019	2172.75	2272.50	2367.00	2479.50	2588.25	37.50	A	C
	<b>Housing &amp; Comm Dev Tech II</b>								
	07/03/2016	2188.50	2292.00	2385.00	2499.75	2610.00	37.50	A	C
	07/02/2017	2259.75	2366.25	2462.25	2580.75	2694.75	37.50	A	C
5550	07/01/2018	2338.50	2448.75	2548.50	2670.75	2789.25	37.50	A	C
	06/30/2019	2414.25	2528.25	2631.00	2757.75	2880.00	37.50	A	C
	<b>Laboratory Technician</b>								
	07/03/2016	2111.25	2204.25	2307.00	2412.75	2532.00	37.50	A	C
2963	07/02/2017	2179.50	2276.25	2382.00	2491.50	2614.50	37.50	A	C
	07/01/2018	2256.00	2355.75	2465.25	2578.50	2706.00	37.50	A	C
	06/30/2019	2329.50	2432.25	2545.50	2662.50	2793.75	37.50	A	C
	<b>Lead Risk Assessor</b>								
4130	07/03/2016	2117.25	2216.25	2309.25	2419.50	2533.50	37.50	A	C
	07/02/2017	2186.25	2288.25	2384.25	2498.25	2616.00	37.50	A	C
	07/01/2018	2262.75	2368.50	2467.50	2586.00	2707.50	37.50	A	C
	06/30/2019	2336.25	2445.75	2547.75	2670.00	2795.25	37.50	A	C
4130	<b>Librarian I</b>								
	03/13/2016		2045.25	2134.50	2234.25	2340.75	37.50	A	E
	07/03/2016		2169.75	2264.25	2370.00	2483.25	37.50	A	E
	07/02/2017		2240.25	2337.75	2447.25	2564.25	37.50	A	E
4130	07/01/2018		2319.00	2419.50	2532.75	2654.25	37.50	A	E
	06/30/2019		2394.00	2498.25	2615.25	2740.50	37.50	A	E
	<b>Librarian I</b>								
	03/13/2016					28.46	37.50	A	E
4140	07/03/2016					30.19	37.50	A	E
	07/02/2017					31.17	37.50	A	E
	07/01/2018					32.26	37.50	A	E
	06/30/2019					33.31	37.50	A	E
4140	<b>Librarian II</b>								
	07/03/2016		2305.50	2419.50	2534.25	2655.00	37.50	A	E
	07/02/2017		2380.50	2498.25	2616.75	2741.25	37.50	A	E
	07/01/2018		2463.75	2586.00	2708.25	2837.25	37.50	A	E
4140	06/30/2019		2544.00	2670.00	2796.00	2929.50	37.50	A	E
	<b>Librarian II</b>								
	07/03/2016					32.26	37.50	A	E
	07/02/2017					33.31	37.50	A	E
4175	07/01/2018					34.48	37.50	A	E
	06/30/2019					35.60	37.50	A	E
	<b>Librarian III</b>								
	07/03/2016	2362.50	2476.50	2592.00	2711.25	2845.50	37.50	A	E
4115	07/02/2017	2439.00	2556.75	2676.00	2799.00	2937.75	37.50	A	E
	07/01/2018	2524.50	2646.00	2769.75	2897.25	3040.50	37.50	A	E
	06/30/2019	2606.25	2732.25	2859.75	2991.75	3139.50	37.50	A	E
	<b>Library Assistant I</b>								
4120	07/03/2016	1844.25	1927.50	2023.50	2112.00	2193.00	37.50	A	C
	07/02/2017	1904.25	1990.50	2089.50	2181.00	2264.25	37.50	A	C
	07/01/2018	1971.00	2060.25	2163.00	2257.50	2343.75	37.50	A	C
	6/30/2019	2034.75	2127.00	2233.50	2331.00	2420.25	37.50	A	C
4120	<b>Library Assistant II</b>								
	07/03/2016	2001.00	2089.50	2169.75	2273.25	2376.75	37.50	A	C
	07/02/2017	2066.25	2157.75	2240.25	2347.50	2454.00	37.50	A	C
	07/01/2018	2138.25	2233.50	2319.00	2430.00	2540.25	37.50	A	C
4120	06/30/2019	2208.00	2306.25	2394.00	2508.75	2622.75	37.50	A	C
	<b>Library Assistant II</b>								
	07/03/2016					28.91	37.50	A	C
	07/02/2017					29.85	37.50	A	C
	07/01/2018					30.89	37.50	A	C

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	06/30/2019					31.89	37.50	A	C
<b>1417</b>	<b>Literacy Advocate</b>								
	07/03/2016	1853.25	1936.50	2016.00	2113.50	2206.50	37.50	A	C
	07/02/2017	1913.25	1999.50	2081.25	2182.50	2278.50	37.50	A	C
	07/01/2018	1980.00	2069.25	2154.00	2259.00	2358.00	37.50	A	C
	06/30/2019	2044.50	2136.75	2223.75	2332.50	2434.50	37.50	A	C
<b>4121</b>	<b>Literacy Specialist</b>								
	07/03/2016	2100.00	2190.75	2283.75	2390.25	2495.25	37.50	A	C
	07/02/2017	2168.25	2262.00	2358.00	2468.25	2576.25	37.50	A	C
	07/01/2018	2244.00	2341.50	2440.50	2554.50	2666.25	37.50	A	C
	06/30/2019	2316.75	2417.25	2520.00	2637.75	2753.25	37.50	A	C
<b>2925</b>	<b>Planner I</b>								
	07/03/2016	2313.75	2421.75	2523.75	2647.50	2769.00	37.50	A	E
	07/02/2017	2388.75	2500.50	2605.50	2733.75	2859.00	37.50	A	E
	07/01/2018	2472.00	2588.25	2697.00	2829.75	2958.75	37.50	A	E
	06/30/2019	2552.25	2672.25	2784.75	2922.00	3054.75	37.50	A	E
<b>2930</b>	<b>Planner II</b>								
	07/03/2016	2647.50	2769.00	2896.50	3028.50	3163.50	37.50	A	E
	07/02/2017	2733.75	2859.00	2991.00	3126.75	3266.25	37.50	A	E
	07/01/2018	2829.75	2958.75	3096.00	3236.25	3380.25	37.50	A	E
	06/30/2019	2922.00	3054.75	3196.50	3341.25	3489.75	37.50	A	E
<b>2935</b>	<b>Planner III</b>								
	07/03/2016	3028.50	3163.50	3316.50	3469.50	3647.25	37.50	A	E
	07/02/2017	3126.75	3266.25	3424.50	3582.00	3765.75	37.50	A	E
	07/01/2018	3236.25	3380.25	3544.50	3707.25	3897.75	37.50	A	E
	06/30/2019	3341.25	3489.75	3660.00	3828.00	4024.50	37.50	A	E
<b>2921</b>	<b>Planning Technician I</b>								
	07/03/2016	1747.50	1833.75	1886.25	1982.25	2082.00	37.50	A	C
	07/02/2017	1804.50	1893.00	1947.75	2046.75	2149.50	37.50	A	C
	07/01/2018	1867.50	1959.00	2016.00	2118.75	2224.50	37.50	A	C
	06/30/2019	1928.25	2022.75	2081.25	2187.75	2296.50	37.50	A	C
<b>2922</b>	<b>Planning Technician II</b>								
	07/03/2016	1883.25	1977.00	2078.25	2182.50	2289.00	37.50	A	C
	07/02/2017	1944.75	2041.50	2145.75	2253.75	2363.25	37.50	A	C
	07/01/2018	2013.00	2112.75	2220.75	2332.50	2445.75	37.50	A	C
	06/30/2019	2078.25	2181.75	2292.75	2408.25	2525.25	37.50	A	C
<b>0172</b>	<b>Procurement &amp; Contracts Spec I</b>								
	07/03/2016			2250.75	2347.50	2456.25	37.50	A	C
	07/02/2017			2324.25	2424.00	2535.75	37.50	A	C
	07/01/2018			2405.25	2508.75	2624.25	37.50	A	C
	06/30/2019			2483.25	2590.50	2709.75	37.50	A	C
<b>0173</b>	<b>Procurement &amp; Contracts Spec II</b>								
	07/03/2016	2555.25	2664.75	2793.75	2926.50	3059.25	37.50	A	E
	07/02/2017	2638.50	2751.00	2884.50	3021.75	3159.00	37.50	A	E
	07/01/2018	2730.75	2847.00	2985.75	3127.50	3269.25	37.50	A	E
	06/30/2019	2819.25	2939.25	3082.50	3229.50	3375.75	37.50	A	E
<b>1825</b>	<b>Programmer Analyst</b>								
	07/03/2016	3212.80	3366.40	3516.00	3688.00	3862.40	40.00	A	E
	07/02/2017	3317.60	3476.00	3630.40	3808.00	3988.00	40.00	A	E
	07/01/2018	3433.60	3597.60	3757.60	3941.60	4127.20	40.00	A	E
	06/30/2019	3544.80	3714.40	3880.00	4069.60	4261.60	40.00	A	E
<b>1821</b>	<b>Programmer I</b>								
	07/03/2016	2376.00	2490.40	2588.80	2716.80	2847.20	40.00	A	C
	07/02/2017	2453.60	2571.20	2672.80	2804.80	2940.00	40.00	A	C
	07/01/2018	2539.20	2660.80	2766.40	2903.20	3043.20	40.00	A	C
	06/30/2019	2621.60	2747.20	2856.00	2997.60	3142.40	40.00	A	C

