

Memorandum of Understanding
between
County of San Mateo
and
American Federation of State,
County and Municipal Employees
(AFSCME)
Local 829, AFL-CIO
Service Employees International Union
(SEIU)
Local 521
Extra–Help Unit
(Covering Extra-help, Seasonal/Periodic, Relief
and Limited Term Employees)

January 23, 2022 – October 5, 2024

AFSCME & SEIU
EXTRA-HELP
MEMORANDUM OF UNDERSTANDING

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MEMORANDUM OF UNDERSTANDING

Local 829, American Federation of State, County and Municipal Employees, AFL-CIO, Local 521, Service Employees International Union, and representatives of the County of San Mateo have met and conferred in good faith regarding wages, hours and other terms and conditions of employment of extra-help employees in the representation units listed in Section 1, have exchanged freely information, opinions and proposals and have endeavored to reach agreement on all matters relating to the employment conditions and employer-employee relations of such employees.

This Memorandum of Understanding is entered into pursuant to the Meyers-Milias-Brown Act (Government Code Sections 3500-3510) and has been jointly prepared by the parties.

Section 1. Recognition

Local 829, American Federation of State, County, and Municipal Employees, AFL-CIO, hereinafter referred to as the "Union" or "AFSCME 829", is the recognized employee organization for extra-help in the classifications listed in Exhibit A, as certified by the State Mediation and Conciliation Service in a letter dated July 18, 2005.

Local 521, Service Employees International Union, hereinafter referred to as the "Union" or "SEIU 521", is the recognized employee organization for extra-help in the classifications listed in Exhibit B, as certified by the State Mediation and Conciliation Service in a letter dated July 18, 2005.

Section 2. Union Security

The Union agrees that it has the duty to provide fair and non-discriminatory representation to all employees in all classes in the units for which this section is applicable regardless of whether they are members of the Union.

2.1 Reinstatement

An extra-help employee who is separated from the representation unit shall be reinstated upon the return of the extra-help employee to the representation unit, including seasonal employees who are separated and return the following season. For the purpose of this Section, the term separation includes transfer out of the representation unit, FMLA leave, workers comp absence and any leave of absence with or without pay.

2.2 Payroll Deduction

The Union shall have the dues of its members within a representation unit deducted from employees' paychecks under procedures prescribed by the County Controller for such deductions. The deduction shall be made only after the Union certifies to the County a list of employees who have authorized such deductions. Where the County receives employee requests to cancel or change deductions, the County will direct employees to the Union. The Human Resources Department and the Controller's Office will work to provide that dues deductions are promptly terminated when an extra-help employee transfers out of union representation through a change in classification or status.

Extra-help employees may voluntarily elect to have contributions deducted from their paychecks under procedures prescribed by the County Controller for the PEOPLE Fund (AFSCME) and the COPE Fund (SEIU).

2.3 County Obligations

- A. All dues and PEOPLE/COPE deductions shall be transmitted to AFSCME Local 829 or SEIU Local 521 in an expeditious manner.
- B. All transmittal checks shall be accompanied by documentation which denotes the extra-help employee's

name, employee's number, amount of deduction (including PEOPLE/COPE) and member status.

2.4 Forfeiture of Deduction

If, after all other involuntary and insurance premium deductions are made in any pay period, the balance is not sufficient to pay the deduction of Union dues or charity fee required by this Section, no such deduction shall be made for the current pay period.

2.5 Hold Harmless

The Union shall indemnify, defend, and save the County harmless against any and all claims, demands, suits, orders, or judgments, or other forms of liability or damages that arise out of or by reason of this union security Section, or action taken or not taken by the County under this Section. This includes, but is not limited to, the County's attorney's fees and costs.

2.6 Communications with Extra-Help Employees

The Union shall be allowed by a County department, in which it represents extra-help employees, use of a designated bulletin board space for communications having to do with official organization business. The department involved and/or Employee and Labor Relations will investigate problems that the Union identifies with respect to use of these bulletin boards.

The Union may distribute materials to extra-help employees within the unit it represents through County mail and email distribution channels if approved by Employee and Labor Relations. This privilege may be revoked in the event of abuse after Employee and Labor Relations consults with representatives of the Union. The content of any materials distributed to employees shall not relate to political activity or violate existing County policies. Employees shall not prepare Union-related emails during County work time without first obtaining approved release time.

Any representative of the Union shall give notice to Employee and Labor Relations at least twenty-four (24) hours in advance when contacting departmental extra-help during the duty period of extra-help employee, provided that solicitation for membership or other internal employee organization business shall be conducted only during the non-duty hours of all employees concerned. Pre-arrangement for routine contact may be made by agreement between the Union and the department head and when made shall continue until revoked.

2.7 Use of County Buildings

County buildings and other facilities may be made available for use by County extra-help employees or the Union or its representatives in accordance with such administrative procedures as may be established by the County Executive or department heads concerned.

2.8 Advance Notice

Except in cases of emergency as provided below in this subsection, the Union, if affected, shall be given reasonable advance written notice of any ordinance, resolution, any new or permanent or temporary change to a County policy, rule or regulation directly relating to matters within the scope of representation proposed to be adopted by the County, and shall be given the opportunity to meet with the appropriate management representatives prior to adoption.

In cases of emergency when the foregoing procedure is not practical or in the best public interest, the County may adopt or put into practice immediately such measures as are required. At the earliest practicable date thereafter the Union shall be provided with the notice described in the preceding paragraph and be given an opportunity to meet with the appropriate management representatives.

2.9 New Employee Orientation

The County and the Unions shall continue to work on best practices to ensure labor access to new employees for the purpose of educating them on their representation opportunities. Toward that goal, the County shall administer an opportunity for the Union to meet with new employees as follow:

All new employees are encouraged to attend the first new employee benefits orientation following the commencement of their employment. New Employee Benefits Orientation is scheduled for every other week, and the Unions will have up to thirty (30) minutes at the same time as the regular unit orientation of each session to provide information regarding its organization to its represented employees and members.

For employees who do not attend a benefits orientation within the first month of their employment, the Union may schedule, at the supervisor's discretion, up to thirty (30) minutes with each employee to meet directly with them to provide information. Release Time requested for this activity will be reviewed and approved by Employee & Labor Relations under normal Release Time processes.

2.10 Employee Roster

The County shall include extra-help employees on lists which provide information regarding additions and deletions to the Union's bargaining units, as well as which extra-help employees were having Union dues withheld from their pay checks as of the date the roster was prepared.

The County shall supply to the Union on a biweekly electronic and sortable data processing run of the names, classifications, work locations, work, home, and personal cellular telephone numbers on file with the County, personal email addresses on file with the County, and home addresses on file with the County of all employees in the units represented by the Union. For extra-help employees hired sixty (60) days following the adoption of this Agreement, hours listed will include only hours worked in an extra-help, rather than regular, capacity, except for persons who fluctuate between regular and extra-help status during the course of their County employment. The County shall notify the Union of extra-help employees who are on an unpaid status in excess of twenty-eight (28) days.

Such lists shall be supplied without cost to the Union, provided that Union-requested changes to the report will be charged to the Union.

2.11 Third Party Notification

The County acknowledges the Unions' standing information request for notification in the event the County receives a Public Records Act request for bargaining unit contact information. The County will notify the applicable Union of any such requests that are submitted to Human Resources.

Section 3. Union Stewards and Official Representatives

The County and Unions agree that professional, productive, and positive labor relations can be accomplished when Union and County representatives work together to support the services we provide to the public. To support this philosophy, the parties have agreed to the provisions regarding attendance at meetings and handling of meetings. Paid release time is intended to support the collaboration and cooperative spirit of labor relations by ensuring that Union members have access to resources designed to help support their continued success as public employees and that Union leads have an opportunity to work together to support the success of their members.

3.1 Attendance at Meetings

Extra-help employees who are official representatives or Stewards of the Union shall be given reasonable time off with pay, including reasonable travel time, during attendance at a formal meet and confer session, consultation with

management representatives on matters within the scope of representation, or being present at hearings where matters within the scope of representation are being considered, to testify or appear as the designated representative of the Union in settlement conferences, hearing, or other proceedings before PERB, in matters relating to an unfair practice charge, or to testify or appear as the designated representative of the Union in matters before the Civil Service Commission, when the time spent coincides with their pre-scheduled work day/shift. The use of official time for this purpose shall be reasonable and shall not interfere with the performance of County services as determined by the County. Such representatives or stewards shall submit written requests for excused absences to Employee and Labor Relations at least two (2) working days prior to the scheduled meeting whenever possible.

Except by agreement with Employee and Labor Relations, the number of extra-help employees excused for such purposes shall not exceed one (1) per Union.

3.2 Successor MOU Negotiations

Extra-help employees who are official representatives or Stewards of the Union shall be given reasonable time off with pay, including reasonable travel time, during attendance for formal contract negotiations on successor MOU's. The number of extra-help employees excused for such purposes shall not exceed four (4) per Union.

Paid release time for formal negotiations shall not be provided for stewards who are not extra-help to represent extra-help employees, other than (a) a maximum of one regular employee from each Union, and (b) a representative or steward who moves from extra-help to regular status during a given set of negotiations shall continue to be provided paid release time for those negotiations.

If any extra-help employee's request for excused absence is not approved, such disapproval shall be subject to appeal to the Human Resources Director whose decision shall be final.

The Union shall be allowed up to 35 hours of unpaid release time per calendar year for official representatives and stewards to conduct necessary internal union business. Requests for time shall be made to the extra-help employee's department head at least fourteen (14) days in advance.

Extra-help shop stewards working P.M. shifts shall be provided with two (2) hours of unpaid release time each month to attend Steward Council Meetings, not to exceed four (4) times per year. It is acknowledged that San Mateo Medical Center Administration will attempt to provide such release time, but that each instance must be considered on a case-by-case basis and the County shall not unreasonably deny requests.