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<b>1823</b>	<b>Programmer II</b>								
	07/03/2016	2754.40	2889.60	3021.60	3171.20	3314.40	40.00	A	C
	07/02/2017	2844.00	2983.20	3120.00	3274.40	3422.40	40.00	A	C
	07/01/2018	2943.20	3088.00	3229.60	3388.80	3542.40	40.00	A	C
	06/30/2019	3039.20	3188.00	3334.40	3499.20	3657.60	40.00	A	C
<b>1369</b>	<b>Retirement Accountant I</b>								
	07/03/2016	2384.25	2513.25	2662.50	2795.25	2956.50	37.50	A	E
	07/02/2017	2461.50	2595.00	2748.75	2886.00	3052.50	37.50	A	E
	07/01/2018	2547.75	2685.75	2844.75	2987.25	3159.00	37.50	A	E
	06/30/2019	2630.25	2772.75	2937.00	3084.00	3261.75	37.50	A	E
<b>1370</b>	<b>Retirement Accountant II</b>								
	07/05/2015	2634.75	2777.25	2946.75	3095.25	3265.50	37.50	A	E
	07/03/2016	2740.50	2888.25	3064.50	3219.00	3396.00	37.50	A	E
	07/02/2017	2829.75	2982.00	3164.25	3323.25	3506.25	37.50	A	E
	07/01/2018	2928.75	3086.25	3275.25	3439.50	3629.25	37.50	A	E
	06/30/2019	3024.00	3186.75	3381.75	3551.25	3747.00	37.50	A	E
<b>8225</b>	<b>Senior Agricultural Biologist</b>								
	07/03/2016	2248.50	2354.25	2471.25	2592.00	2713.50	37.50	A	E
	07/02/2017	2321.25	2430.75	2551.50	2676.00	2802.00	37.50	A	E
	07/01/2018	2402.25	2515.50	2640.75	2769.75	2900.25	37.50	A	E
	06/30/2019	2480.25	2597.25	2726.25	2859.75	2994.75	37.50	A	E
<b>0144</b>	<b>Senior Auditor</b>								
	07/03/2016	2787.75	2926.50	3073.50	3226.50	3388.50	37.50	A	C
	07/02/2017	2878.50	3021.75	3173.25	3331.50	3498.75	37.50	A	C
	07/01/2018	2979.00	3127.50	3284.25	3447.75	3621.00	37.50	A	C
	06/30/2019	3075.75	3229.50	3390.75	3559.50	3738.75	37.50	A	C
<b>1842</b>	<b>Software Analyst</b>								
	07/03/2016	3060.80	3199.20	3351.20	3515.20	3681.60	40.00	A	C
	07/02/2017	3160.00	3303.20	3460.00	3629.60	3801.60	40.00	A	C
	07/01/2018	3270.40	3419.20	3580.80	3756.80	3934.40	40.00	A	C
	06/30/2019	3376.80	3530.40	3696.80	3879.20	4062.40	40.00	A	C
<b>1840</b>	<b>Software Analyst I</b>								
	07/03/2016	2612.00	2743.20	2883.20	3022.40	3176.00	40.00	A	C
	07/02/2017	2696.80	2832.00	2976.80	3120.80	3279.20	40.00	A	C
	07/01/2018	2791.20	2931.20	3080.80	3230.40	3393.60	40.00	A	C
	06/30/2019	2881.60	3026.40	3180.80	3335.20	3504.00	40.00	A	C
<b>1839</b>	<b>Software Analyst Trainee</b>								
	07/03/2016	2383.20	2502.40	2628.80	2756.80	2896.00	40.00	A	C
	07/02/2017	2460.80	2584.00	2714.40	2846.40	2990.40	40.00	A	C
	07/01/2018	2547.20	2674.40	2809.60	2946.40	3095.20	40.00	A	C
	06/30/2019	2629.60	2761.60	2900.80	3042.40	3196.00	40.00	A	C
<b>8675</b>	<b>Zoning Investigator I</b>								
	07/03/2016	2468.00	2583.20	2695.20	2824.00	2953.60	40.00	A	C
	07/02/2017	2548.00	2667.20	2782.40	2916.00	3049.60	40.00	A	C
	07/01/2018	2636.80	2760.80	2880.00	3018.40	3156.00	40.00	A	C
	06/30/2019	2722.40	2850.40	2973.60	3116.80	3258.40	40.00	A	C
<b>8680</b>	<b>Zoning Investigator II</b>								
	07/03/2016	2824.00	2953.60	3089.60	3230.40	3374.40	40.00	A	C
	07/02/2017	2916.00	3049.60	3190.40	3335.20	3484.00	40.00	A	C
	07/01/2018	3018.40	3156.00	3302.40	3452.00	3605.60	40.00	A	C
	06/30/2019	3116.80	3258.40	3409.60	3564.00	3722.40	40.00	A	C
<b>8685</b>	<b>Zoning Investigator III</b>								
	07/03/2016	3230.40	3374.40	3537.60	3700.80	3890.40	40.00	A	E
	07/02/2017	3335.20	3484.00	3652.80	3820.80	4016.80	40.00	A	E
	07/01/2018	3452.00	3605.60	3780.80	3954.40	4157.60	40.00	A	E
	06/30/2019	3564.00	3722.40	3904.00	4083.20	4292.80	40.00	A	E

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<b>8418</b>	<b>Agri and Stds Investgr I</b>								
	07/03/2016	2034.00	2139.00	2248.50	2344.50	2441.25	37.50	A	C
	07/02/2017	2100.00	2208.75	2321.25	2421.00	2520.75	37.50	A	C
	07/01/2018	2173.50	2286.00	2402.25	2505.75	2609.25	37.50	A	C
	06/30/2019	2244.00	2360.25	2480.25	2587.50	2694.00	37.50	A	C
<b>8419</b>	<b>Agri and Stds Investgr II</b>								
	07/03/2016	2286.00	2403.00	2527.50	2634.75	2744.25	37.50	A	C
	07/02/2017	2360.25	2481.00	2610.00	2720.25	2833.50	37.50	A	C
	07/01/2018	2442.75	2568.00	2701.50	2815.50	2932.50	37.50	A	C
	06/30/2019	2522.25	2651.25	2789.25	2907.00	3027.75	37.50	A	C
<b>8420</b>	<b>Agri and Stds Investgr III</b>								
	07/03/2016	2733.75	2846.25	2966.25	3102.75	3246.00	37.50	A	C
	07/02/2017	2822.25	2938.50	3063.00	3203.25	3351.75	37.50	A	C
	07/01/2018	2921.25	3041.25	3170.25	3315.00	3468.75	37.50	A	C
	06/30/2019	3016.50	3140.25	3273.00	3423.00	3581.25	37.50	A	C
<b>8163</b>	<b>Animal Control Aide</b>								
	07/03/2016	1469.25	1545.00	1622.25	1702.50	1788.00	37.50	A	C
	07/02/2017	1517.25	1595.25	1674.75	1758.00	1845.75	37.50	A	C
	07/01/2018	1570.50	1650.75	1733.25	1819.50	1910.25	37.50	A	C
	06/30/2019	1621.50	1704.75	1789.50	1878.75	1972.50	37.50	A	C
<b>8163</b>	<b>N Animal Control Aide</b>								
	07/03/2016					15.31	37.50	A	C
	07/02/2017					15.81	37.50	A	C
	07/01/2018					16.36	37.50	A	C
	06/30/2019					16.89	37.50	A	C
<b>2602</b>	<b>Assessment Technician</b>								
	07/03/2016	1758.00	1838.25	1914.75	1998.00	2081.25	37.50	A	C
	07/02/2017	1815.00	1898.25	1977.00	2063.25	2148.75	37.50	A	C
	07/01/2018	1878.75	1965.00	2046.00	2135.25	2223.75	37.50	A	C
	06/30/2019	1939.50	2028.75	2112.75	2205.00	2295.75	37.50	A	C
<b>2506</b>	<b>Assessor's Technician I</b>								
	07/03/2016		1653.00	1713.00	1791.00	1860.75	37.50	A	C
	07/02/2017		1707.00	1768.50	1849.50	1921.50	37.50	A	C
	07/01/2018		1767.00	1830.75	1914.00	1989.00	37.50	A	C
	06/30/2019		1824.75	1890.00	1976.25	2053.50	37.50	A	C
<b>2507</b>	<b>Assessor's Technician II</b>								
	07/03/2016	1717.50	1794.75	1867.50	1955.25	2034.00	37.50	A	C
	07/02/2017	1773.00	1853.25	1928.25	2019.00	2100.00	37.50	A	C
	07/01/2018	1835.25	1917.75	1995.75	2089.50	2173.50	37.50	A	C
	06/30/2019	1895.25	1980.00	2060.25	2157.75	2244.00	37.50	A	C
<b>2508</b>	<b>Assessor's Technician III</b>								
	07/03/2016	1958.25	2046.00	2130.00	2229.00	2318.25	37.50	A	C
	07/02/2017	2022.00	2112.75	2199.00	2301.75	2393.25	37.50	A	C
	07/01/2018	2092.50	2187.00	2276.25	2382.00	2477.25	37.50	A	C
	06/30/2019	2160.75	2258.25	2350.50	2459.25	2557.50	37.50	A	C
<b>2700</b>	<b>Auditor-Appraiser Aide</b>								
	07/03/2016	1593.75	1673.25	1758.00	1845.00	1937.25	37.50	A	C
	07/02/2017	1645.50	1728.00	1815.00	1905.00	2000.25	37.50	A	C
	07/01/2018	1703.25	1788.75	1878.75	1971.75	2070.00	37.50	A	C
	06/30/2019	1758.75	1847.25	1939.50	2035.50	2137.50	37.50	A	C
<b>9408</b>	<b>Auto Parts Technician</b>								
	07/03/2016					2040.00	40.00	A	C
	07/02/2017					2106.40	40.00	A	C
	07/01/2018					2180.00	40.00	A	C

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	06/30/2019					2251.20	40.00	A	C
<b>9200</b>	<b>Bookmender</b>								
	07/03/2016		1594.50	1668.75	1737.75	1822.50	37.50	A	C
	07/02/2017		1646.25	1722.75	1794.00	1881.75	37.50	A	C
	07/01/2018		1704.00	1782.75	1857.00	1947.75	37.50	A	C
	06/30/2019		1759.50	1840.50	1917.00	2010.75	37.50	A	C
<b>9312</b>	<b>Bookmobile Driver Clerk</b>								
	07/03/2016	1781.25	1863.00	1937.25	2032.50	2121.00	37.50	A	C
	07/02/2017	1839.00	1923.75	2000.25	2098.50	2190.00	37.50	A	C
	07/01/2018	1903.50	1991.25	2070.00	2172.00	2266.50	37.50	A	C
	06/30/2019	1965.00	2055.75	2137.50	2242.50	2340.00	37.50	A	C
<b>8303</b>	<b>Building Inspection Tech</b>								
	07/03/2016	1960.00	2041.60	2140.80	2234.40	2333.60	40.00	A	C
	07/02/2017	2024.00	2108.00	2210.40	2307.20	2409.60	40.00	A	C
	07/01/2018	2095.20	2181.60	2288.00	2388.00	2493.60	40.00	A	C
	06/30/2019	2163.20	2252.80	2362.40	2465.60	2574.40	40.00	A	C
<b>8305</b>	<b>Building Inspector I</b>								
	07/03/2016	2530.40	2645.60	2773.60	2902.40	3032.80	40.00	A	C
	07/02/2017	2612.80	2731.20	2864.00	2996.80	3131.20	40.00	A	C
	07/01/2018	2704.00	2826.40	2964.00	3101.60	3240.80	40.00	A	C
	06/30/2019	2792.00	2918.40	3060.00	3202.40	3346.40	40.00	A	C
<b>8310</b>	<b>Building Inspector II</b>								
	07/03/2016	2902.40	3032.80	3184.80	3340.00	3497.60	40.00	A	C
	07/02/2017	2996.80	3131.20	3288.00	3448.80	3611.20	40.00	A	C
	07/01/2018	3101.60	3240.80	3403.20	3569.60	3737.60	40.00	A	C
	06/30/2019	3202.40	3346.40	3513.60	3685.60	3859.20	40.00	A	C
<b>1401</b>	<b>Child Support Caseworker I</b>								
	07/03/2016	1789.50	1876.50	1972.50	2073.00	2175.00	37.50	A	C
	07/02/2017	1848.00	1937.25	2036.25	2140.50	2245.50	37.50	A	C
	07/01/2018	1912.50	2004.75	2107.50	2215.50	2324.25	37.50	A	C
	06/30/2019	1974.75	2070.00	2175.75	2287.50	2400.00	37.50	A	C
<b>1402</b>	<b>Child Support Caseworker II</b>								
	07/03/2016	2058.00	2163.75	2268.75	2383.50	2502.75	37.50	A	C
	07/02/2017	2124.75	2234.25	2342.25	2460.75	2583.75	37.50	A	C
	07/01/2018	2199.00	2312.25	2424.00	2547.00	2674.50	37.50	A	C
	06/30/2019	2270.25	2387.25	2502.75	2629.50	2761.50	37.50	A	C
<b>1403</b>	<b>Child Support Caseworker III</b>								
	07/03/2016	2177.25	2286.00	2399.25	2520.00	2646.75	37.50	A	C
	07/02/2017	2247.75	2360.25	2477.25	2601.75	2733.00	37.50	A	C
	07/01/2018	2326.50	2442.75	2564.25	2692.50	2829.00	37.50	A	C
	06/30/2019	2402.25	2522.25	2647.50	2780.25	2921.25	37.50	A	C
<b>1420</b>	<b>Collection Enfrcemnt Deputy I</b>								
	07/03/2016	1827.75	1903.50	1983.75	2076.00	2164.50	37.50	A	C
	07/02/2017	1887.00	1965.00	2048.25	2143.50	2235.00	37.50	A	C
	07/01/2018	1953.00	2034.00	2120.25	2218.50	2313.00	37.50	A	C
	06/30/2019	2016.75	2100.00	2189.25	2290.50	2388.00	37.50	A	C
<b>1425</b>	<b>Collection Enfrcemnt Deputy II</b>								
	07/03/2016	2058.00	2163.75	2268.75	2383.50	2502.75	37.50	A	C
	07/02/2017	2124.75	2234.25	2342.25	2460.75	2583.75	37.50	A	C
	07/01/2018	2199.00	2312.25	2424.00	2547.00	2674.50	37.50	A	C
	06/30/2019	2270.25	2387.25	2502.75	2629.50	2761.50	37.50	A	C
<b>1811</b>	<b>Comp Operator I</b>								
	07/03/2016	1593.00	1662.00	1738.50	1815.00	1893.00	37.50	A	C
	07/02/2017	1644.75	1716.00	1794.75	1874.25	1954.50	37.50	A	C

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	EFFECT							STAT	
	07/01/2018	1702.50	1776.00	1857.75	1939.50	2022.75	37.50	A	C
	06/30/2019	1758.00	1833.75	1918.50	2002.50	2088.75	37.50	A	C
<b>1811</b>	<b>N Comp Operator I</b>								
	07/03/2016					23.17	37.50	A	C
	07/02/2017					23.92	37.50	A	C
	07/01/2018					24.76	37.50	A	C
	06/30/2019					25.56	37.50	A	C
<b>1812</b>	<b>Comp Operator II</b>								
	07/03/2016	1781.25	1866.75	1942.50	2031.00	2117.25	37.50	A	C
	07/02/2017	1839.00	1927.50	2005.50	2097.00	2186.25	37.50	A	C
	07/01/2018	1903.50	1995.00	2076.00	2170.50	2262.75	37.50	A	C
	06/30/2019	1965.00	2059.50	2143.50	2241.00	2336.25	37.50	A	C
<b>8350</b>	<b>Construction Inspector</b>								
	07/03/2016	1435.20				3892.80	40.00	A	C
	07/02/2017	1481.60				4019.20	40.00	A	C
	07/01/2018	1533.60				4160.00	40.00	A	C
	06/30/2019	1583.20				4295.20	40.00	A	C
<b>8503</b>	<b>Coroner's Investigator I</b>								
	07/03/2016			2545.60	2680.80	2824.80	40.00	A	C
	07/02/2017			2628.00	2768.00	2916.80	40.00	A	C
	07/01/2018			2720.00	2864.80	3019.20	40.00	A	C
	06/30/2019			2808.80	2957.60	3117.60	40.00	A	C
<b>8504</b>	<b>Coroner's Investigator II</b>								
	07/03/2016	2662.40	2795.20	2926.40	3067.20	3209.60	40.00	A	C
	07/02/2017	2748.80	2886.40	3021.60	3167.20	3313.60	40.00	A	C
	07/01/2018	2844.80	2987.20	3127.20	3278.40	3429.60	40.00	A	C
	06/30/2019	2937.60	3084.00	3228.80	3384.80	3540.80	40.00	A	C
<b>8520</b>	<b>Crime Laboratory Technician</b>								
	07/03/2016	2243.25	2345.25	2460.00	2574.00	2694.75	37.50	A	C
	07/02/2017	2316.00	2421.75	2540.25	2658.00	2782.50	37.50	A	C
	07/01/2018	2397.00	2506.50	2629.50	2751.00	2880.00	37.50	A	C
	06/30/2019	2475.00	2588.25	2715.00	2840.25	2973.75	37.50	A	C
<b>0404</b>	<b>Crime Technician</b>								
	07/03/2016	2479.20	2559.20	2692.80	2834.40	2982.40	40.00	A	C
	07/02/2017	2560.00	2642.40	2780.00	2926.40	3079.20	40.00	A	C
	07/01/2018	2649.60	2735.20	2877.60	3028.80	3187.20	40.00	A	C
	06/30/2019	2736.00	2824.00	2971.20	3127.20	3290.40	40.00	A	C
<b>1809</b>	<b>Data Processing Tech I</b>								
	07/03/2016	1338.00	1401.00	1475.25	1552.50	1623.00	37.50	A	C
	07/02/2017	1381.50	1446.75	1523.25	1602.75	1675.50	37.50	A	C
	07/01/2018	1429.50	1497.75	1576.50	1659.00	1734.00	37.50	A	C
	06/30/2019	1476.00	1546.50	1627.50	1713.00	1790.25	37.50	A	C
<b>1810</b>	<b>Data Processing Tech II</b>								
	07/03/2016	1419.00	1488.00	1562.25	1639.50	1723.50	37.50	A	C
	07/02/2017	1464.75	1536.00	1613.25	1692.75	1779.75	37.50	A	C
	07/01/2018	1515.75	1590.00	1669.50	1752.00	1842.00	37.50	A	C
	06/30/2019	1565.25	1641.75	1723.50	1809.00	1902.00	37.50	A	C
<b>1541</b>	<b>Deferred Compensation Tech</b>								
	07/03/2016	2102.40	2211.20	2246.40	2436.00	2551.20	40.00	A	E
	07/02/2017	2170.40	2283.20	2319.20	2515.20	2634.40	40.00	A	E
	07/01/2018	2246.40	2363.20	2400.00	2603.20	2726.40	40.00	A	E
	06/30/2019	2319.20	2440.00	2478.40	2688.00	2815.20	40.00	A	E
<b>9267</b>	<b>Electronic Systems Technician</b>								
	07/03/2016	2374.40	2482.40	2593.60	2709.60	2832.80	40.00	A	C

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	07/02/2017	2451.20	2563.20	2677.60	2797.60	2924.80	40.00	A	C
	07/01/2018	2536.80	2652.80	2771.20	2895.20	3027.20	40.00	A	C
	06/30/2019	2619.20	2739.20	2861.60	2989.60	3125.60	40.00	A	C
<b>1882</b>	<b>Emergency Serv Dispatcher I</b>								
	03/13/2016	2103.20	2192.80	2292.00	2398.40	2516.80	40.00	A	C
	07/03/2016	2187.20	2280.80	2384.00	2494.40	2617.60	40.00	A	C
	07/02/2017	2258.40	2355.20	2461.60	2575.20	2702.40	40.00	A	C
	07/01/2018	2337.60	2437.60	2548.00	2665.60	2796.80	40.00	A	C
	06/30/2019	2413.60	2516.80	2631.20	2752.00	2888.00	40.00	A	C
<b>1885</b>	<b>Emergency Serv Dispatcher II</b>								
	03/13/2016	2437.60	2543.20	2666.40	2799.20	2932.00	40.00	A	C
	07/03/2016	2535.20	2644.80	2772.80	2911.20	3049.60	40.00	A	C
	07/02/2017	2617.60	2730.40	2863.20	3005.60	3148.80	40.00	A	C
	07/01/2018	2709.60	2825.60	2963.20	3110.40	3259.20	40.00	A	C
	06/30/2019	2797.60	2917.60	3059.20	3211.20	3364.80	40.00	A	C
<b>1885</b>	<b>N Emergency Serv Dispatcher II</b>								
	03/13/2016					35.66	40.00	A	C
	07/03/2016					37.09	40.00	A	C
	07/02/2017					38.30	40.00	A	C
	07/01/2018					39.64	40.00	A	C
	06/30/2019					40.93	40.00	A	C
<b>8720</b>	<b>Emergency Services Coord I</b>								
	07/03/2016	2043.75	2136.00	2229.00	2335.50	2440.50	37.50	A	C
	07/02/2017	2110.50	2205.75	2301.75	2411.25	2520.00	37.50	A	C
	07/01/2018	2184.00	2283.00	2382.00	2496.00	2608.50	37.50	A	C
	06/30/2019	2255.25	2357.25	2459.25	2577.00	2693.25	37.50	A	C
<b>8721</b>	<b>Emergency Services Coord II</b>								
	07/03/2016	2269.50	2373.00	2475.75	2597.25	2713.50	37.50	A	E
	07/02/2017	2343.00	2450.25	2556.00	2682.00	2802.00	37.50	A	E
	07/01/2018	2424.75	2535.75	2645.25	2775.75	2900.25	37.50	A	E
	06/30/2019	2503.50	2618.25	2731.50	2865.75	2994.75	37.50	A	E
<b>2105</b>	<b>Engineering Aide</b>								
	07/03/2016	1730.40	1797.60	1883.20	1962.40	2049.60	40.00	A	C
	07/02/2017	1786.40	1856.00	1944.80	2026.40	2116.00	40.00	A	C
	07/01/2018	1848.80	1920.80	2012.80	2097.60	2190.40	40.00	A	C
	06/30/2019	1908.80	1983.20	2078.40	2165.60	2261.60	40.00	A	C
<b>2122</b>	<b>Engineering CAD/D Tech I</b>								
	07/03/2016	2162.40	2243.20	2351.20	2465.60	2572.80	40.00	A	C
	07/02/2017	2232.80	2316.00	2428.00	2545.60	2656.80	40.00	A	C
	07/01/2018	2311.20	2396.80	2512.80	2634.40	2749.60	40.00	A	C
	06/30/2019	2386.40	2474.40	2594.40	2720.00	2839.20	40.00	A	C
<b>2123</b>	<b>Engineering CAD/D Tech II</b>								
	07/03/2016	2465.60	2572.80	2689.60	2812.80	2936.80	40.00	A	C
	07/02/2017	2545.60	2656.80	2776.80	2904.00	3032.00	40.00	A	C
	07/01/2018	2634.40	2749.60	2873.60	3005.60	3138.40	40.00	A	C
	06/30/2019	2720.00	2839.20	2967.20	3103.20	3240.00	40.00	A	C
<b>2124</b>	<b>Engineering CAD/D Tech III</b>								
	07/03/2016	2689.60	2812.80	2936.80	3080.80	3215.20	40.00	A	C
	07/02/2017	2776.80	2904.00	3032.00	3180.80	3320.00	40.00	A	C
	07/01/2018	2873.60	3005.60	3138.40	3292.00	3436.00	40.00	A	C
	06/30/2019	2967.20	3103.20	3240.00	3399.20	3548.00	40.00	A	C
<b>8500</b>	<b>Estate Investigatr</b>								
	07/03/2016	2668.00	2802.40	2940.80	3089.60	3243.20	40.00	A	C
	07/02/2017	2754.40	2893.60	3036.00	3190.40	3348.80	40.00	A	C

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	07/01/2018	2851.20	2995.20	3142.40	3302.40	3466.40	40.00	A	C
	06/30/2019	2944.00	3092.80	3244.80	3409.60	3579.20	40.00	A	C
<b>1426</b>	<b>Financial Hearing Officer</b>								
	07/03/2016	2220.00	2313.00	2422.50	2536.50	2646.75	37.50	A	C
	07/02/2017	2292.00	2388.00	2501.25	2619.00	2733.00	37.50	A	C
	07/01/2018	2372.25	2471.25	2589.00	2710.50	2829.00	37.50	A	C
	06/30/2019	2449.50	2551.50	2673.00	2798.25	2921.25	37.50	A	C
<b>1426</b>	<b>N Financial Hearing Officer</b>								
	07/03/2016					32.30	37.50	A	C
	07/02/2017					33.35	37.50	A	C
	07/01/2018					34.52	37.50	A	C
	06/30/2019					35.64	37.50	A	C
<b>1283</b>	<b>Fingerprint Technician</b>								
	07/03/2016	1819.50	1902.75	1992.00	2077.50	2163.75	37.50	A	C
	07/02/2017	1878.75	1964.25	2056.50	2145.00	2234.25	37.50	A	C
	07/01/2018	1944.75	2033.25	2128.50	2220.00	2312.25	37.50	A	C
	06/30/2019	2007.75	2099.25	2197.50	2292.00	2387.25	37.50	A	C
<b>2125</b>	<b>Geographical Info Tech</b>								
	07/03/2016	2689.60	2812.80	2936.80	3080.80	3215.20	40.00	A	C
	07/02/2017	2776.80	2904.00	3032.00	3180.80	3320.00	40.00	A	C
	07/01/2018	2873.60	3005.60	3138.40	3292.00	3436.00	40.00	A	C
	06/30/2019	2967.20	3103.20	3240.00	3399.20	3548.00	40.00	A	C
<b>1485</b>	<b>Health Insurance Technician</b>								
	07/03/2016	2228.00	2333.60	2418.40	2537.60	2644.80	40.00	A	C
	07/02/2017	2300.80	2409.60	2496.80	2620.00	2730.40	40.00	A	C
	07/01/2018	2381.60	2493.60	2584.00	2712.00	2825.60	40.00	A	C
	06/30/2019	2459.20	2574.40	2668.00	2800.00	2917.60	40.00	A	C
<b>0410</b>	<b>Info Systems Tech I</b>								
	07/03/2016	1663.20	1752.00	1830.40	1924.80	2016.80	40.00	A	C
	07/02/2017	1717.60	1808.80	1889.60	1987.20	2082.40	40.00	A	C
	07/01/2018	1777.60	1872.00	1956.00	2056.80	2155.20	40.00	A	C
	06/30/2019	1835.20	1932.80	2019.20	2124.00	2225.60	40.00	A	C
<b>0411</b>	<b>Info Systems Tech II</b>								
	07/03/2016	2024.80	2125.60	2224.00	2346.40	2455.20	40.00	A	C
	07/02/2017	2090.40	2194.40	2296.00	2422.40	2535.20	40.00	A	C
	07/01/2018	2163.20	2271.20	2376.00	2507.20	2624.00	40.00	A	C
	06/30/2019	2233.60	2344.80	2453.60	2588.80	2709.60	40.00	A	C
<b>1792</b>	<b>Info Technology Specialist I</b>								
	07/03/2016				1590.75	1669.50	37.50	A	C
	07/02/2017				1642.50	1723.50	37.50	A	C
	07/01/2018				1700.25	1783.50	37.50	A	C
	06/30/2019				1755.75	1841.25	37.50	A	C
<b>1793</b>	<b>Info Technology Specialist II</b>								
	07/03/2016				1752.75	1838.25	37.50	A	C
	07/02/2017				1809.75	1898.25	37.50	A	C
	07/01/2018				1872.75	1965.00	37.50	A	C
	06/30/2019				1933.50	2028.75	37.50	A	C
<b>1794</b>	<b>Info Technology Specialist III</b>								
	07/03/2016				1930.50	2029.50	37.50	A	C
	07/02/2017				1993.50	2095.50	37.50	A	C
	07/01/2018				2063.25	2169.00	37.50	A	C
	06/30/2019				2130.00	2239.50	37.50	A	C
<b>1795</b>	<b>Info Technology Specialist IV</b>								
	07/03/2016			2131.50	2235.00	2348.25	37.50	A	C