Any denial of requested time off may be appealed to the Director of Human Resources, whose decision shall be final. All approved release time will be coded appropriately on the employee's timecard using pay code RTE. Time spent in meetings with the County on matters listed in Section 3, which occur outside of the employee's regular work schedule, is not compensable. Employees should not code release time for such time when the employee is not scheduled to work.

Paid release time is authorized for the following activities:

- Posting Union Notices in County designated/authorized locations;
- Transmitting communications authorized by the Local Union or its Officers to the County or their representative;
- Attending Labor-Management meetings;
- Meetings with County management concerning the enforcement of any provision of this Agreement or matters within scope of representation;
- Investigating and processing grievances;

- Attending Union meetings.

Paid release time is not authorized to be used for:

- Distributing political information or advocating support for political candidates, ballot initiatives, or other legislation;
- Conducting membership drives or soliciting membership from other County employees or applicants;
- Any activity that is precluded by law or County policy as a conflict of interest, or that may be perceived as a conflict of interest based on the employment of the individual by the County;
- Any political activity, that is prohibited by law or County policy, of public employees during the course and scope of their employment;
- Personal use of County paid release time on non-Union or labor relations matters.

3.3 Handling of Grievances

The Union shall designate a reasonable number of extra-help Stewards to assist in resolving grievances. The designation will depend on such circumstances as geographical locations, hours of employment, and departmental organizational structure. The Union shall notify the Director of Human Resources in writing of the individuals so designated. Alternates may be designated to perform steward functions only during the absence or unavailability of the stewards except by mutual agreement of the parties.

Extra-help stewards may be relieved from their assigned work duties by their supervisors to investigate and process grievances initiated by other extra-help employees within the same representation unit. Requests for release time shall not be denied unreasonably. Extra-help stewards shall promptly report to the Union any grievances which may arise and cannot be adjusted on the job. Supervisory extra-help employees shall not represent non-supervisory extra-help employees in a grievance procedure where such activity might result in a conflict of interest. If an extra-help steward is relieved from their duties to investigate and process a grievance, other stewards shall not be released for that grievance.

Whenever an extra-help employee is required to meet with a supervisor and the extra-help employee reasonably anticipates that such meeting will involve questioning leading to disciplinary action, they shall be entitled to have a steward present if they so request. Only one (1) steward may attend such meetings. It is not the intention of this provision to allow the presence of a steward during the initial discussion(s) of an extra-help employee's performance evaluation.

Section 4. No Discrimination

There shall be no discrimination because of sex, pregnancy, childbirth, breastfeeding or related medical conditions, race, veteran status, religion (including religious dress), color, national origin or ancestry, physical or mental disability, medical condition, marital status, age, gender (including gender identity and gender expression), sexual orientation, use of family medical leave, genetic testing, or any other basis protected by federal or state law or County Ordinance, or legitimate union activities against any extra-help employee (including limited term) or applicant for employment by the Union or by the County or by anyone employed by the County; and to the extent prohibited by applicable state and federal law, there shall be no discrimination against any disabled person solely because of such disability unless that disability prevents the person from adequately performing the essential duties of the position.

Section 5. Salaries

5.1 Salary Ranges

The rates of pay set forth in the Exhibits represent for each classification the standard hourly rate of pay as of May 14,

2023. Salary adjustments for extra-help shall occur at the time and in the same percentage of general salary and equity adjustments for parallel regular classifications. Salary adjustments for extra-help in classifications for which there is no parallel regular classification shall occur at the time and in the same percentage of the general salary adjustments.

The rates of pay set forth in the Exhibits represent the total compensation due extra-help, except for overtime compensation and other benefits specifically provided for by the Board of Supervisors or by this Memorandum of Understanding.

The rates of pay set forth in the Exhibits do not include reimbursement for actual and necessary expenses for traveling, subsistence, and general expenses authorized and incurred incident to County employment.

Effective the first full pay period following Unions' ratification and Board of Supervisors' adoption of a successor MOU in 2023, extra help employees in active paid status as of the date of payment will receive a lump sum payment as a non-discretionary incentive to ratify the agreement, prorated using a tiered approach of FTE equivalent for the 22/23 fiscal year, as follows:

- Each employee in active paid status as of the date of payment who has worked between 0.9 FTE and 1.0 FTE will receive a lump sum payment of two thousand dollars (\$2,000)
- Each employee in active paid status as of the date of payment who has worked between 0.5 FTE and 0.89 FTE will receive a lump sum payment of one thousand dollars (\$1,000)
- Each employee in active paid status as of the date of payment who has worked between 0.25 FTE and 0.49 FTE will receive a lump sum payment of five hundred dollars (\$500)

For the purpose of the above proration, 1.0 FTE is equal to 2,080 hours in a fiscal year. The above FTE status will be determined based on actual hours worked in the 22/23 fiscal year. It is the intent of the parties that the lump sum payments will not be treated as salary or wages, as the payments are not provided as compensation for hours of employment or longevity pay. The lump sum payments will not be included in overtime/regular rate of pay calculations, and there will be no roll up effect of the lump sum payments. The County will withhold taxes from lump sum payments in accordance with federal and state requirements.

5.2 Entrance Salary

Except as herein otherwise provided, the entrance salary for a new extra-help employee entering County service shall be the minimum salary for the class to which they are appointed. When circumstances warrant, the Director of Human Resources may, upon recommendation of the department head, approve an entrance salary which is more than the minimum salary. The Director of Human Resource's decision shall be final. Such a salary may not be more than the maximum salary for the class to which that extra-help employee is appointed.

5.3 Salary Step Increases

Extra-help employees shall be considered by the appointing authority for advancement to the next higher step in the salary schedule for their respective classes based on hours served in that classification as defined below. All increases shall be effective as described below. Salary range adjustments for a classification will not set a new salary advancement hours balance for extra-help employees serving in that classification.

Hours of Service Necessary for Step Increases:

After completion of one thousand forty (1040) regular hours satisfactory service in Step A of the salary schedule, and upon recommendation of the appointing authority, the extra-help employee shall be advanced to the next higher step in the salary schedule for the classification. If an extra-help employee is appointed at a step higher than the first step of the

salary range for that classification, the first merit increase shall be after completion of two thousand eighty (2080) regular hours of satisfactory service.

- (1) After the completion of two thousand eighty (2080) regular hours satisfactory service in each of the salary steps above A, and upon recommendation of the appointing authority, the extra-help employee shall be advanced to the next higher step in the salary schedule for the classification until the top of the range is reached.
- (2) If an extra-help employee completes the one thousand forty (1040) or two thousand eighty (2080) hours in the middle of a pay period, the extra-help employee shall be eligible for an increase as follows:
 - if the merit increase period is completed during the first week of a pay period, the increase will be made effective with the start of the then current pay period.
 - if the merit increase period is completed during the second week of a pay period, the increase will be made effective with the start of the next pay period.
- (3) If an operating department verifies in writing that an administrative or clerical error was made in failing to submit the documents needed to advance an extra-help employee to the next salary step on the first pay period when eligible, said advancement shall be made retroactive to the first pay period when eligible (i.e. upon completion of required hours of service and recommendation of appointing authority). Within two (2) pay periods of the manager's discovery of the issue, the manager will submit the documents to advance the employee to the next step. This section also applies to fully flexibly staffed promotions in which case the advancement shall be made retroactive to the first pay period when approved by the appointing authority.

5.4 Flexibly-Staffed Series

Upon recommendation of the department head, an extra-help employee hired into the entry level of a flexibly-staffed series may advance to the journey level within that series based on length of service, satisfactory performance, and ability to meet minimum requirements of the higher class.

5.5 Salary Step When Salary Range is Revised

Whenever the salary range for a class is revised, each incumbent in a position to which the revised schedule applies shall remain at the same step as in the previous range, unless otherwise specifically provided by the Board of Supervisors.

5.6 Salary Step After Entering a Higher-Paying Extra-Help Classification

When a currently employed extra-help employee takes an extra-help opportunity in a higher-paying classification without a break in service and at the time is receiving a base salary equal to, or greater than, the minimum base rate for the higher classification, that extra-help employee shall be entitled to the next step in the salary schedule of the higher classification which is at least one step above the rate they have been receiving, except that the next step shall not exceed the maximum salary of the higher classification.

A break in service is defined as twenty-eight (28) consecutive calendar days during which the extra-help employee was not in a pay status, except where the absence from pay status was due to an approved leave of absence or a period during which the extra-help employee would not normally be scheduled to work.

5.7 Salary Step After Entering a Lower-Paying Extra-Help Classification

When a currently employed extra-help employee takes an extra-help opportunity in a lower-paying classification, that extra-help employee's compensation shall be adjusted to the salary prescribed for the lower-paying classification, and the specific rate of pay within the range shall be determined by the Director of Human Resources, whose decision shall be

final.

If an extra-help employee is hired into an extra-help classification they previously held, the extra-help employee shall be placed at the same step in that classification which the extra-help employee held last.

5.8 Salary Step Defined

For purposes of salary administration in this contract a step is defined as 5.74%.

Section 6. Days and Hours of Work

The appointing authority shall fix the hours of work with due regard for the convenience of the public and the laws of the State and the County. Extra-help employees shall work such hours and schedules as the Board and the appointing authority shall prescribe.

It is understood that extra-help employees are not entitled to a particular shift or schedule and are subject to daily cancellation. An extra-help employee whose assignment is cancelled shall be provided at least two (2) hours' notice before the beginning of the scheduled shift. Should at least two (2) hours' notice not be provided, the extra-help employee shall be "floated" for a minimum of half of the scheduled shift, based on the needs of the department. Alternatively, the extra-help employee may choose to waive the guaranteed "floating" work hours and its requisite compensation.

Except as provided below, the regular workweek shall consist of forty (40) hours within a seven (7) day workweek which begins Sunday morning at 12:00 a.m. and ends Saturday night at 11:59 p.m.