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	07/02/2017			2200.50	2307.75	2424.75	37.50	A	C
	07/01/2018			2277.75	2388.75	2509.50	37.50	A	C
	06/30/2019			2352.00	2466.75	2591.25	37.50	A	C
<b>8740</b>	<b>Keeper</b>								
	07/03/2016	1720.00	1804.00	1896.00	1992.00	2091.20	40.00	A	C
	07/02/2017	1776.00	1862.40	1957.60	2056.80	2159.20	40.00	A	C
	07/01/2018	1838.40	1927.20	2026.40	2128.80	2234.40	40.00	A	C
	06/30/2019	1898.40	1989.60	2092.00	2197.60	2307.20	40.00	A	C
<b>8740</b>	<b>N Keeper</b>								
	07/03/2016					23.69	40.00	A	C
	07/02/2017					24.46	40.00	A	C
	07/01/2018					25.32	40.00	A	C
	06/30/2019					26.14	40.00	A	C
<b>8522</b>	<b>Latent Fingerprint Examiner</b>								
	07/03/2016	2234.25	2335.50	2450.25	2562.75	2680.50	37.50	A	C
	07/02/2017	2307.00	2411.25	2529.75	2646.00	2767.50	37.50	A	C
	07/01/2018	2388.00	2496.00	2618.25	2738.25	2864.25	37.50	A	C
	06/30/2019	2465.25	2577.00	2703.00	2827.50	2957.25	37.50	A	C
<b>2967</b>	<b>Lead Project Designer</b>								
	07/03/2016	3180.00	3321.75	3482.25	3643.50	3828.00	37.50	A	C
	07/02/2017	3283.50	3429.75	3595.50	3762.00	3952.50	37.50	A	C
	07/01/2018	3398.25	3549.75	3721.50	3894.00	4090.50	37.50	A	C
	06/30/2019	3508.50	3665.25	3842.25	4020.75	4223.25	37.50	A	C
<b>9310</b>	<b>Library Driver-Clerk</b>								
	07/03/2016	1635.75	1709.25	1778.25	1863.00	1936.50	37.50	A	C
	07/02/2017	1689.00	1764.75	1836.00	1923.75	1999.50	37.50	A	C
	07/01/2018	1748.25	1826.25	1900.50	1991.25	2069.25	37.50	A	C
	06/30/2019	1805.25	1885.50	1962.00	2055.75	2136.75	37.50	A	C
<b>9310</b>	<b>N Library Driver-Clerk</b>								
	07/03/2016					23.71	37.50	A	C
	07/02/2017					24.48	37.50	A	C
	07/01/2018					25.34	37.50	A	C
	06/30/2019					26.16	37.50	A	C
<b>2301</b>	<b>Mapping Technician I</b>								
	07/03/2016			1790.25	1873.50	1956.00	37.50	A	C
	07/02/2017			1848.75	1934.25	2019.75	37.50	A	C
	07/01/2018			1913.25	2001.75	2090.25	37.50	A	C
	06/30/2019			1975.50	2067.00	2158.50	37.50	A	C
<b>2302</b>	<b>Mapping Technician II</b>								
	07/03/2016	1873.50	1956.00	2044.50	2139.00	2232.00	37.50	A	C
	07/02/2017	1934.25	2019.75	2111.25	2208.75	2304.75	37.50	A	C
	07/01/2018	2001.75	2090.25	2185.50	2286.00	2385.75	37.50	A	C
	06/30/2019	2067.00	2158.50	2256.75	2360.25	2463.00	37.50	A	C
<b>2303</b>	<b>Mapping Technician III</b>								
	07/03/2016	2044.50	2139.00	2232.00	2343.00	2442.00	37.50	A	C
	07/02/2017	2111.25	2208.75	2304.75	2419.50	2521.50	37.50	A	C
	07/01/2018	2185.50	2286.00	2385.75	2504.25	2610.00	37.50	A	C
	06/30/2019	2256.75	2360.25	2463.00	2586.00	2694.75	37.50	A	C
<b>8757</b>	<b>Marine Engineer</b>								
	07/03/2016	3059.20	3211.20	3371.20	3539.20	3717.60	40.00	A	C
	07/02/2017	3158.40	3315.20	3480.80	3654.40	3838.40	40.00	A	C
	07/01/2018	3268.80	3431.20	3602.40	3782.40	3972.80	40.00	A	C
	06/30/2019	3375.20	3542.40	3719.20	3905.60	4101.60	40.00	A	C

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<b>2181</b>	<b>Materials Testing Tech I</b>								
	07/03/2016	2165.60	2254.40	2353.60	2462.40	2576.80	40.00	A	C
	07/02/2017	2236.00	2328.00	2430.40	2542.40	2660.80	40.00	A	C
	07/01/2018	2314.40	2409.60	2515.20	2631.20	2753.60	40.00	A	C
<b>2182</b>	<b>Materials Testing Tech II</b>								
	07/03/2016	2462.40	2576.80	2692.00	2817.60	2938.40	40.00	A	C
	07/02/2017	2542.40	2660.80	2779.20	2908.80	3033.60	40.00	A	C
	07/01/2018	2631.20	2753.60	2876.80	3010.40	3140.00	40.00	A	C
<b>2183</b>	<b>Materials Testing Tech III</b>								
	07/03/2016	2709.60	2832.00	2963.20	3096.00	3252.80	40.00	A	C
	07/02/2017	2797.60	2924.00	3059.20	3196.80	3358.40	40.00	A	C
	07/01/2018	2895.20	3026.40	3166.40	3308.80	3476.00	40.00	A	C
<b>1460</b>	<b>Medical Records Technician</b>								
	03/13/2016	1767.00	1848.75	1923.75	2014.50	2093.25	37.50	A	C
	07/03/2016	1883.25	1971.00	2051.25	2147.25	2232.00	37.50	A	C
	07/02/2017	1944.75	2034.75	2118.00	2217.00	2304.75	37.50	A	C
<b>6991</b>	<b>Mobile Hlth Svcs Sup Wkr</b>								
	07/03/2016	1635.75	1709.25	1778.25	1863.00	1936.50	37.50	A	C
	07/02/2017	1689.00	1764.75	1836.00	1923.75	1999.50	37.50	A	C
	07/01/2018	1748.25	1826.25	1900.50	1991.25	2069.25	37.50	A	C
<b>1803</b>	<b>Network Support Technician I</b>								
	07/03/2016	2016.00	2116.00	2221.60	2332.80	2451.20	40.00	A	C
	07/02/2017	2081.60	2184.80	2293.60	2408.80	2531.20	40.00	A	C
	07/01/2018	2154.40	2261.60	2373.60	2492.80	2620.00	40.00	A	C
<b>1804</b>	<b>Network Support Technician II</b>								
	07/03/2016	2332.80	2451.20	2573.60	2702.40	2836.00	40.00	A	C
	07/02/2017	2408.80	2531.20	2657.60	2790.40	2928.00	40.00	A	C
	07/01/2018	2492.80	2620.00	2750.40	2888.00	3030.40	40.00	A	C
<b>9295</b>	<b>Photographer</b>								
	07/03/2016	1923.00	2012.25	2112.75	2205.00	2307.00	37.50	A	C
	07/02/2017	1985.25	2077.50	2181.75	2277.00	2382.00	37.50	A	C
	07/01/2018	2055.00	2150.25	2258.25	2356.50	2465.25	37.50	A	C
<b>8308</b>	<b>Plans Checker</b>								
	07/03/2016	2645.60	2773.60	2902.40	3032.80	3184.80	40.00	A	C
	07/02/2017	2731.20	2864.00	2996.80	3131.20	3288.00	40.00	A	C
	07/01/2018	2826.40	2964.00	3101.60	3240.80	3403.20	40.00	A	C
<b>2111</b>	<b>Public Works Tech Asst I</b>								
	07/03/2016	2162.40	2243.20	2351.20	2465.60	2572.80	40.00	A	C
	07/02/2017	2232.80	2316.00	2428.00	2545.60	2656.80	40.00	A	C
	07/01/2018	2311.20	2396.80	2512.80	2634.40	2749.60	40.00	A	C
<b>2112</b>	<b>Public Works Tech Asst II</b>								
	07/03/2016	2386.40	2474.40	2594.40	2720.00	2839.20	40.00	A	C
	07/02/2017	2465.60	2572.80	2689.60	2812.80	2936.80	40.00	A	C
	07/01/2018	2545.60	2656.80	2776.80	2904.00	3032.00	40.00	A	C

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	07/01/2018	2634.40	2749.60	2873.60	3005.60	3138.40	40.00	A	C
	06/30/2019	2720.00	2839.20	2967.20	3103.20	3240.00	40.00	A	C
<b>2113</b>	<b>Public Works Tech Asst III</b>								
	07/03/2016	2689.60	2812.80	2936.80	3080.80	3215.20	40.00	A	C
	07/02/2017	2776.80	2904.00	3032.00	3180.80	3320.00	40.00	A	C
	07/01/2018	2873.60	3005.60	3138.40	3292.00	3436.00	40.00	A	C
	06/30/2019	2967.20	3103.20	3240.00	3399.20	3548.00	40.00	A	C
<b>2171</b>	<b>PW Insector II, Facilities</b>								
	07/03/2016	2709.60	2832.00	2963.20	3096.00	3252.80	40.00	A	C
	07/02/2017	2797.60	2924.00	3059.20	3196.80	3358.40	40.00	A	C
	07/01/2018	2895.20	3026.40	3166.40	3308.80	3476.00	40.00	A	C
	06/30/2019	2989.60	3124.80	3269.60	3416.00	3588.80	40.00	A	C
<b>2170</b>	<b>PW Inspector I, Facilities</b>								
	07/03/2016	2279.20	2372.80	2480.00	2592.00	2709.60	40.00	A	C
	07/02/2017	2353.60	2449.60	2560.80	2676.00	2797.60	40.00	A	C
	07/01/2018	2436.00	2535.20	2650.40	2769.60	2895.20	40.00	A	C
	06/30/2019	2515.20	2617.60	2736.80	2860.00	2989.60	40.00	A	C
<b>2160</b>	<b>PW Inspector I,Construction</b>								
	07/03/2016	2279.20	2372.80	2480.00	2592.00	2709.60	40.00	A	C
	07/02/2017	2353.60	2449.60	2560.80	2676.00	2797.60	40.00	A	C
	07/01/2018	2436.00	2535.20	2650.40	2769.60	2895.20	40.00	A	C
	06/30/2019	2515.20	2617.60	2736.80	2860.00	2989.60	40.00	A	C
<b>2161</b>	<b>PW Inspector II,Construction</b>								
	07/03/2016	2709.60	2832.00	2963.20	3096.00	3252.80	40.00	A	C
	07/02/2017	2797.60	2924.00	3059.20	3196.80	3358.40	40.00	A	C
	07/01/2018	2895.20	3026.40	3166.40	3308.80	3476.00	40.00	A	C
	06/30/2019	2989.60	3124.80	3269.60	3416.00	3588.80	40.00	A	C
<b>2172</b>	<b>PW Inspector III, Facilities</b>								
	07/03/2016	2963.20	3096.00	3252.80	3392.00	3560.00	40.00	A	C
	07/02/2017	3059.20	3196.80	3358.40	3502.40	3676.00	40.00	A	C
	07/01/2018	3166.40	3308.80	3476.00	3624.80	3804.80	40.00	A	C
	06/30/2019	3269.60	3416.00	3588.80	3742.40	3928.80	40.00	A	C
<b>2162</b>	<b>PW InspectorIII,Construction</b>								
	07/03/2016	2963.20	3096.00	3252.80	3392.00	3560.00	40.00	A	C
	07/02/2017	3059.20	3196.80	3358.40	3502.40	3676.00	40.00	A	C
	07/01/2018	3166.40	3308.80	3476.00	3624.80	3804.80	40.00	A	C
	06/30/2019	3269.60	3416.00	3588.80	3742.40	3928.80	40.00	A	C
<b>2604</b>	<b>Real Property Appraiser Aide</b>								
	07/03/2016	1703.25	1786.50	1877.25	1971.75	2070.75	37.50	A	C
	07/02/2017	1758.75	1844.25	1938.00	2035.50	2138.25	37.50	A	C
	07/01/2018	1820.25	1908.75	2005.50	2106.75	2213.25	37.50	A	C
	06/30/2019	1879.50	1971.00	2070.75	2175.00	2285.25	37.50	A	C
<b>6831</b>	<b>Recreation Assistant</b>								
	07/03/2016	1768.80	1855.20	1952.00	2049.60	2137.60	40.00	A	C
	07/02/2017	1826.40	1915.20	2015.20	2116.00	2207.20	40.00	A	C
	07/01/2018	1890.40	1982.40	2085.60	2190.40	2284.80	40.00	A	C
	06/30/2019	1952.00	2047.20	2153.60	2261.60	2359.20	40.00	A	C
<b>9411</b>	<b>Senior Heavy Equip Parts Tech</b>								
	07/03/2016					2281.60	40.00	A	C
	07/02/2017					2356.00	40.00	A	C
	07/01/2018					2438.40	40.00	A	C
	06/30/2019					2517.60	40.00	A	C
<b>8415</b>	<b>Senior Weights &amp; Measures Insp</b>								
	07/03/2016	2130.75	2219.25	2312.25	2415.75	2530.50	37.50	A	C

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	07/02/2017	2199.75	2291.25	2387.25	2494.50	2613.00	37.50	A	C
	07/01/2018	2277.00	2371.50	2470.50	2581.50	2704.50	37.50	A	C
	06/30/2019	2351.25	2448.75	2550.75	2665.50	2792.25	37.50	A	C
<b>9294</b>	<b>Sh Video &amp; Multimedia Produc</b>								
	07/03/2016	2051.20	2146.40	2253.60	2352.00	2460.80	40.00	A	C
	07/02/2017	2117.60	2216.00	2327.20	2428.80	2540.80	40.00	A	C
	07/01/2018	2192.00	2293.60	2408.80	2513.60	2629.60	40.00	A	C
	06/30/2019	2263.20	2368.00	2487.20	2595.20	2715.20	40.00	A	C
<b>8752</b>	<b>Sheriff's Safety Aide</b>								
	07/03/2016	1416.80	1478.40	1545.60	1617.60	1685.60	40.00	A	C
	07/02/2017	1463.20	1526.40	1596.00	1670.40	1740.00	40.00	A	C
	07/01/2018	1514.40	1580.00	1652.00	1728.80	1800.80	40.00	A	C
	06/30/2019	1564.00	1631.20	1705.60	1784.80	1859.20	40.00	A	C
<b>8755</b>	<b>Sheriff's Technician</b>								
	07/03/2016	1932.80	2020.80	2110.40	2205.60	2307.20	40.00	A	C
	07/02/2017	2016.00	2107.20	2200.80	2300.00	2406.40	40.00	A	C
	07/01/2018	2086.40	2180.80	2277.60	2380.80	2490.40	40.00	A	C
	06/30/2019	2154.40	2252.00	2352.00	2458.40	2571.20	40.00	A	C
<b>1715</b>	<b>Storekeeper I</b>								
	07/03/2016	1683.75	1766.25	1839.75	1930.50	2015.25	37.50	A	C
	07/02/2017	1738.50	1824.00	1899.75	1993.50	2080.50	37.50	A	C
	07/01/2018	1799.25	1887.75	1966.50	2063.25	2153.25	37.50	A	C
	06/30/2019	1857.75	1949.25	2030.25	2130.00	2223.00	37.50	A	C
<b>1705</b>	<b>Supply Clerk I</b>								
	07/03/2016	1508.25	1573.50	1650.00	1714.50	1795.50	37.50	A	C
	07/02/2017	1557.00	1624.50	1704.00	1770.00	1854.00	37.50	A	C
	07/01/2018	1611.75	1681.50	1764.00	1832.25	1919.25	37.50	A	C
	06/30/2019	1664.25	1736.25	1821.00	1891.50	1981.50	37.50	A	C
<b>1705</b>	<b>N Supply Clerk I</b>								
	07/03/2016					21.96	37.50	A	C
	07/02/2017					22.67	37.50	A	C
	07/01/2018					23.46	37.50	A	C
	06/30/2019					24.22	37.50	A	C
<b>1710</b>	<b>Supply Clerk II</b>								
	07/03/2016	1536.00	1600.50	1676.25	1757.25	1836.75	37.50	A	C
	07/02/2017	1586.25	1652.25	1731.00	1814.25	1896.75	37.50	A	C
	07/01/2018	1641.75	1710.00	1791.75	1878.00	1963.50	37.50	A	C
	06/30/2019	1695.00	1765.50	1850.25	1938.75	2027.25	37.50	A	C
<b>1710</b>	<b>N Supply Clerk II</b>								
	07/03/2016					22.62	37.50	A	C
	07/02/2017					23.36	37.50	A	C
	07/01/2018					24.18	37.50	A	C
	06/30/2019					24.97	37.50	A	C
<b>1798</b>	<b>Technical Support Spec I</b>								
	07/03/2016				2131.50	2235.00	37.50	A	C
	07/02/2017				2200.50	2307.75	37.50	A	C
	07/01/2018				2277.75	2388.75	37.50	A	C
	06/30/2019				2352.00	2466.75	37.50	A	C
<b>1799</b>	<b>Technical Support Spec II</b>								
	07/03/2016			2348.25	2461.50	2583.00	37.50	A	C
	07/02/2017			2424.75	2541.75	2667.00	37.50	A	C
	07/01/2018			2509.50	2631.00	2760.00	37.50	A	C
	06/30/2019			2591.25	2716.50	2850.00	37.50	A	C

APPENDIX A – LISTING OF CLASSIFICATIONS BY REPRESENTATION UNIT  
Representation Unit 012

ITEM	TITLE EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
<b>9270</b>	<b>Telecom Equipment Installer</b>								
	07/03/2016	2109.60	2191.20	2295.20	2397.60	2494.40	40.00	A	C
	07/02/2017	2178.40	2262.40	2369.60	2475.20	2575.20	40.00	A	C
	07/01/2018	2254.40	2341.60	2452.80	2561.60	2665.60	40.00	A	C
	06/30/2019	2328.00	2417.60	2532.80	2644.80	2752.00	40.00	A	C
<b>9280</b>	<b>Telecom Technician</b>								
	03/13/2016	2591.20	2707.20	2836.00	2963.20	3111.20	40.00	A	C
	07/03/2016	2722.40	2843.20	2979.20	3112.80	3268.00	40.00	A	C
	07/02/2017	2811.20	2936.00	3076.00	3213.60	3374.40	40.00	A	C
	07/01/2018	2909.60	3038.40	3184.00	3326.40	3492.80	40.00	A	C
	06/30/2019	3004.00	3136.80	3287.20	3434.40	3606.40	40.00	A	C
<b>9279</b>	<b>Telecom Technician Trainee</b>								
	07/03/2016	2109.60	2191.20	2295.20	2397.60	2494.40	40.00	A	C
	07/02/2017	2178.40	2262.40	2369.60	2475.20	2575.20	40.00	A	C
	07/01/2018	2254.40	2341.60	2452.80	2561.60	2665.60	40.00	A	C
	06/30/2019	2328.00	2417.60	2532.80	2644.80	2752.00	40.00	A	C
<b>8405</b>	<b>Weights &amp; Measures Assistant</b>								
	07/03/2016					1936.50	37.50	A	C
	07/02/2017					1999.50	37.50	A	C
	07/01/2018					2069.25	37.50	A	C
	06/30/2019					2136.75	37.50	A	C
<b>8410</b>	<b>Weights &amp; Measures Inspector</b>								
	07/03/2016		2017.50	2121.75	2214.00	2304.75	37.50	A	C
	07/02/2017		2082.75	2190.75	2286.00	2379.75	37.50	A	C
	07/01/2018		2155.50	2267.25	2366.25	2463.00	37.50	A	C
	06/30/2019		2225.25	2340.75	2443.50	2543.25	37.50	A	C

**APPENDIX B**  
**Intermittent and Services-As-Needed Classifications**

<b><u>Job Code</u></b>	<b><u>Title</u></b>	<b><u>Job Code</u></b>	<b><u>Title</u></b>
1305N	Account Clerk I	4130N	Librarian I
1310N	Account Clerk II	4140N	Librarian II
8202N	Agricultural & Standards Aide	4120N	Library Assistant II
8163N	Animal Control Aide	1103N	Library Clerk I
2610N	Appraiser I	1104N	Library Clerk II
2615N	Appraiser II	9310N	Library Driver-Clerk
2705N	Auditor-Appraiser I	5420N	Licensed Vocational Nurse
2710N	Auditor-Appraiser II	1126N	Medical Clerk
1154N	Call Center Rep, DCSS	1214N	Medical Transcriptionist
1115N	Clerk I	1161N	Medical Translator II
1120N	Clerk II	6419N	Mental Health Specialist II
1296N	Clerk Intermittent I	1105N	Messenger
1297N	Clerk Intermittent II	5605N	Microbiologist
6316N	Clinical Psychologist	5383N	Mid-Level Practitioner
1811N	Computer Operator I	5415N	Nursing Assistant (Per Diem)
7525N	Cook	5810N	Occupational Therapist I (Int.)
7420N	Custodian	5850N	Pediatric Occupational Therapist
1282N	Elections Technician	5860N	Pediatric Physical Therapist
1885N	Emerg. Services Dispatcher II	5835N	Physical Therapist I (Int.)
1426N	Financial Hearing Officer (Int.)	5743N	Psychiatric Technician
7510N	Food Service Worker	1128N	Specialist Clerk I
5648N	Hazardous Waste Worker (SAN)	1205N	Stenographer I
6300N	Health Care Services Intern	1210N	Stenographer II
7410N	Janitor	6495N	Substance Abuse Counselor
8740N	Keeper	1705N	Supply Clerk I
7850N	Laboratory Assistant I	1710N	Supply Clerk II
7710N	Laundry Service Worker (SAN)	1212N	Transcriptionist
1109N	Library Page		

**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 Secretary I positions assigned to the Health Care Services Agency.
10. Two 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 and Services-As-Needed Registered Nurses Classifications**

Employees in the following classifications who are regularly scheduled to work two-fifths time or more but less than full-time in a workweek.