For employees working a 9/80 work schedule (with a regular day off every other week) each employee's designated work week shall begin exactly four (4) hours after the start of their eight (8) hour shift on the day of the week that corresponds to the employee's alternating regular day off.

Section 7. Overtime

7.1 Authorization

All compensable overtime must be authorized by the department head or their designated representative in advance of being worked. If prior authorization is not feasible because of emergency conditions, a confirming authorization must be made on the next regular working day following the date on which the overtime was worked. Overtime worked must be in the job classification in which the person provides extra-help services, or in a classification for which the extra-help employee is authorized higher pay for work in a higher classification.

7.2 Definition

Except as otherwise provided by Charter, any authorized time worked in excess of 40 hours in the workweek shall be considered overtime and shall be compensable at the rate of one and one-half (1-1/2) times the overtime worked. Extra-help employee shall be paid at the overtime rate after having worked forty hours during their normal workweek, which is a fixed and regularly recurring period of seven consecutive twenty-four hour periods.

The smallest increment of working time that may be credited as overtime is six (6) minutes. Portions of six (6) minutes worked at different times shall not be added together for the purpose of crediting overtime. If an employee works three minutes or less of the next tenth, the employee should round down. For example, if an employee whose normal work schedule ends at 5:00 p.m. works until 5:03 p.m., the employee should round down and not report the additional three minutes. An employee who works in excess of three (3) minutes of the next tenth should round up to the next tenth. For example, if an employee whose normal work schedule ends at 5:00 p.m. works until 5:04 p.m., the employee should report

an additional tenth of an hour of time worked. Overtime shall be calculated from the employee's base pay only unless monetary payment at a different rate is prescribed for an employee covered by the Fair Labor Standards Act.

7.3 Work Groups

The Director of Human Resources shall allocate all job classifications to the following described work groups for purposes of determining categories of extra-help to be compensated by monetary payment. The decision of the Director of Human Resources shall be final; provided, however, that prior to changing the work group of an existing classification covered by this Memorandum of Understanding the Director of Human Resources shall notify the Union of the contemplated change and if requested, discuss with the Union the reasons for the work group change.

- (1) Work Group 1: All extra-help employees covered by the Fair Labor Standards Act shall be allocated to Work Group 1. Extra-help employees in Work Group 1 shall be compensated for overtime worked by monetary payment only. All monetary payments for overtime must be paid not later than the next biweekly payroll following the pay period in which the overtime was worked.
- (2) Work Group 2: Extra-help employees in Work Group 2 shall not be assigned work beyond forty (40) hours in a workweek.

Note: Work Groups 3 and 4 pertain to employees not covered by this Memorandum of Understanding.

- (3) Work Group 5: Extra-help employees in Work Group 5 are exempted from the Fair Labor Standards Act and shall be compensated for overtime worked by monetary payment only.

Notwithstanding the allocation of job classifications to work groups, any extra-help employee covered by the Fair Labor Standards Act shall be compensated in accordance with the Act.

Should the County, through some future Federal ruling, be exempted from the Fair Labor Standards Act, the County shall then revert to the base rate for the computation of overtime.

7.4 Out of Town Weekend Work Assignments

Any extra-help employee who is assigned work that requires them to be out of town overnight on one (1) or more weekend days shall be compensated as follows:

- (1) Fifty dollars (\$50.00) per day for each weekend day (Saturday and/or Sunday) the extra-help employee is out of town; and
- (2) Regular and/or overtime compensation as provided in this section for each hour actually worked during such assignments, subject to the usual pre-approval requirements; and
- (3) Travel time for such assignments shall be compensated at actual time traveled, portal-to-portal. If such travel time results in actual time worked of more than forty (40) hours per week, then such time shall be paid pursuant to the provisions of Overtime set forth in Section 7 of this MOU.

Section 8. Shift Differential

8.1 Definition

Shift differential pay, for the purpose of this Section, is defined as pay at a rate which is one step above the extra help employee's base pay in the salary range for their classification. If the base pay is at the top step, shift differential pay shall be computed at one step above such base pay.

8.2 Applicable Shifts

Effective no later than within the first three pay periods following Board of Supervisors' adoption of a successor MOU in 2019, for all extra help employees (excluding extra help employees in the classifications of Shelter Care Counselors (Family Care Workers) and Transportation Officers), shift differential will be paid at shift differential rates for all hours worked between 6:00 pm and 6:00 am, excluding those on alternate work schedules, regardless of when shift begins.

Effective no later than within the first three pay periods following Board of Supervisors' adoption of a successor MOU in 2019, for extra help employees in the classifications of Shelter Care Counselors (Family Care Workers) and Transportation Officers who are regularly assigned to work a shift of eight (8) hours or more which starts after 11:59 a.m. and before 1:01 a.m. shall be paid at shift differential rates for all hours worked during such shift.

To be eligible for shift differential, such shifts must be approved by the Department Head or designee. Time worked on a flexible schedule requested by the employee and approved by the supervisor shall not be eligible for shift differential.

8.3 Split Shifts

A split shift shall be defined as a daily work schedule that is interrupted by non-paid, non-working periods established by the County, other than bonafide rest or meal periods.

Effective no later than within the first three pay periods following Board of Supervisors' adoption of a successor MOU in 2019, extra-help employees who are assigned to, and work, a split shift as defined in this Section shall be paid a minimum of one (1) hour of pay at the California state minimum wage, in addition to the shift differential described in Section 8.2 where applicable.

For Shelter Care Counselors (Family Care Workers) and Transportation Officers who work a split shift, hours worked before 11:59 am shall not be combined with hours worked after 11:59 am in order to achieve the requisite eight (8) hours for shift differential pay.

Where shift differential is paid, it will only be paid for actual hours worked, not for the additional one (1) hour of pay at the California state minimum wage.

Section 9. On-Call Duty

9.1 Assignment of On-Call Work

Extra-help employees shall not be placed in an on-call status except for hard-to-fill classifications working in units that are required to maintain on-call coverage. In order to approve an extra-help employee to be placed in an on-call status, the Department Head must request written authorization from the Director of Human Resources, and the extra-help employee may not be assigned to an on-call status until written authorization is received.

9.2 Applicable Pay Rates

Extra-help employees who are authorized to be placed in an on-call status, shall be paid the hourly equivalent on-call rate applicable for their classification in the regular service, during the time in which they are required to be in an on-call status. Extra-help employees in an on-call status who are required to physically report to work shall be compensated at the time and one half rate of pay (1 1/2 time) for a minimum of three (3) hours as "call back-pay". Extra-help employees receiving "call-back pay" shall not be entitled to "on-call" pay simultaneously. Full time employees required by their supervisor to conduct work via a remote connection (telephone or computer) during off-duty hours shall receive overtime pay for a minimum of thirty (30) minutes and any additional actual time worked rounded up to the nearest six-minute increment. Part time employees will receive compensation for work via a remote connection during off-duty hours in accordance with

hours worked within the workweek.

Section 10. Mileage Reimbursement Policy

10.1 General

Except where indicated below, the County does not reimburse extra-help for home to work and work to home travel. Any disputes concerning the interpretation or application of the mileage reimbursement policy shall be referred to the Director of Human Resources, whose decision shall be final. As soon as practicable after notification is received from the IRS of a change in its allowable mileage rate, the County shall increase its rate to coincide with that set by the IRS.

10.2 Definition of Work Location:

The County facility(ies) or designated area(s) within the County where an extra-help employee reports when commencing their assigned functions. An extra-help employee is entitled to mileage reimbursement under the conditions specified below:

- (1) Once an extra-help employee arrives at their assigned work location, any subsequent work related travel in the extra-help employee's own vehicle shall be eligible for mileage reimbursement.
- (2) Travel to Trainings and Conferences
 - (a) If an extra-help employee uses their own vehicle for travel to and from any required training program or conference, the extra-help employee shall be entitled to mileage reimbursement for all miles traveled unless the extra-help employee is leaving directly from their residence, in which case the total shall be less the normal mileage to or from the extra-help employee's assigned work location.
 - (b) If an extra-help employee uses their own vehicle for travel to and from any optional work-related training program or conference the extra-help employee may, with department head approval, be eligible for mileage reimbursement up to the limits specified in paragraph "a" above.

Any exceptions to the above policy may be considered on a case-by-case basis by the Director of Human Resources, whose decision shall be final.

Section 11. Seasonal Positions - Right to Return

Extra-help employees in the classifications of Park Aide, Pest Detection Specialist, and Election Technician shall have the right to return as extra-help in the same classification the next season, under the following conditions:

- (1) Extra-help opportunities are available;
- (2) The employee has performed satisfactorily;
- (3) The employee has had no interim criminal convictions that are in conflict with the classification; and
- (4) The employee meets the qualifications for the classification.

Section 12. Holidays

12.1 The holidays for the County are:

- | | |
|---|---------------------------------------|
| (1) January 1 | (New Year's Day) |
| (2) Third Monday in January | (Martin Luther King, Jr's Birthday) |
| (3) Third Monday in February | (Washington's Birthday) |
| (4) Last Monday in May | (Memorial Day) |
| (5) June 19 | (Juneteenth) |
| (6) July 4 | (Independence Day) |
| (7) First Monday in September | (Labor Day) |
| (8) Second Monday in October | (Columbus Day/Indigenous Peoples Day) |
| (9) November 11 | (Veterans Day) |
| (10) Fourth Thursday in November | (Thanksgiving Day) |
| (11) Friday following Thanksgiving Day | |
| (12) December 25 | (Christmas) |
| (13) Every day appointed by the President of the United States or the Governor of the State of California to be a day of public mourning, thanksgiving, or holiday. The granting of such holidays shall be discretionary with the Board of Supervisors. | |

If the legislature or the Governor appoints a date different from the one shown above for the observance of one of these holidays, then San Mateo County shall observe the holiday on the date appointed by the Legislature or the Governor.

In the event a County department temporarily closes or adopts minimal staffing on Winter Recess Days, an extra help employee may request, and may be assigned, to work if the employee's manager identifies alternate, available work within the employee's classification with appropriate supervision.