<b><u>Job Code</u></b>	<b><u>Title</u></b>
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



## 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 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 and 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 Memorandum of Understanding except for Section 16. Wages which are set in a separate Memorandum of Understanding between the Board of Directors of Zone 7 and SEIU Local 1021.

<u>Job Code</u>	<u>Classification</u>
4913	Accountant-Auditor, Zone 7
4916	Office Assistant, Zone 7
4918	Secretary, Zone 7
4925	Account Clerk, Zone 7
4936	Water Resources Engineering Aide, Zone 7
4937	Water Resources Technician I
4938	Water Resources Technician II
4939	Water Resources Technician III
4940	Water Conservation Coordinator, Zone 7
4942T	Water Plant Operator I
4943T	Water Plant Operator II
4944	Water Plant Operator III
4945	Junior Water Resources Planner, Zone 7
4946	Assistant Water Resources Planner, Zone 7
4947	Associate Water Resources Planner, Zone 7
4949	Water Quality Laboratory Technician, Zone 7
4950	Water Quality Chemist, Zone 7
4953	Buyer I, Zone 7
4954	Buyer, Zone 7

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**2015 MEMORANDUM OF UNDERSTANDING NEGOTIATIONS  
BETWEEN  
SEIU LOCAL 1021  
AND  
THE COUNTY OF ALAMEDA**

**SIDELETTER OF AGREEMENT**

**November 18, 2015**

**THE ALAMEDA COUNTY LIBRARY (ACL)**

This sideletter of agreement applies to all SEIU represented employees at the Alameda County Library (ACL).

The parties agree, in addition to Section 6.B., that the workweek shall be 12:00AM Sunday through 11:59PM Saturday.

The parties agree that a footnote will be established for a "Librarian in Charge" (LIC), which will allow for 5% additional compensation for a Librarian II that is assigned to be in charge of the branch only when there is no manager scheduled to be onsite during weekday evening hours and on weekends. The designated LIC will only receive the additional compensation for the hours he/she is assigned to provide coverage.

Beginning within 30 days of adoption of the MOU by the Board of Supervisors, a task force will be established to determine appropriate staffing at the ACL. This task force will be comprised of: one representative from HRS Labor Relations, one business representative of SEIU, one bargaining unit member for each bargaining unit represented by SEIU within the ACL system with a maximum of three SEIU-represented ACL employees, and a maximum of three ACL management employees. The task force will submit recommendations to the County Librarian, with a copy to the Human Resources Services Director, no later than June 30, 2016. The recommendations shall address the following issues:

- 1) Appropriate staffing levels by branch for all of the ACL Libraries.
- 2) The use of part-time vs. full-time positions.
- 3) The method of assigning work schedules with the workweek defined above.

All employees' shifts on Sundays will be a minimum of 4.5 hours.

The sideletter dated May 25, 2000 and the two Library policies, Chapter 7.13 Sunday Coverage Guidelines and Chapter 7.14 Sunday Manager in Charge, shall sunset effective June 30, 2016 and may be extended by mutual agreement.

**FOR THE COUNTY:**

Keith Fleming  
Cynthia Brown  
\_\_\_\_\_  
\_\_\_\_\_

**FOR SEIU LOCAL 1021:**

Jimmy Tran  
Jack B...  
B...  
\_\_\_\_\_  
\_\_\_\_\_

DATE: 11/18/15

DATE: 11/18/15

SIDELETTER OF AGREEMENT  
LABOR MANAGEMENT COMMITTEE  
ALAMEDA COUNTY LIBRARY

November 19, 2015

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 representatives from HRS Labor Relations, one business representative of SEIU, one bargaining unit member for each bargaining unit represented by SEIU within the ACL system with a maximum of three SEIU-represented ACL employees, and a maximum of three ACL management employees.
4. The Committee shall meet no less frequently than quarterly.
5. One 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 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. This Committee is in addition to the Alameda County Library (LIC) Sideletter of Agreement signed on November 18, 2015.
8. The Committee shall maintain written agendas and minutes of the meeting.

**FOR THE COUNTY**

Keith Fleming  
Cynthia Deaton  
\_\_\_\_\_

DATE:

11/19/15

**FOR SEIU**

Amir [Signature]  
[Signature]  
[Signature]  
\_\_\_\_\_

DATE:

11/19/15



**2015 MEMORANDUM OF UNDERSTANDING NEGOTIATIONS  
BETWEEN  
SEIU LOCAL 1021  
AND  
THE COUNTY OF ALAMEDA  
SIDELETTER OF AGREEMENT**

**November 18, 2015**

Effective January 1, 2013, through December 31, 2016, the County shall contribute \$900 annually toward a cafeteria benefit plan for full-time employees. Effective January 1, 2017, through the remaining term of the MOU, the County shall contribute \$1100 annually toward a cafeteria benefit plan for full-time employees. This amount shall be prorated in advance of the calendar year for employees regularly scheduled to work less than full-time based upon the hours which the employee has been regularly scheduled to work. Employees hired after January 1<sup>st</sup> shall be entitled to a prorated amount based upon the number of pay periods to be worked full-time during the remainder of the calendar year, except that employees appointed during the last two full pay periods, and any following partial pay period, prior to December 31<sup>st</sup> shall not be eligible for plan benefits until the following calendar year. The maximum sum available to an employee who reinstates shall not exceed \$1100 minus the sum of the cafeteria plan benefits received by the employee during the portion of the calendar year preceding termination.

**FOR THE COUNTY:**

Keith Fleming  
Cynthia Boren  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**DATE:** 11/18/15

**FOR SEIU LOCAL 1021:**

Henry Lim  
[Signature]  
[Signature]  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**DATE:** 11/18/15

**2015 MEMORANDUM OF UNDERSTANDING NEGOTIATIONS  
BETWEEN  
SEIU LOCAL 1021  
AND  
THE COUNTY OF ALAMEDA  
SIDELETTER OF AGREEMENT  
DEPENDENT CARE SALARY CONTRIBUTION**

Except for employees in classifications enumerated in Appendix B, effective July 10, 1988, subject to the applicable provisions of the Internal Revenue Service, employees may contribute up to \$5,000 each calendar year from their salaries for approved dependent care. (Eligible employees may only salary contribute for such expenses; there is no county contribution for dependent care.)

Reimbursements are made on a monthly basis subject to submission of itemized statements, adequate accumulation of the salary contribution, proof of payment and applicable county administrative procedures.

**FOR THE COUNTY**

Cynthia Baron  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**DATE:** Nov. 19, 2015

**FOR SEIU Local 1021**

Amy M  
[Signature]  
[Signature]  
\_\_\_\_\_

**DATE:** Nov. 19, 2015

**2015 MEMORANDUM OF UNDERSTANDING NEGOTIATIONS  
BETWEEN  
SEIU LOCAL 1021  
AND  
THE COUNTY OF ALAMEDA  
SIDELETTER OF AGREEMENT  
HEALTH AND SAFETY**

- A. The Union shall have the right to designate workplace Union Safety Representatives pursuant to CAL-OSHA laws.
- B. The County's Risk Manager shall respond in writing to all recommendations made by the County-wide Safety Committee within sixty (60) days after receipt of said recommendations.

**SIDELETTER OF AGREEMENT:**

This paragraph to be added to the Administrative Code:

It is the County's responsibility to maintain a safe working environment. The County will conduct and maintain facilities (owned or leased) in accordance with standards established by the State Division of Occupational Safety & Health and in compliance with the Occupational Safety and Health Act and other applicable safety and health regulations.

The following items were discussed and agreed to by the parties:

- 1. The County agrees to amend the provisions of Administrative Code Section 2.108 – Safety Committee. Specifically, the County will rewrite Section 2.108.020 Membership as follows:
  - "The committee consists of four (4) members selected as follows:
    - a. One staff member of the Human Resource Services Department designated by the Director of Human Resource Services.
    - b. One staff member of the Risk Management Department serving in the capacity of County Safety Officer.
    - c. One staff member of the Public Works Agency designated by the Director of Public Works.
    - d. One staff member of the General Services Agency designated by the Director, General Services Agency."
- 2. Each department will include SEIU represented employees in agency/department or work site safety committee that currently exist or are formed during the term of this Memorandum of Understanding. The agency/department SEIU field representative will submit a list of union designated employees to be appointed to the agency/department or work site safety committee. The size of each committee will be determined by the agency/department head. The number of department SEIU designated employees assigned to a committee will be determined by mutual agreement. In the event the Union and the Department 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. Committees will meet monthly unless the committee members agree to an alternative schedule. The committees may elect to have a rotating chairperson.

3. The County Safety Officer will provide orientation/training to the members to the Departmental Safety Committees. Training provided to 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 Section 19E. of the Memorandum of Understanding.
4. The County Safety Officer will distribute to County employees a memorandum specifying the procedure that should be followed in reporting hazards or safety problems. This memo will also identify the Department's Safety Coordinator and the members of the Departmental Safety Committee. The content of the memo will be developed by the County Central Safety Committee, subject to the approval of the County Safety Officer.
5. A Safety/Hazard Report Form will be developed by the County Central Safety Committee. This form will be available for distribution through supervisors, safety committee members, departmental safety coordinator and the County Safety Officer. The Safety/Hazard Report Form will be attached to the memo described in Section 4 above.
6. The County Safety Officer will prepare and circulate one copy of the County's Cal/OSHA log to each of the three SEIU locals on a quarterly basis. These forms will also be made available to the Departmental Safety Committees upon request.
7. The County reserves the right to reopen the MOU regarding safety committees, work site representatives, and orientation/training of designated on-site employee representatives. If the parties are unable to reach agreement during the reopener negotiations, the County reserves its right to implement its proposal pursuant to the Meyers-Milias-Brown Act.

**FOR THE COUNTY**

Keith Fleming  
Cynthia Beaton  
 \_\_\_\_\_  
 \_\_\_\_\_

**DATE:**

11/19/15

**FOR SEIU Local 1021**

Amy Kim  
Paul Reed  
B. [Signature]  
 \_\_\_\_\_  
 \_\_\_\_\_

**DATE:**

Nov. 19, 2015

**SIDELETTER OF AGREEMENT  
BETWEEN  
THE NORTHERN CALIFORNIA PUBLIC SECTOR REGION, LOCAL 1021  
OF THE SERVICE EMPLOYEES INTERNATIONAL UNION, CTW  
AND  
THE COUNTY OF ALAMEDA**

**HEALTH FLEXIBLE SPENDING ACCOUNTS**

Effective January 1, 2013, subject to the applicable requirements of the Internal Revenue Service, eligible employees may, through payroll deductions, contribute to a Health Flexible Spending Account (FSA) in order to pay for qualified unreimbursed health care expenses with pre-tax salary. The annual maximum employee salary contribution for a Health FSA shall be \$2,500.

During the Open Enrollment period prior to January 1st of each year, and within the first 30 days of employment in the case of a new employee, the employee may allocate from his/her salary, on a pre-tax basis, an amount to the Health FSA. Except as governed by the Cafeteria Plan Document, 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.

FOR THE COUNTY:

Cynthia Baron

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

FOR SEIU:

Paul Zuel

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

DATE: 8/31/12



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

PAID SICK LEAVE ON SCHEDULED WORK DAYS ONLY

The amendment to Section 110 of the SEIU MOU 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.

For the County:

Karen A. Scheinman

Nancy Reilly

Jana Johnson

For the Unions:

Shirley Ware  
SEIU, Local 250

Stanley Carter  
SEIU, Local 535

Tim Abbott  
SEIU, Local 616

Signed and entered into this 19th day of November, 1987.