If one of the holidays listed above falls on Sunday, the holiday will be observed on a Monday. In County facilities where there is 24-hour per day coverage, employees in those facilities working such coverage shall observe holidays on the actual day of the holiday.

12.2 Holiday Pay

- (1) Extra-help employees who work on a holiday shall be compensated for such time worked at the rate of one and one-half (1 1/2) times the straight-time rate as provided in the Overtime Section of this MOU for their work group.
- (2) Extra-help employees who work their scheduled day immediately before and after a holiday, but do not work on the holiday itself, shall receive holiday pay at straight time for the holiday in the amount equal to:

- One-half of the normal hours worked per day by the extra help employee over the preceding two pay periods up to a maximum of four (4) hours holiday pay per holiday, or
 - If hours per day vary, one-half(1/2) of the daily average of normal hours worked over the preceding two pay periods up to a maximum of four (4) hours holiday pay per holiday.
- (3) For non-seasonal, Extra-Help Employees who have worked a minimum of two thousand eighty (2,080) continuous hours of extra-help work with the County without a break in service, and who work their scheduled day immediately before and after a holiday, but do not work on the holiday itself, shall receive holiday pay at straight time for the holiday in the amount equal to:
- The normal hours worked per day by the extra help employee over the preceding two pay periods up to a maximum of eight (8) hours holiday pay per holiday, or
 - If hours per day vary, the daily average of normal hours worked over the preceding two pay periods up to a maximum of eight (8) hours holiday pay per holiday.

Subsections (2) and (3) do not apply to extra-help employees who work the holiday.

Section 13. Promotional Opportunities for Extra Help Applicants

13.1 Eligibility to Apply for County Recruitments

Extra Help employees with a minimum of one thousand forty (1,040) continuous hours of service, defined as no break in service of greater than twenty-eight (28) consecutive calendar days referenced in Section 5.6, are eligible to apply in recruitments designated as:

- Department Only
- County Promotional Only
- Open and Promotional
- Open

13.2 Promotional Points

For ranking purposes, Extra Help Employees with one thousand forty (1,040) hours of continuous service will receive five (5) promotional points for Open and Promotional recruitments as afforded to regular employees.

13.3 Career Opportunities Program

The purpose of the Career Opportunities Program is to provide current employees with opportunities to promote, transfer, or change careers within the County in a way that is fair, competitive, easily understandable, efficient and appropriate to the County's needs. Investing in and utilizing talents of its employees will enhance the performance of the organization.

13.4 Career Development Committee

Effective the first pay period following Board of Supervisors' approval of a successor MOU in 2019, one representative from the SEIU Extra Help unit and one representative from the AFSCME Extra Help unit may participate in the CDP Committee. The CDP Committee will continue meeting on a quarterly basis during the term of this agreement to address training and development activities to enable employees to improve knowledge, skills and abilities in order to achieve promotional and regular employment eligibility. Release Time requested for both Extra Help representatives to attend CDP Committee meetings will be reviewed and approved by Employee

& Labor Relations under normal Release Time processes.

13.5 Learning Management System (LMS) Training

An Extra Help employee who has worked at least one thousand forty (1,040) hours of service with the County may participate in the following County LMS Training classes:

- (1) "Nuts and Bolts of Applying for a County Position," and
- (2) "Presenting Yourself Effectively in a Civil Service Interview Process,"

or the successor classes, upon request. Training shall occur on paid County time, subject to the advance approval of the Department manager. An employee may request, and the Department manager or designee may agree, to substitute a different LMS Training class for one or both of the afore-mentioned classes. Upon advance approval of the Department manager or designee, Extra Help employees may attend additional LMS trainings related to the employee's current assignment and/or career development for other County opportunities on paid County time.

Section 14. Sick Leave

14.1 Accrual

Extra-help employees, excluding limited term employees, do not accrue sick leave credits.

Upon working thirty (30) days within one (1) year of beginning employment and on an annual basis thereafter for the period of continued employment, the employer shall grant each employee thirty six (36) hours or the equivalent of three (3) regularly scheduled shifts of paid sick leave. Subsequent to the date adopted by the Board of Supervisors for the successor MOU, twelve (12) sick leave hours will be loaded into the leave bank for eligible employees.

Unused sick leave shall expire at the end of the fiscal year upon receipt of the new, annual allocation or failure to return to employment.

14.2 Usage

Employees may use accrued sick leave beginning on the ninetieth (90th) day of employment.

Employees may use up to thirty-six (36) hours or up to the equivalent of three (3) regularly scheduled shifts of sick leave in a twelve (12) month period, for the following purposes:

- (1) Diagnosis, care, or treatment of an employee's existing health condition of, or preventive care or required medical or dental care or consultation;
- (2) Diagnosis, care, or treatment of an existing health condition of, or preventive care for, an employee's immediate family member which includes parent, child, person for whom the employee is a legal guardian, spouse, registered domestic partner, parent-in-law, sibling, step children, grandchildren or grandparents; or
- (3) For an employee who is a victim of domestic violence, sexual assault, or stalking, the purposes described in Labor Code section 230(c) and Labor Code Section 230.1(a) to:
 - (a) Obtain or attempt to obtain a temporary restraining order or other court assistance to help ensure the health safety or welfare of the employee or their child; or
 - (b) Obtain medical attention or psychological counseling; services from a shelter, program or crisis center; or participate in safety planning or other actions to increase safety.
- (4) The employee's preparation for or attendance at the funeral of a member of the immediate family. For the purpose of preparation for or attendance at a funeral, immediate family also includes son-in-law, daughter-in-

law, grandparent-in-law, and sibling-in-law.

14.3 Procedures for Requesting and Approving Sick Leave

When the requirement for sick leave is known to the employee in advance of their absence, the employee shall request authorization for sick leave at such time, in the manner hereinafter specified. In all other instances, the employee shall notify their supervisor as promptly as possible by telephone or other means.

The department head may require a physician's statement from an employee who applies for sick leave. The department head may make whatever investigation into the circumstances of an employee's request for sick leave that appears warranted before taking action on the request.

14.4 Accounting for Sick Leave

Sick leave may be used in increments of six (6) minutes.

14.5 Separation from and Reinstatement to County employment

Sick leave shall not be subject to cash out upon separation.

An employee's unused, accrued paid sick leave shall be reinstated at the time of re-hire so long as the employee resumes County employment within one (1) year of their previous separation from County employment.

An employee who is rehired within one (1) year of separation but did not work the requisite ninety (90) days during their previous employment shall be required to work the remaining number of days needed to meet the ninety (90) days of employment before using any reinstated accrued and unused paid sick leave.

14.6 Catastrophic Leave

Effective the first full pay period following Board of Supervisors' approval of a successor MOU in 2023, extra help employees may be permitted to participate in the catastrophic leave program.

Section 15. Vacation

15.1 Vacation Allowance

Effective the first full pay period following Board of Supervisors' approval of a successor MOU in 2023, applying only to hours earned prospectively, for every 2,080 hours worked, an extra help employee will be granted twenty-four (24) hours of vacation.

15.2 Vacation Schedule

The time at which employees shall be granted vacation time off shall be at the discretion of the appointing authority. Length of service and seniority of employees shall be given consideration in scheduling vacations and in giving preference as to vacation time. Written requests for vacation shall normally be approved or denied within one (1) calendar month of the appointing authority's receipt of the request, absent special circumstances. Special circumstances may include, but are not limited to, uncertainty regarding sufficient staffing coverage for the requested time off. In the event of special circumstances, within one (1) calendar month of receipt of the written request, the appointing authority shall notify the requesting employee that special circumstances exist.

15.3 Vacation Allowance for Separated Employees

When an employee is separated from County service, their remaining vacation allowance shall be added to their final compensation.

15.4 Vacation Credit Upon Hire Into Regular Service

Extra-Help employees, excluding limited term employees, do not accrue vacation credits.

If an extra-help employee is appointed to a regular position, such appointee shall receive credit for their extra-help period of service in computing accumulated vacation (up to a maximum accrual of fifty-two (52) bi-weekly pay periods) and sick leave, provided that no credit shall be given for service preceding any period of more than twenty-eight (28) consecutive calendar days in which they were not in a pay status, except where the absence from pay status was due to an approved leave of absence or a period during which the extra-help employee would not normally be scheduled to work.

Section 16. Bereavement Leave

For non-seasonal, Extra-Help Employees who have worked a minimum of two thousand eighty (2,080) continuous hours of extra-help work with the County without a break in service, and Limited Term Employees, the County will provide up to twenty-four (24) hours paid bereavement leave upon the death of an employee's parent, spouse, domestic partner, child (including through miscarriage or stillbirth), step-child, sibling, sibling-in-law, mother-in-law, father-in-law, grandparent, grandparent-in-law or grandchild.

Section 17. Voluntary Leaves of Absence Without Pay

17.1 General

Extra-help employees shall not be entitled to leaves of absence without pay as a matter of right, but only in accordance with the provisions of law and this Memorandum of Understanding. Unless otherwise provided, the granting of a leave of absence without pay also grants to the extra-help employee the right to return to a position in the same classification, or equivalent classification in the same department as they held at the time the leave was granted. The granting of any leave of absence without pay shall be based on the presumption that the extra-help employee intends to return to work upon the expiration of the leave.

17.2 Total Period of Leave

No leave of absence without pay, or combination of leaves of absence without pay, shall exceed the amount of time off allowed under the Family and Medical Leave Act (FMLA)/California Family Rights Act (CFRA), the Pregnancy Disability Leave Law (PDLL), and all other applicable laws, and provided the extra-help employee meets the eligibility criteria as set forth in these laws. Such leave will be granted if it is sufficiently substantiated by a licensed healthcare professional's statement.