(81421)

2015 MEMORANDUM OF UNDERSTANDING NEGOTIATIONS  
BETWEEN  
SEIU LOCAL 1021  
AND  
THE COUNTY OF ALAMEDA

SIDELETTER OF AGREEMENT

RELEASE TIME TO ATTEND RETIREMENT PLANNING SESSIONS

This Sideletter of agreement provides that County employees represented by SEIU and who are members of the Alameda County Employees' 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 Count 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 charged 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

Keith Fleming  
Cynthia Baron  
\_\_\_\_\_  
\_\_\_\_\_

DATE: 11/19/15

FOR SEIU Local 1021

Amy Kim  
[Signature]  
\_\_\_\_\_  
\_\_\_\_\_

DATE: Nov. 19, 2015



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:

<u>8/14/81</u> Date	<u>8/14/81</u> Date	<u>August 14, 1981</u> Date



**SIDELETTER OF AGREEMENT**

**BETWEEN  
SEIU LOCALS 535 AND 616  
AND  
THE COUNTY OF ALAMEDA**

**STATEMENT OF POLICY AND PROCEDURES:  
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 2/5ths 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 in SEIU Local 616 and has been regularly scheduled on a full or part time basis for 12 months (1950 hours for 75.0/2080 hours for 80.0) 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 in accordance with the Commission's established procedures for classification appeals, as referenced in Civil Service Rule 1232.

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 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 its best 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:

Kelth Fleming  
Alvin Harris  
[Signature]  
Dennis A. Ward

FOR SEIU:

[Signature]  
[Signature]

DATE: 11/19/04

**2015 MEMORANDUM OF UNDERSTANDING NEGOTIATIONS  
BETWEEN  
SEIU LOCAL 1021**

**AND**

**THE COUNTY OF ALAMEDA  
SIDELETTER OF AGREEMENT**

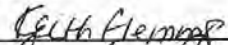
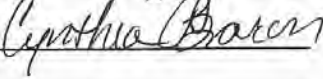
**November 10, 2015**

**Revised December 28, 2015**

The parties agree that the County shall increase the existing monthly Share the Savings stipend in Plan Year 2017, so that the new monthly totals shall be as follows:


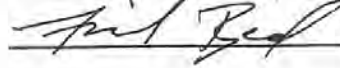
- \$200 for those employees who decline all medical coverage;
- \$150 for those employees who decline Family coverage and elect Single coverage;
- \$100 for those employees who decline Family coverage and elect 2-party coverage;
- \$100 for those employees who decline 2-party coverage and elect Single coverage.

**FOR THE COUNTY**

  
\_\_\_\_\_  
  
\_\_\_\_\_  
\_\_\_\_\_

**DATE: 12/28/15** \_\_\_\_\_

**FOR SEIU Local 1021**

  
\_\_\_\_\_  
  
\_\_\_\_\_  
\_\_\_\_\_

**DATE: 12/28/15** \_\_\_\_\_

2015 MEMORANDUM OF UNDERSTANDING NEGOTIATIONS

BETWEEN

SEIU LOCAL 1021

AND

THE COUNTY OF ALAMEDA

SIDELETTER OF AGREEMENT

SHERIFF'S OFFICE AND ZONE 7

ADMISSION DAY AND COLUMBUS DAY HOLIDAYS

October 28, 2015

Effective two pay periods after adoption of the MOU or as soon as administratively possible, all eligible Alameda County employees who receive Admission and Columbus Day Holiday pay as outlined in Section 9.A., shall be paid a one-time bonus payout of \$600.00. Effective for 2016, Section 9. of the MOU will be revised to reflect the deletion of the Admission Day and Columbus Day holidays for two floating holidays, therefore all SEIU employees shall receive the holidays as outlined in Section 9 of the MOU. (see attachment).

Delete Sheriff's Department Sideletter dated November 16, 2010 (attached)

Delete Sheriff's Department Sideletter dated March 17, 2007 (attached)

Delete Zone 7 Sideletter dated August 15, 2001 (attached)

For the County:

Keith Fleming  
Cynthia Baron  
\_\_\_\_\_  
\_\_\_\_\_

For the Union:

Anthony Am... 10/28/15  
[Signature]  
\_\_\_\_\_  
\_\_\_\_\_

Date: 10/28/15

# Alameda County Sheriff's Office


Lakeside Plaza, 1401 Lakeside Drive, 12<sup>th</sup> 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



## 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.

Mrs. Shirley Ware  
Mr. Randy Johnese  
Ms. Diane Burneo

August 4, 1981

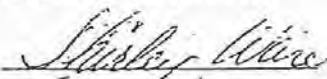
- 3. Any dispute as to whether an Agency/Department Head has erred in determining that a concerted sickout has occurred may be promptly appealed by the Union to the Board of Supervisors and/or the Superior Court.

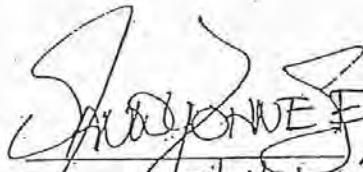
Very truly yours,

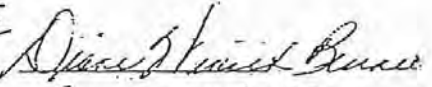
  
Joseph P. Bort  
Chairman, Board of Supervisors

JPB:NI:tc

APPROVED AND ACCEPTED:

  
8/14/81  
Date

  
8/14/81  
Date

  
August 14, 1981  
Date

**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 employee's health situation, it is my recommendation that the person return to work on \_\_\_\_\_ Date

I declare under penalty of perjury that to the best of my knowledge and belief the foregoing is true and correct. Executed at \_\_\_\_\_ California, \_\_\_\_\_ Date

\_\_\_\_\_  
(Physician's Signature)

FOR THE COUNTY:

Felth Fleming

Steve Fleming

Dennis S. Ward

FOR SEIU:

Steve Jefferson

Jim Beal

DATE: 11/22/04

2015 MEMORANDUM OF UNDERSTANDING NEGOTIATIONS  
BETWEEN  
SEIU LOCAL 1021  
AND  
THE COUNTY OF ALAMEDA  
SIDELETTER OF AGREEMENT

November 10, 2015

The parties agree that the possible increase in the case assignments of Adoption Assistance Program and the monthly Age Reassessment program shall be discussed in the Social Services Agency Children's Services Labor Management Committee within 90 days of adoption of this MOU.

FOR THE COUNTY

Keith Fleming  
Cynthia Barton  
\_\_\_\_\_  
\_\_\_\_\_

DATE: 11/10/15

FOR SEIU Local 1021

Amy M  
[Signature]  
[Signature]  
\_\_\_\_\_

DATE: 11/10/15

**2015 MEMORANDUM OF UNDERSTANDING NEGOTIATIONS  
BETWEEN  
SEIU LOCAL 1021  
AND  
THE COUNTY OF ALAMEDA  
SIDELETTER OF AGREEMENT**

**November 10, 2015**

During the 2015 MOU Negotiations the union proposed to reduce Dependency Investigations caseloads from 5 to 3 new cases per month and establish a maximum on-going cases to a maximum of 8 cases at any one time.

The parties agree that the Social Services Agency Children's Services Labor Management Committee shall discuss the issue of on-going case assignments and workload management and make recommendations to the SSA Director within 90 days of adoption of this MOU.

**FOR THE COUNTY**

*Cynthia Baron*  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

DATE: 11/10/15

**FOR SEIU Local 1021**

*Amy [unclear]*  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

DATE: 11/10/15

**SIDELETTER OF AGREEMENT**  
**JOINT COMMITTEES FOR DEPARTMENT CONCERNS**  
**SOCIAL SERVICES AGENCY**

**March 12, 2007**

The Alameda County Social Services Agency and Service Employees International Union Locals 535 and 616 hereby agree to the following:

**1. Joint Committees for Department Concerns**

**A. The Purpose of the Committees**

1. The long-term goal of this agreement is to establish a framework for effective labor-management collaboration which enables the Agency to creatively address the demands of the future while preserving the integrity and rights of the workforce.
2. The purpose of the Committees will be to meet, discuss, decide, or make recommendations regarding issues related to the operation of the Agency'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
  - d. Morale
  - e. Department procedures
  - f. New program initiatives
3. The Committees will provide a forum for information-sharing, identification of issues requiring resolution, and review of workplace developments.
4. The Committees will not discuss issues related to discipline, grievances, individual performance problems, negotiations, or meet-and-confer items.

**B. Composition**

1. The Committees will include a maximum of six Social Services Agency representatives from SEIU Local 535 and/or 616 plus a Business Agent from 535 and a Business Agent from 616, and an equal number (up to eight) of representatives from Department administration, including the Department Head.

**C. Committee Protocol**

1. Committee protocol will be decided by the Committees. Such issues as routing of agenda and minutes, meeting leadership, and recording will be decided at the initial meetings.
2. Committees should maintain formal agendas and records of meetings.
3. Responsibility for chairing the Committees will be alternated between SEIU and management.
4. The Committees shall meet no less frequently than quarterly.

5. This sideletter shall be in effect through the term of the current MOU between Alameda County and SEIU Locals 535 and 616.

D. Joint Labor-Management Teams

It is acknowledged by the County that employees designated by the Union and released by the County to serve on teams specifically designated as a joint departmental Labor Management Team 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 employees' workload as the Agency determines necessary.

Committees

Labor-Management Team for Department of Children and Families Services  
Labor-Management Team for Department of Workforce and Benefits  
Administration/Employment Services  
Labor-Management Team for Department of Adult and Aging Services  
Labor-Management Team for Agency Administrative and Finance

FOR THE COUNTY

Keith Fleming  
Cynthia Brown  
Emmie J. Hill  
[Signature]

DATE: 3/13/07

FOR SEIU Locals 535 & 616

[Signature]  
[Signature]  
\_\_\_\_\_  
\_\_\_\_\_

DATE: 3/13/07

**2015 MEMORANDUM OF UNDERSTANDING NEGOTIATIONS  
BETWEEN  
SEIU LOCAL 1021  
AND  
THE COUNTY OF ALAMEDA  
SIDELETTER OF AGREEMENT  
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 Clemm  
Cynthia Baron  
\_\_\_\_\_  
\_\_\_\_\_

DATE: 11/19/15

**FOR SEIU Local 1021**

Ami Wm  
Paul P...  
Bl...  
\_\_\_\_\_  
\_\_\_\_\_

DATE: Nov. 19, 2015

July 6, 2000

**SIDELETTER OF AGREEMENT**

**BETWEEN THE  
SEIU LOCALS 250, 535, 616  
AND  
THE COUNTY OF ALAMEDA**

**TEMPORARY WORKERS**

Alameda County is committed to reducing the utilization of temporary workers. To accomplish that objective, the County will develop a proactive action plan in conjunction with Agencies and Departments to reduce usage of temporary workers.

In its initial effort to reduce the use of temporary workers, the County will implement a tracking system to produce a report by January 1, 2001. The report will track temporary workers by classification and duration of appointment for each Agency/Department. The report will be disseminated to Department Heads through Human Resource Services for the purpose of tracking the number and frequency of positions most often staffed by temporary workers. This information will be distributed to Agencies and Departments and will be provided to SEIU Locals 250, 535 and 616 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 when qualified eligible persons are available to fill vacant positions. To that end, the County will develop and carry out its plan to track, limit and reduce the use of temporary workers.

FOR THE COUNTY:

Keith Fleming  
David Adal  
George A. Naisby

FOR SEIU:

Francis Opperman  
Steve  
Paul

DATE: 7/7/00

**SIDELETTER OF AGREEMENT  
BETWEEN  
SEIU LOCAL 1021  
AND THE  
COUNTY OF ALAMEDA**

**TENTATIVE AGREEMENT TO COUNTY PROPOSAL No. 11  
WORD PROCESSING DIFFERENTIAL**

**November 4, 2015**

The parties agree that within 60 days following adoption of the Memorandum of Understanding, SEIU represented employees receiving the word processing differential under Salary Ordinance Section 3-21.8 or 3-21.23 shall receive a one-time lump sum payment of \$1000.00.

The parties further agree that upon payment above, all SEIU employees shall no longer receive the word processing differential and any provisions of the Salary Ordinance pertaining to the word processing differential shall no longer apply to SEIU represented employees.