17.3 Approval and Appeals

Initial action to approve or disapprove any leave of absence shall be by the extra-help employee's department head; however, leaves of absence of more than two (2) biweekly pay periods must also be approved by the Director of Human Resources. Denial of requested leave in whole or in part at the department head level may be appealed by the extra-help employee to the Director of Human Resources, whose decision shall be final.

17.4 Salary Adjustments

Any authorized absence without pay shall not be included in determining salary adjustment rights, based on the length of extra-help employment.

17.5 Absence Without Leave or Refusal of Leave or Failure to Return After Leave

Failure to report for duty after a leave of absence request has been disapproved, revoked, or canceled by the appointing authority, or at the expiration of a leave, shall be considered an absence without leave.

Section 18. Review of Extra Help Assignments

18.1 Assignment Limits

Employment of Extra Help employees (excluding those in positions designated as “Relief,” as defined in Exhibit C of this MOU, and “Limited Term”) in an extra help assignment is limited to a maximum of one thousand forty (1,040) hours in a fiscal year, unless a request for an exemption is filed by the department and approved by the County Human Resources Director or designee. On a monthly basis, Human Resources will provide the Unions with a list of approved exemptions. Exemptions are limited to the following circumstances: ongoing temporary absence of a regular employee, ongoing short-term variation in workload, ongoing short-term special project or assignment, ongoing formal pilot program, and temporary filling of a vacant position.

18.2 Review of Extra Help Positions

At the Union’s request, not to exceed on a semi-annual basis, the Director of Human Resources, or their designee, shall meet with AFSCME and SEIU representatives to discuss the unions’ recommendations and justifications for conversion of extra help hours to permanent positions.

Human Resources will communicate the Unions’ recommendations and accompanying justifications directly to the operating departments. Nothing precludes the Unions from having a separate meeting with the operating departments to discuss their recommendations. Operating departments will incorporate such recommendations as they deem feasible in preparing their recommended budgets for the fiscal year, within the context of budget constraints. The conversion of extra help hours to regular positions will be made within the context of the available budget.

In addition to the above, the County will provide updates regarding extra help and limited term positions at labor management budget meetings. In the event the County cancels a labor-management budget meeting, the County will email the Union representatives with updated report(s).

Section 19. Health Insurance

19.1 General

In accordance with the Patient Protection and Affordable Care Act (ACA) of 2010, Extra Help employees and their qualified dependents who meet the eligibility criteria outlined below may elect to enroll in the Kaiser High Deductible Health Plan (HDHP) or the Kaiser HMO Plan. Extra Help Employees who elect to enroll in the Kaiser HDHP will automatically be enrolled in a Health Savings Account (HSA) and receive a biweekly Employer contribution of twenty-eight dollars and eighty-four cents (\$28.84) in their HSA (seven hundred fifty dollars (\$750) annual amount).

19.2 Eligibility

19.2.1 Initial Enrollment

The County will determine ACA eligibility by virtue of the extra-help employees’ appointed FTE (Full-Time Equivalent) upon

hire or actual hours worked within a measurement period.

Category A (Appointed FTE)

Extra-help employees who work a Full Time Equivalent (FTE) of 0.75 or more (as defined by the Patient Protection and Affordable Care Act (ACA) of 2010) will be offered coverage effective the first of the following month after hire. Employees who remain in this Category will be included in the County's Standard Measurement Period (October of current year to October of next year) and will be part of the annual open enrollment process.

Extra-Help employees in classifications designated as "relief" and "seasonal" are not eligible for coverage under this category.

Category B (Actual Hours Worked)

For the purposes of the Patient Protection and Affordable Care Act (ACA) of 2010 the following types of employee classification will be placed in an initial measurement period (IMP) of twelve (12) months from hire date to determine if actual hours worked during this time is an average of thirty (30) hours or more per week:

- **Part-time employee:** the County reasonably expects employee to be employed on average less than thirty (30) hours of service per week during the initial measurement period, based on all facts and circumstances on employee's start date.
- **Seasonal employee:** customary annual employment for the position is six (6) months or less, and that period begins each calendar year in approximately the same part of the year.
- **Variable hour employee:** based on the facts and circumstances on your start date, the County cannot determine whether the employee is reasonably expected to be employed on average of at least thirty (30) hours of service per week during the initial measurement period because the hours will be variable or otherwise uncertain.

Eligibility of extra-help employees in classifications designated as "relief" and "seasonal" will be determined under this category.

Employees who qualify for the Kaiser HDHP or Kaiser HMO Plan under Category B will be offered coverage at the end of their individual IMP. There is a thirty (30) day administrative period and coverage will start the first of the following month after the administrative period. Coverage is effective for twelve (12) months (Stability Period).

Ongoing Eligibility

If individuals drop off payroll, they continue to pay the employee part of the premium. If employees fail to pay the premium they will be terminated from coverage and offered COBRA. Health coverage will be terminated for covered extra-help employees who:

- (1) Terminate employment (benefits terminate at the end of the month of termination).
- (2) Fail to pay their portion of cost

19.2.2 Cost Share

The County's share of the premium will be equal to eighty-five percent (85%) of the cost for employee only coverage. The Employee cost will be any remaining cost of the premium for the coverage tier selected.

Effective January 1, 2020, Extra help employees who meet the eligibility criteria as described under Category A or B may elect to enroll in the Kaiser HDHP or the Kaiser HMO plan for employee only coverage. The County will pay eighty-five percent (85%) of the total premium for employee-only coverage for employees enrolled in the Kaiser HDHP or the Kaiser

HMO plan (employees pay 15% of the total premium).

Extra help employees (excluding limited term) who meet the eligibility criteria as described under Category A or B may enroll dependents in the Kaiser HDHP or the Kaiser HMO plan for dependent coverage. The County will contribute eighty-five percent (85%) of the total premium for employee-only coverage and the employees will pay the difference.

19.3 Health Benefits for Limited Term Employees

Sections 19.1 and 19.2 do not apply to Limited Term employees. Health benefits for Extra Help Limited Term Employees is covered in Section 30, Section 5(c).

19.4 Optional Basic Short Term Disability Insurance

Effective January 1, 2020, Extra help employees who are designated as 0.75 FTE or greater may elect to purchase basic short-term disability insurance through the County at the employee's cost.

19.5 Vision Care Discount Program

Effective the first full pay period following Board of Supervisors' approval of a successor MOU in 2023, the County will offer a vision care discount program for extra help employees and their eligible dependents. The County will pay the entire premium for this coverage. Eligibility will be determined once per month.

19.6 Wellness Resources

Effective the first full pay period following Board of Supervisors' approval of a successor MOU in 2023, extra help employees may access all county wellness resources and programs such as trainings, exercise and nutrition challenges and emotional well-being videos and events.

Section 20. Retirement Plan

20.1 The County shall continue to enroll eligible extra-help employees in the Part-Time, Seasonal, Temporary Retirement Plan.

20.2 Each pay period, seven and one-half percent (7.5%), or that amount designated by law, shall be deducted from each extra-help employee's salary and deposited into their Part-Time, Seasonal, Temporary Retirement Plan account in lieu of Social Security.

20.3 Contributions and investment returns, minus administrative expenses, shall be credited to each extra-help employee's Part-Time, Seasonal, Temporary Retirement Plan account based on their monthly account activity.

20.4 Subject to applicable federal regulations, the County agrees to provide a deferred compensation plan that allows employees (extra help employees and limited term employees) to defer compensation on a pre-tax basis through payroll deduction. Effective January 1, 2016, each new employee will be automatically enrolled in the County's Deferred Compensation Program, at the rate of one percent (1%) of their pre-tax wages, unless they choose to opt out or to voluntarily change deferrals to greater than or less than the default one percent (>1%) as allowed in the plan or as allowed by law. The pre-tax deduction will be invested in the target fund associated with the employee's date of birth. All deferrals are fully vested at the time of deferrals; there will be no waiting periods for vesting rights.

Section 21. Reconsideration Process for Separation due to Performance or Conduct Issues

Extra-Help Employees (including Limited Term Employees) are at-will employees, but have the right to the Reconsideration Process described in this section. In the event it is determined that the services of an extra-help, seasonal, periodic, or relief employee who has worked at least one thousand three hundred eighty six (1,386) cumulative extra-help hours in a given classification for the County will no longer be utilized due to concerns about their performance and/or conduct, written notice shall be provided to them at least nine (9) calendar days prior to the effective date of separation. This written notice shall include the reason for separation, and the right to union representation. Notice postmarked nine (9) calendar days before the effective date of separation to the extra-help employee's address of record shall be sufficient notice.

The extra-help/seasonal/periodic/relief employee may request reconsideration of such action by submitting a written request including a statement of any facts to substantiate a reversal of the decision to their Department Head or designee. Such request for reconsideration must be received by the Department Head or designee prior to the date of separation. Should the decision of the Department Head or designee sustain the proposed separation, the union may take the matter to mediation through the Peninsula Conflict Resolution Center. Cost for the mediation will be shared equally among the union and the department. The department representatives at the mediation will be the manager and next level manager. The union's representatives at the mediation are selected by the union. If the mediation does not result in an amicable resolution of the termination, within fourteen (14) calendar days of the close of the mediation, the extra-help/seasonal/periodic/relief employee may appeal the termination to the Director of Human Resources, whose decision shall be final. In the event the reconsideration is not completed prior to the effective date of the separation, the extra-help employee shall be released pending completion of the reconsideration.

This section of the contract shall not apply to extra-help who are released due to any other reason, including but not limited to, lack of work, or the ending of time-specific projects or defined seasonal periods.

Section 22. Grievances

22.1 Definition

A grievance is any dispute which involves the interpretation or application of any provision of this Memorandum of Understanding excluding, however, those provisions of this Memorandum of Understanding which specifically provide that the decision of any County official shall be final, the interpretation or application of those provisions not being subject to the grievance procedure.

22.2 Procedure

Grievances shall be processed in the following manner:

(1) Step 1. Department Head and/or the Designated Representative

Any extra-help employee who believes that they have a grievance may discuss their complaint with such management official in the department in which they work as the department head may designate. If the issue is not resolved within the department, or if the extra-help employee elects to submit their grievance directly to the Union recognized as the representative of their classification, the procedures hereinafter specified may be invoked, provided, however, that all complaints involving or concerning the payment of compensation shall be in writing to the Director of Human Resources.

(2) Step 2. Director of Human Resources

Any extra-help employee or any official of the Union may notify the Director of Human Resources in writing that a grievance exists, stating the particulars of the grievance and, if possible, the nature of the determination desired. Such notification must be filed (as determined by postmark) within twenty-eight (28) calendar days from the date of the employee's knowledge of an alleged grievance. The Director of Human Resources or their designated representative shall have twenty-eight (28) calendar days in which to investigate the merits of the complaint, to meet with the complainant and, if the complainant is not the Union, to meet also with the officials of the Union, and to settle the grievance. The period of time to investigate and settle the grievance may be extended by mutual agreement of the parties. No grievance may be processed under paragraph (3) below which has not first been filed and investigated in accordance with this paragraph (2).

(3) Step 3. Adjustment Board and/or Mediation

If the parties are unable to reach a mutually satisfactory accord on any grievance which arises and is presented during the term of this Memorandum of Understanding, the Union may advance the grievance to an Adjustment Board by submitting a written request to the Director of Human Resources within twenty-eight (28) calendar days from the date that the grievance is denied at Step 2. The Adjustment Board shall be comprised of two (2) representatives designated by the Union and two (2) representatives designated by the County. Either party may request that one member of the Adjustment Board for the other party not be a County employee. Adjustment boards shall be convened within twenty-eight (28) calendar days from the date such notification is received. A majority decision of the Adjustment Board on all issues, including procedural issues, is final and binding.

If a majority decision is not reached in the Adjustment Board, or, if the Adjustment Board is waived, either party may request Mediation prior to requesting Arbitration by submitting a written request to the Director of Human Resources within fourteen (14) calendar days from the date of the Adjustment Board, or within twenty-eight (28) days from the date the grievance is denied. Mediation will only be held by mutual consent of both parties. The Director of Human Resources shall assign a Mediator.

If mediation does not result in a mutually satisfactory result, the Union may elect to advance the grievance to Arbitration without convening an Adjustment Board by following the procedures described in paragraph (4) below.

(4) Step 4. Arbitration

If an Adjustment Board is unable to arrive at a majority decision, the Union may advance the grievance to arbitration by submitting a written request to the Director of Human Resources within twenty-eight (28) calendar days after receipt of the Adjustment Board decision. When arbitration is invoked in a timely manner, an impartial arbitrator shall be designated by mutual agreement between the Union and the Director of Human Resources. The arbitrator shall determine the issue according to the laws and case law of the State of California. The fees and expenses of the arbitrator and of the Court Reporter shall be shared equally by the Union and the County. Each party, however, shall bear the costs of its own presentation, including preparation and post-hearing briefs, if any.

22.3 Scope of Adjustment Board and Arbitration Decisions

- (1) Decisions of Adjustment Boards and arbitrators on matters properly before them shall be final and binding on the parties hereto, to the extent permitted by the Charter of the County.
- (2) No Adjustment Board and no arbitrator shall entertain, hear, decide or make recommendations on any dispute unless such dispute involves a position in a unit represented by the Union which has been certified as the

recognized employee organization for such unit and unless such dispute falls within the definition of a grievance as set forth in subsection 22.1.

- (3) Proposals to add to or change this Memorandum of Understanding or written agreements or addenda supplementary hereto shall not be arbitrable and no proposal to modify, amend or terminate this Memorandum of Understanding, nor any matter or subject arising out of or in connection with such proposals, may be referred to arbitration under this Section. Neither any Adjustment Board nor any arbitrator shall have the power to amend or modify this Memorandum of Understanding or written agreements or addenda supplementary hereto or to establish any new terms or conditions of employment.

22.4 Compensation Complaints (MOU Complaints Only)

All complaints involving or concerning the payment of compensation shall be initially filed in writing with the Director of Human Resources. Only complaints which allege that extra-help employees are not being compensated in accordance with the provisions of this Memorandum of Understanding shall be considered as grievances. Any other matters of compensation are to be resolved in the meet and confer process if not detailed in the Memorandum of Understanding which results from such meet and confer process shall be deemed withdrawn until the meet and confer process is next opened for such discussion. No adjustment shall be retroactive for more than sixty (60) calendar days from the date upon which the complaint was filed.

No change in this Memorandum of Understanding or interpretations thereof (except interpretations resulting from Adjustment Board or arbitration proceedings hereunder) will be recognized unless agreed to by the County and the Union.

22.5 No Strike

The Union, its members and representatives, agree that it and they will not engage in, authorize, sanction or support any strike, slowdown, stoppage of work, curtailment of production, concerted refusal of overtime work, refusal to operate designated equipment (provided such equipment is safe and sound) or to perform customary duties; and neither the Union nor any representatives thereof shall engage in job action for the purpose of effecting changes in the directives or decisions of management of the County, nor to effect a change of personnel or operations of management or of extra-help not covered by this Memorandum of Understanding.

In the case of a legally declared lawful strike against a private sector employer which has been sanctioned and approved by the labor body or council having jurisdiction, an extra-help employee who is in danger of physical harm shall not be required to cross the picket line, provided the extra-help employee advises their supervisor prior to leaving the picketed location, and provided further that an extra-help employee may be required to cross a picket line where the performance of their duties is of an emergency nature and/or failure to perform such duties might cause or aggravate a danger to public health or safety.

22.6 County Charter and Civil Service Commission

- (1) The provisions of this Section shall not abridge any rights to which an extra-help employee may be entitled under the County Charter, nor shall it be administered in a manner which would abrogate any power which, under the County Charter may be within the sole province and discretion of the Civil Service Commission.
- (2) All grievances of extra-help employees in representation units represented by the Union shall be processed under this Section. If the County Charter requires that a differing option be available to the extra-help employee, no action under paragraph (2) of subsection 22.2 above shall be taken unless it is determined that the extra-help employee is not availing himself/herself of such option.

- (3) If any award by an Adjustment Board or arbitrator requires action by the Board of Supervisors or the Civil Service Commission before it can be placed in effect, the County Executive and the Director of Human Resources will recommend to the Board of Supervisors or the Civil Service Commission, as appropriate, that it follow such award.

Section 23. Loss of Compensation (Non-MOU Complaints)

If an extra-help employee covered by this Memorandum of Understanding suffers loss of compensation due to the inequitable application of rules, regulations, policies and procedures and where said loss of compensation is not subject to the grievance procedure specified in Section 21 of this Memorandum of Understanding, and where said loss of compensation is not a complaint of discrimination, harassment or retaliation based on a protected class, the extra-help employee shall attempt to resolve this matter with the immediate supervisor. If unable to resolve this matter satisfactorily, the extra-help employee or the extra-help employee's Union representative may submit the complaint in writing to the Employee Relations Officer with a copy to the County Executive. If this matter is not resolved by the Employee Relations Officer within thirty (30) working days from the date of receipt of the complaint, the extra-help employee or the Union representative shall advise the Director of Human Resources in writing that the matter has not been resolved and the Director of Human Resources shall render a decision within fifteen (15) working days of receipt of this notification, whose decision shall be final. The County recognizes that other extra-help employee problems also merit prompt attention and will attempt to resolve such matters in an expeditious manner.

Section 24. Personnel Files

24.1 Employee Review

Each extra-help employee shall have the right to inspect and review any official record relating to their performance or to a grievance concerning the employee that is kept or maintained by the County in the Human Resources Department. The contents of such records shall be made available to the extra-help employee for inspection and review at reasonable intervals during the regular business hours of the County Human Resources Department. The extra-help employee's designated representative may also review the personnel file with specific written authorization from the extra-help employee.

24.2 Employee Response

The County shall provide an opportunity for the extra-help employee to respond in writing, or personal interview, to any information about which they disagree. Such response shall become a permanent part of the extra-help employee's personnel record. The extra-help employee shall be responsible for providing the written responses to be included as part of their personnel record.

24.3 Request to Seal Records

Employees may request in writing to the Department Head with a copy to the Human Resources Director that letters of reprimand which are two (2) or more years old be sealed and kept separate from the employee's personnel files. Said letters of reprimand shall be sealed and removed provided the following conditions are met:

1. The file does not contain subsequent letters of reprimand or records of disciplinary action involving the same type of infraction, in which case the prior letter of reprimand will remain in the employee's personnel file until the most current related letter of reprimand or record of disciplinary action is two (2) years old.
2. The employee has not been notified in writing of pending disciplinary action at the time the written request to remove said letters of reprimand is received by the Department Head.

Section 25. Training

Departments will, at their sole discretion, provide training opportunities to extra-help employees and pay them at straight time for their attendance, unless monetary payment at a different rate is prescribed for an employee covered by the Fair Labor Standards Act.

Section 26. Contracting/Subcontracting

The County will notify the applicable Union of its intent to contract or subcontract work customarily performed by members of the AFSCME or SEIU Extra-help bargaining units where such contracting or subcontracting to non-County entities would result in loss or potential loss through attrition or release of such bargaining unit members. The County will make such notification at least sixty (60) calendar days in advance of such action. The notice shall include an explanation of the County's reason for the contracting/subcontracting out. The Union shall be given the opportunity to meet and confer with the County on the effect of such contracting out upon its members, and shall have thirty (30) calendar days from the date of such notification to propose effective and economical alternative ways in which such services could continue to be provided by usage of extra-help hours. Upon request from the Union(s), the County will provide a list by department of all contract workers or vendors who are contracted by the County and perform work covered by this bargaining unit. The County will make a reasonable effort to identify the names of the vendors on the list and the nature of the work provided by each vendor.