**FOR THE COUNTY**

Elyth Fleming  
Cynthia Baker  
\_\_\_\_\_  
\_\_\_\_\_

**FOR SEIU**

Amey M  
Paul Bay  
Blakely  
\_\_\_\_\_  
\_\_\_\_\_

**DATE:** 11/4/15

**DATE:** 11/4/15





COUNTY ADMINISTRATOR

1221 OAK STREET • SUITE 555 • OAKLAND, CALIFORNIA 94612 • (415) 272-0954

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. Schumann  
Nancy Reilly  
James J. Smalley

For the Unions:

Shirley White  
SEIU, Local 250  
WOOY JONES  
SEIU, Local 535  
Tom Abbott  
SEIU, Local 616

Signed and entered into this 19th day of November, 1987.

(81421)

ALAMEDA COUNTY BOARD OF SUPERVISORS  
MINUTE ORDER

The following action was taken by the Alameda County Board of Supervisors on 02/02/2016

Approved as Recommended  Other

Read titles, waived reading of ordinances in their entirety and adopted Ordinances O-2016-9 and O-2016-10

Unanimous  Chan:  Haggerty:  Miley:  Valle:  Carson:  -5

Vote Key: N=No; A=Abstain; X=Excused

Documents accompanying this matter:

Ordinance: O-2016-9, O-2016-10

Documents to be signed by Agency/Purchasing Agent:

File No. 29729

Item No. 10

Copies sent to:

Special Notes:



I certify that the foregoing is a correct copy of a Minute Order adopted by the Board of Supervisors, Alameda County, State of California.

ATTEST:  
Clerk of the Board  
Board of Supervisors

By: Rhoda Bailey  
Deputy

**COUNTY OF ALAMEDA**  
**PAYPERIOD CALENDAR**  
**2016**

<u>FROM</u>	<u>TO</u>	<u>PAYDAY</u>	<u>PAY PERIOD</u>
12/20/15	01/02/16	01/15/16	16-01
		<i>CHRISTMAS 12/25/15</i>	
01/03/16	01/16/16	01/29/16	16-02
		<i>NEW YEAR'S 01/01/16</i>	
01/17/16	01/30/16	02/11/16	16-03
		<i>MARTIN L. KING'S BIRTHDAY OBSERVED 01/18/16</i>	
01/31/16	02/13/16	02/26/16	16-04
02/14/16	02/27/16	03/11/16	16-05
		<i>LINCOLN'S BIRTHDAY 02/12/16</i>	
		<i>WASHINGTON'S BIRTHDAY OBSERVED 02/15/16</i>	
02/28/16	03/12/16	03/25/16	16-06
=====			
03/13/16	03/26/16	04/08/16	16-07
03/27/16	04/09/16	04/22/16	16-08
04/10/16	04/23/16	05/06/16	16-09
04/24/16	05/07/16	05/20/16	16-10
05/08/16	05/21/16	06/03/16	16-11
05/22/16	06/04/16	06/17/16	16-12
		<i>MEMORIAL DAY OBSERVED 05/30/16</i>	
=====			
06/05/16	06/18/16	07/01/16	16-13
06/19/16	07/02/16	07/15/16	16-14
07/03/16	07/16/16	07/29/16	16-15
		<i>INDEPENDENCE DAY 07/04/16</i>	
07/17/16	07/30/16	08/12/16	16-16
07/31/16	08/13/16	08/26/16	16-17
08/14/16	08/27/16	09/09/16	16-18
08/28/16	09/10/16	09/23/16	16-19
		<i>LABOR DAY OBSERVED 09/05/16</i>	
		<i>ADMISSION DAY 09/09/16 (*)</i>	
=====			
09/11/16	09/24/16	10/07/16	16-20
09/25/16	10/08/16	10/21/16	16-21
10/09/16	10/22/16	11/04/16	16-22
		<i>COLUMBUS DAY OBSERVED 10/10/16 (*)</i>	
10/23/16	11/05/16	11/18/16	16-23
11/06/16	11/19/16	12/02/16	16-24
		<i>VETERAN'S DAY 11/11/16</i>	
11/20/16	12/03/16	12/16/16	16-25
		<i>THANKSGIVING OBSERVED 11/24/16 AND 11/25/16</i>	
12/04/16	12/17/16	12/30/16	16-26

(\*) Not applicable to all employees, please refer to the applicable MOUs  
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**COUNTY OF ALAMEDA**  
**PAYPERIOD CALENDAR**  
**2017**

FROM	TO	PAYDAY	PAY PERIOD
12/18/16	12/31/16	01/13/17	17-01
		CHRISTMAS OBSERVED 12/26/16	
01/01/17	01/14/17	01/27/17	17-02
		NEW YEAR'S OBSERVED 01/02/17	
01/15/17	01/28/17	02/10/17	17-03
		MARTIN L. KING'S BIRTHDAY OBSERVED 01/16/17	
01/29/17	02/11/17	02/24/17	17-04
02/12/17	02/25/17	03/10/17	17-05
		LINCOLN'S BIRTHDAY OBSERVED 02/13/17	
		WASHINGTON'S BIRTHDAY OBSERVED 02/20/17	
02/26/17	03/11/17	03/24/17	17-06
=====			
03/12/17	03/25/17	04/07/17	17-07
03/26/17	04/08/17	04/21/17	17-08
04/09/17	04/22/17	05/05/17	17-09
04/23/17	05/06/17	05/19/17	17-10
05/07/17	05/20/17	06/02/17	17-11
05/21/17	06/03/17	06/16/17	17-12
		MEMORIAL DAY OBSERVED 05/29/17	
06/04/17	06/17/17	06/30/17	17-13
=====			
06/18/17	07/01/17	07/14/17	17-14
07/02/17	07/15/17	07/28/17	17-15
		INDEPENDENCE DAY 07/04/17	
07/16/17	07/29/17	08/11/17	17-16
07/30/17	08/12/17	08/25/17	17-17
08/13/17	08/26/17	09/08/17	17-18
08/27/17	09/09/17	09/22/17	17-19
		LABOR DAY OBSERVED 09/04/17	
		ADMISSION DAY OBSERVED 09/08/17 (*)	
=====			
09/10/17	09/23/17	10/06/17	17-20
09/24/17	10/07/17	10/20/17	17-21
10/08/17	10/21/17	11/03/17	17-22
		COLUMBUS DAY OBSERVED 10/09/17 (*)	
10/22/17	11/04/17	11/17/17	17-23
11/05/17	11/18/17	12/01/17	17-24
		VETERAN'S DAY OBSERVED 11/10/17	
11/19/17	12/02/17	12/15/17	17-25
		THANKSGIVING OBSERVED 11/23/17 AND 11/24/17	
12/03/17	12/16/17	12/29/17	17-26

(\*) Not applicable to all employees, please refer to the applicable MOUs

Trnguyen 02/18/10

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**COUNTY OF ALAMEDA  
PAYPERIOD CALENDAR  
2018**

<u>FROM</u>	<u>TO</u>	<u>PAYDAY</u>	<u>PAY PERIOD</u>
12/17/17	12/30/17	01/12/18	18-01
		<i>CHRISTMAS 12/25/17</i>	
12/31/17	01/13/18	01/26/18	18-02
		<i>NEW YEAR'S 01/01/18</i>	
01/14/18	01/27/18	02/09/18	18-03
		<i>MARTIN L. KING'S BIRTHDAY OBSERVED 01/15/18</i>	
01/28/18	02/10/18	02/23/18	18-04
02/11/18	02/24/18	03/09/18	18-05
		<i>LINCOLN'S BIRTHDAY 02/12/18</i>	
		<i>WASHINGTON'S BIRTHDAY OBSERVED 02/19/18</i>	
02/25/18	03/10/18	03/23/18	18-06
=====			
03/11/18	03/24/18	04/06/18	18-07
03/25/18	04/07/18	04/20/18	18-08
04/08/18	04/21/18	05/04/18	18-09
04/22/18	05/05/18	05/18/18	18-10
05/06/18	05/19/18	06/01/18	18-11
05/20/18	06/02/18	06/15/18	18-12
		<i>MEMORIAL DAY OBSERVED 05/28/18</i>	
06/03/18	06/16/18	06/29/18	18-13
=====			
06/17/18	06/30/18	07/13/18	18-14
07/01/18	07/14/18	07/27/18	18-15
		<i>INDEPENDENCE DAY 07/04/18</i>	
07/15/18	07/28/18	08/10/18	18-16
07/29/18	08/11/18	08/24/18	18-17
08/12/18	08/25/18	09/07/18	18-18
08/26/18	09/08/18	09/21/18	18-19
		<i>LABOR DAY OBSERVED 09/03/18</i>	
=====			
09/09/18	09/22/18	10/05/18	18-20
		<i>ADMISSION DAY OBSERVED 09/10/18 (*)</i>	
09/23/18	10/06/18	10/19/18	18-21
10/07/18	10/20/18	11/02/18	18-22
		<i>COLUMBUS DAY OBSERVED 10/08/18 (*)</i>	
10/21/18	11/03/18	11/16/18	18-23
11/04/18	11/17/18	11/30/18	18-24
		<i>VETERAN'S DAY OBSERVED 11/12/18</i>	
11/18/18	12/01/18	12/14/18	18-25
		<i>THANKSGIVING OBSERVED 11/22/18 AND 11/23/18</i>	
12/02/18	12/15/18	12/28/18	18-26

(\*) Not applicable to all employees, please refer to the applicable MOUs

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**COUNTY OF ALAMEDA  
PAYPERIOD CALENDAR  
2019**

<u>FROM</u>	<u>TO</u>	<u>PAYDAY</u>	<u>PAY PERIOD</u>
12/16/18	12/29/18	01/11/19	19-01
		<i>CHRISTMAS 12/25/18</i>	
12/30/18	01/12/19	01/25/19	19-02
		<i>NEW YEAR'S 01/01/19</i>	
01/13/19	01/26/19	02/08/19	19-03
		<i>MARTIN L. KING'S BIRTHDAY OBSERVED 01/21/19</i>	
01/27/19	02/09/19	02/22/19	19-04
02/10/19	02/23/19	03/08/19	19-05
		<i>LINCOLN'S BIRTHDAY 02/12/19</i>	
		<i>WASHINGTON'S BIRTHDAY OBSERVED 02/18/19</i>	
02/24/19	03/09/19	03/22/19	19-06
=====			
03/10/19	03/23/19	04/05/19	19-07
03/24/19	04/06/19	04/19/19	19-08
04/07/19	04/20/19	05/03/19	19-09
04/21/19	05/04/19	05/17/19	19-10
05/05/19	05/18/19	05/31/19	19-11
05/19/19	06/01/19	06/14/19	19-12
		<i>MEMORIAL DAY OBSERVED 05/27/19</i>	
06/02/19	06/15/19	06/28/19	19-13
=====			
06/16/19	06/29/19	07/12/19	19-14
06/30/19	07/13/19	07/26/19	19-15
		<i>INDEPENDENCE DAY 07/04/19</i>	
07/14/19	07/27/19	08/09/19	19-16
07/28/19	08/10/19	08/23/19	19-17
08/11/19	08/24/19	09/06/19	19-18
08/25/19	09/07/19	09/20/19	19-19
		<i>LABOR DAY OBSERVED 09/02/19</i>	
=====			
09/08/19	09/21/19	10/04/19	19-20
		<i>ADMISSION DAY 09/09/19 (*)</i>	
09/22/19	10/05/19	10/18/19	19-21
10/06/19	10/19/19	11/01/19	19-22
		<i>COLUMBUS DAY OBSERVED 10/14/19 (*)</i>	
10/20/19	11/02/19	11/15/19	19-23
11/03/19	11/16/19	11/27/19	19-24
		<i>VETERAN'S DAY 11/11/19</i>	
11/17/19	11/30/19	12/13/19	19-25
		<i>THANKSGIVING OBSERVED 11/28/19 AND 11/29/19</i>	
12/01/19	12/14/19	12/27/19	19-26

(\*) Note applicable to all employees, please refer to the applicable MOUs

lguyen 021610 (032414)