Section 27. Separability of Provisions

In the event that any provision of this Memorandum of Understanding is declared by a court of competent jurisdiction to be illegal or unenforceable, that provision of the Memorandum of Understanding shall be null and void but such nullification shall not affect any other provisions of this Memorandum of Understanding, all of which other provisions shall remain in full force and effect.

Section 28. Past Practices and Scope of Agreement

It is understood this Agreement represents a complete and final understanding on all negotiable issues between the County and its Departments and the Union. This Agreement supersedes all previous memoranda of understanding, memoranda of agreement and written or unwritten past practices pertaining to wages, hours and conditions of employment between the County and its Departments and the Union except as specifically referred to in this Agreement.

The parties, for the term of this Agreement, agree to waive the obligation to negotiate with respect to any practice subject or matter not specifically referred to or covered in this Agreement even though such practice, subject or matter may not have been within the knowledge of the parties at the time this Agreement was negotiated and signed. Where a past practice also applies to regular staff in the same department or classification, if the County proposes to change or discontinue such past practice with regard to extra-help employees, the County shall give advance notice to the Union and meet to discuss the issue.

In the event any new practice, subject or matter arises during the term of this Agreement and an action is proposed by the County, the Union shall be afforded all possible notice and shall have the right to meet and confer upon request.

Section 29. Term of Agreement

This Memorandum of Understanding shall be presented by the Unions to represented extra-help employees to be covered hereby for ratification by said employees, and shall thereafter be presented to the Board of Supervisors as the joint

recommendations of the undersigned commencing January 23, 2022 through October 5, 2024.

Section 30. Limited Term Employees

- (1) The County will designate a separate group of Extra Help employees in the AFSCME/ SEIU Extra Help bargaining unit, entitled Limited Term Employees, consisting solely of limited term employees.
- (2) The County will use Limited Term Employees only in the following circumstances, at the County's discretion, for assignments not to exceed three (3) years). (Note: the terms "temporary" and "short term" below shall be defined as not to exceed three (3) years) for the purpose of Limited Term Employees.)
 - (a) Temporary absence of incumbent (such absences include those resulting from Family Medical Leave, pregnancy disability, or industrial injury);
 - (b) Short-term variations in workload, substantiated by a written summary of how the term position will address such variations, and methods for evaluating the outcome(s);
 - (c) Short-term special projects or assignments, substantiated by a written summary of the project or assignment, including start and end date and all related timelines, expected deliverable(s) or outcome(s), and a method for evaluating outcomes;
 - (d) Formal pilot programs, substantiated by a written summary of the pilot program, including start and end date and all related timelines, expected deliverable(s) or outcome(s), and a method for evaluating outcomes;
 - (e) Temporary staffing to backfill for a regular employee's assignment to a special project or working out of class;
 - (f) Temporary filling of vacant positions due to business reason (for example, backfilling for coverage during recruitment, delay in filling a regular position due to ongoing reclassification study, or risk of position elimination) substantiated by a written description of the delay or risk and related timelines;
 - (g) Intermittent work, substantiated by a written description of what makes the work irregular, along with a method for evaluating when the intermittent work will begin and end;
 - (h) Temporary staffing prior to implementation of organizational changes, substantiated by a written summary of the expected outcomes;
 - (i) Temporary staffing prior to implementation of technological changes (e.g. computer programmers), substantiated by a written summary of the expected outcomes; and
 - (j) Work that has been traditionally outsourced, substantiated by production of prior contracts, upon request from the Union(s).

Use of limited term employees in circumstances other than those listed in this section (a-k) except by mutual agreement, shall be subject to the grievance procedure.

- (3) To the extent Limited Term Employees are hired to facilitate work on planned projects, Departments are encouraged to, and the County may exercise its discretion to, assign such project work to Regular Employees while

the Limited Term Employees backfill Regular Employee job duties.

(4) The parties agree that the following classifications are examples of appropriate usage of Limited Term positions, subject to the criteria listed in number 2 (a-j) of this section:

- Human Services Agency: Overpayment Unit – Benefit Analyst I/II/III
- Department of Public Works: Construction Services Unit – Capital Project Managers
- Project Development Unit: Capital Project Managers
- Information Services Department/Controllers/HR: Workday (HRIS) Project – Asst/Advisory/Systems/Senior Systems Engineers, Department System Analyst

(5) The following terms and conditions of employment will apply solely to Extra-Help Limited Term employees:

(a) Positions will be a Limited term as defined by the County, not to exceed three (3) years. The limited term is not a guarantee of employment for any specified period of time, but instead sets a maximum period of employment in the position.

(b) Upon termination or release from employment prior to the end of the limited term assignment, qualifying Limited Term Employees have the right to the Reconsideration Process described in Section 21 of the MOU.

(c) Compensation will consist of the following:

- i. Hourly wage, at the same rate of pay as Regular Employees who are in the same classification
- ii. Paid Time Off - holiday, vacation and sick leave at the same rate as Regular Employees with the same tenure
- iii. Health Benefits - the same as Regular Employees
- iv. 401(a) plan.
 1. Employer contribution of two percent (2%) in the first year of term employment, three percent (3%) in second year of term employment, and four percent (4%) in the third year of term employment
 2. Additional employer matching contribution based on the level of employee contribution, up to an additional three percent (3%).
 3. Employer contributions fully vest at the end of the third year of employment. (One-third (1/3) of the County's entire contribution (automatic contribution and matching contribution combined) will vest at the end of each year of service.) Employer contributions that have not vested upon employee separation shall be forfeited. Effective the first full pay period following the Board of Supervisors' approval of a successor MOU in 2022/23, employer contributions will vest as follows:

One-third (1/3) of the County's entire contribution (automatic contribution and matching

contribution combined) will vest at the end of the first year of consecutive, limited term employment;

An additional one-third (1/3) of the County's entire contribution (automatic contribution and matching contribution combined) will vest at the end of the second year of consecutive, limited term employment;

An additional one-third (1/3) of the County's entire contribution (automatic contribution and matching contribution combined) (100% of the County's entire contribution) will vest after two and one-half (2.5) years of consecutive, limited term employment.

(d) Limited Term employees will not be eligible for retiree health benefits or SAMCERA defined benefit pension.

- (6) On a monthly basis, the County shall provide the Unions with an electronic copy of a list of approved requisitions for Limited Term positions, along with the circumstances supporting use of a Limited Term position, and a list of any approved extensions, in accordance with subsection 2 of this Section 30 regarding Limited Term Employees.
- (7) The parties shall meet on a semi-annual basis to discuss issues related to the Limited Term Employee Program. Every other meeting will be concurrent with the annual meeting referenced in Section 16 of this MOU.
- (8) Active recruitment for a Limited Term position shall begin no later than six (6) months following the original approval of the position, or following an incumbent's vacancy of the term position. If active recruitment does not begin in the aforementioned time limit, the County shall close the position.

Section 31. Bilingual Pay

A salary differential of Seventy (\$70.00) biweekly shall be paid to incumbents of positions requiring bilingual proficiency as designated by their respective Department Heads or their designee. Said differential shall be prorated for employees working less than full-time or who are in an unpaid leave of absence status for a portion of any given pay period.

An employee may submit a request for bilingual pay to their Department Head or designee. Upon receipt of an employee request for bilingual pay, the Department Head or designee shall approve or deny the request within thirty (30) calendar days. If the Department Head or designee does not respond within thirty (30) calendar days, the employee may submit the request to the Human Resources Director or designee, who will approve or deny the request within thirty (30) calendar days. Within one (1) week of approval, the County shall contact the bilingual examiner and offer the employee appointment dates and times for the bilingual examination.

Bilingual pay is effective the first pay period after Human Resources certifies the result of the bilingual exam. Human Resources may approve retroactivity for bilingual pay on a case-by-case basis.

Designation of positions for which bilingual proficiency is required is the sole prerogative of the Department and is based on operational and staffing needs of the Department. Human Resources will oversee the bilingual examination, certify exam results and determine effective date of bilingual pay of any individual submitted by the Department for testing. The Union shall be provided listings of employees receiving bilingual pay twice a year.

If an employee who has not been designated/approved for bilingual pay is required by the Department to perform bilingual services, the employee may report this issue to Employee & Labor Relations, who will investigate the matter within thirty (30) calendar days.

Individuals who promote or transfer to another position or Department will be reevaluated by the receiving Department to determine if bilingual pay should be continued. Should bilingual pay be continued, the Department must submit a request for continuation with the Human Resources Department.

If any employee's request for bilingual pay consideration is denied by the Department, such denial shall be subject to appeal to the Human Resources Director whose decision shall be final.

Section 32. Performance Evaluation

Upon request from an Extra-Help employee, and the employee's completion of at least one thousand forty (1,040) cumulative extra-help hours of service within the same assignment, the County shall provide a performance evaluation to the employee. This section shall not be subject to the grievance procedure in this MOU. This section shall not apply for departments participating in the County's Performance and Development Program.

Section 33. Pay for Work-Out-Of-Classification

Extra-help and limited term employees will have opportunity to apply for working-out-of-class opportunities. When feasible, the County will offer work-out-of-class assignments to interested permanent employees who meet the minimum qualifications of the position prior to offering such assignments to extra-help employees. If offered, it is the employee's responsibility to inform management of their interest in work-out-of-class assignments. Departments will solicit interest in such assignments via bulletin board posting, internal memo, and/or email within the department or division as the department deems appropriate. The intent of this section is to provide additional career development opportunities to extra-help and limited term County employees when such assignments do not cause unreasonable disruptions to the work environment or work production.

When feasible, the County will offer to rotate interested employees in previously identified long-term (more than twenty (20) days) work-out-of-class assignments, and the County will notify the Union when this occurs. The intent of this section is to provide additional career development opportunities to permanent County employees when such assignments do not cause unreasonable disruptions to work environment or work production.

When an employee has been assigned in writing by the department head or designated representative to perform the work of a permanent position having a different classification and being paid at a higher rate, and if they have worked in such classification for five (5) consecutive workdays (or four (4) consecutive workdays for employees on a four (4) day workweek, or where due to a County holiday, the workweek is only four (4) days), they shall be entitled to payment for the higher classification, as prescribed for promotions in subsection 5.6 of this MOU, retroactive to the first workday and continuing during the period of temporary assignment, under the conditions specified below:

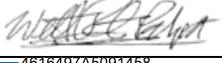
- (1) The assignment is caused by the temporary or permanent absence of the incumbent, or the assignment is caused by a special project or need;
- (2) The employee performs the duties regularly performed by the absent incumbent, or at the classification level for the special assignment and these duties are clearly not included in the job description of their regular classification;
- (3) The temporary assignment to work-out-of-class which extends beyond twenty (20) working days be approved by the Human Resources Director, a copy of the approval form to be given to the employee; and
- (4) A copy of the department head's written approval must be submitted in advance to the Human Resources Director. If the Director determines that they will not approve pay for work in the higher class which exceeds

twenty (20) workdays, the employee will be so notified and have the opportunity to discuss this matter with the Director whose decision shall be final.

The County shall not schedule work-out-of-classification assignments in a manner so as to purposely avoid paying work-out-of-class pay as described in this Section.

Made and entered into this 25th day of May 2023;

American Federation of State, County, & Municipal Employees, Local 829, AFL-CIO

DocuSigned by:

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Rod Palmquist, Representative

Service Employees International Union, Local 521

DocuSigned by:

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Kiernan Colby, Representative

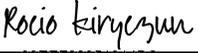
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Mercedes Segura
County of San Mateo Chapter Chair, SEIU Local 521

County Management

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Michael Callagy
County Executive

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Rocio Kiryczun
Human Resources Director

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Michelle Kuka
Deputy Director, Human Resources

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Liz Caserza
Employee & Labor Relations Analyst

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Mandy Singh
Employee & Labor Relations Analyst

Bargaining Unit
And
Occupational Exhibits
and
Wage Rates

EXHIBIT A. AFSCME Extra-Help Unit

Equipment and Uniforms:

- (1) Culinary Knives: The County shall provide knives for those extra-help culinary personnel required to use them in the course of their work.
- (2) Food Service Uniforms/ Lab Coats: The County shall provide appropriate uniforms for extra-help employees in the Food Services Divisions who are required to wear a uniform. In accordance with this provision, Lab Coats will be made available to all extra-help Food Services Supervisors.
- (3) Park Aide Uniforms and Safety Shoe Allowance: The Parks Department shall annually provide the following clothing items to all Park Aides:
 - Three (3) pairs of Ben Davis green jean pants
 - Three (3) Parks short or long sleeve t-shirts
 - One (1) Parks baseball cap
 - One (1) black basket weave belt with brass buckle
 - One (1) Loden green sweatshirt with Department logo

If a Park Aide works less than one hundred sixty (160) hours, these items belong to the County and are issued on loan during the time the individual works for the Parks Department. They shall be required to return all of the above clothing items to the Parks Department upon separation from service. After working one hundred sixty (160) hours, these items become the property of the Park Aide.

The Parks Department shall make available the following clothing items to all Park Aides:

- One (1) Flying Cross Deluxe Tropical Khaki long or short sleeve shirt with badge tab and shoulder straps with shoulder patches
- One (1) Carhartt J43 quilt lined green jacket with shoulder patches

Regardless of the hours worked, these items belong to the County and are issued on loan during the time the individual works for the Parks Department. A Park Aide must return these additional clothing items in clean condition to the Parks Department upon separation of service.

In addition, the Parks Department will provide a one-time seventy-five dollar (\$75.00) allowance along with the above uniform items for the purchase of:

- One (1) pair of black or brown safety toe boots/shoes that meet Title 8, Code of California Regulations 3385, Foot Protection and have such compliance tag sewn into the footwear.

Effective the first full pay period following Board of Supervisors' approval of a successor MOU in 2022/23, the boot allowance will be increased to one hundred dollars (\$100).

A subsequent seventy-five dollar (\$75.00) allowance will be given for replacement of safety footwear upon request after each additional one thousand forty (1,040) hours worked. Effective the first full pay period following Board of Supervisors' approval of a successor MOU in 2022/23, the subsequent boot allowance will be increased to one hundred dollars (\$100).

It is understood by both parties that these uniform items are acceptable for all Park Aides to wear during their assignments, including working in the Gatehouse. It is the responsibility of Park Aides to keep the uniform items clean and in good repair. The Parks Department may change the uniform item specifications if Department need or item availability changes

The County and the Union will discuss provision of coveralls at the Labor-Management meeting.

- (4) Utility Workers Coveralls: Coveralls will be provided for extra-help Utility Workers in the Sheriff's Office by the County at no cost to the extra-help employee.
- (5) Custodian Uniforms: The County shall provide uniforms to extra-help employees in the Custodian classification who work for the Public Works Department.
- (6) Jackets: The County shall supply jackets to extra-help employees in the classifications of Custodians and Utility Workers in the Building Services section of the Public Works Department who travel to various locations to perform work-related duties on a routine basis. These jackets shall remain the property of the County and shall be returned when an extra-help employee leaves County services or assume duties not requiring travel. Extra-help employees are responsible for maintaining their jackets in a neat and clean manner.
- (7) Safety Shoe Allowance: Extra-help employees in the following classifications within the Department of Public Works are required to wear safety shoes during all work hours, and shall receive an allowance of one hundred seventy-five dollars (\$175.00) in late May/early June of each year for the purchase of safety shoes that meet policy requirements from the Department's footwear vendor:
 - Automotive Mechanic/Trainee
 - Automotive Service Supervisor
 - Automotive Service Worker I/II/III
 - Boiler Watch Engineer
 - Gardener
 - Lead Gardener
 - Stationary Engineer I/II, and
 - Utility Worker I/II who work (a) at the Motor Pool; (b) with the Stationary Engineers/Boiler Watch Engineers; (c) with the Facilities Crafts workers; (d) in the Construction Services section, Tower Road; (e) in the Roads Landscape unit; (f) with the Equipment Mechanics at the Grant Yard.

Special Pay Provisions:

- (8) Heavy Vehicle Differential: Extra-help employees in the Motor Pool Division of Public Works who are in the classifications of Auto Services Worker I/II, Auto Mechanic and Auto Services Supervisor, who perform maintenance activities on vehicles of a Gross Vehicle Weight of 10,000 pounds or more will receive a differential of one step (5.74%) for the time actually spent while performing the work.
- (9) Minimum Call Back: Employees required to report back to work during off-duty hours in the San Mateo Medical Center in the Pharmacy, Operating Room, and Radiology shall be compensated for a minimum of two (2) hours of overtime.

Employees called back to work for these departments are not covered by Section 9.2 of this MOU.

- (10) Advanced Patient Care Differential: Extra-help Medical Services Assistants II who are assigned to the clinics and perform advanced patient care duties as defined in the classification specification shall receive a differential of six and two-tenths percent (6.2%) in addition to all other compensation.
- (11) Adult Protective Services Differential: Extra-help professional staff in Aging & Adult Services who are in the classifications of Deputy Public Guardian Conservator I/II/III and Social Worker I/II/III designated by the department head to provide adult protective services work shall receive a five percent (5%) differential in addition to all other compensation.
- (12) Clinic Option LVN Differential: Extra-help Licensed Vocational Nurses employed in the Clinic Option shall receive compensation in the amount of one step (5.74%) in addition to all other compensation.
- (13) Night Shift Differential: Effective no later than two (2) months following Board of Supervisors' adoption of a successor MOU, employees in job classifications in the Health Unit who are regularly assigned by a supervisor to work the night shift, as defined by the County, at the San Mateo County Medical Center shall be paid shift differential rate of twelve percent (12%) for all hours worked during such shift. This is in lieu of shift differential provided under Section 8 (entitled "Shift Differential") of the MOU between the parties.

To be eligible for shift differential, such shifts must be approved by the Department Head or designee. Time worked on a flexible schedule requested by the employee and approved by the supervisor shall not be eligible for shift differential.
- (14) Mammography/Fluoroscopy Certification Differential: Effective the first full pay period following Board of Supervisors' approval of the successor MOU, the County agrees to pay a ten percent (10%) differential for Radiologic Technicians I, II and III who maintain and utilize current Mammography and Fluoroscopy certifications.
- (15) Specialty Certification Differentials: The County agrees to a one step (5.74%) differential for the following specialty certifications. Employees shall be eligible for a maximum of one (1) specialty certification differential at one time.
 - (a) Physical Therapy: Geriatrics, Neurology, Orthopedics, Women's Health, Certified Hand Therapist, Pediatrics
 - (b) Occupational Therapy: Gerontology, Physical Rehabilitation, Certified Hand Therapist, Pediatrics
 - (c) Speech Therapy: Swallowing and swallowing disorders
- (16) Cross-Trained Dispatcher Premium Pay: Communications Dispatchers II who are qualified as Cross-Trained Dispatchers shall receive premium pay of one-half step (2.87%) in addition to their base salary. Effective the first full pay period following Board of Supervisors approval of the 2019 MOU, Cross-Trained Communication Dispatcher premium pay shall be increased to ten percent (10%). A Cross-Trained Dispatcher is defined as a Communications Dispatcher II who is currently certified at all radios. This premium pay shall not be granted until training is received and certification is issued. Certification will not be issued to any Dispatcher unable to

demonstrate proficiency in all radio categories. Should a previously trained and certified Cross-Trained Dispatcher lose certification, this premium pay shall also be lost until certification is regained.

- (17) Dispatcher Differential: Effective the first full pay period following Board of Supervisors' approval of the 2019 MOU between the County and the Union, Communication Dispatchers shall receive a ten (10%) differential pay.
- (18) Public Safety Dispatcher POST Incentive:
 - (a) Effective within one hundred twenty (120) days following Board of Supervisors' approval of the 2019 MOU, Communications Dispatchers who obtain a California Commission on Peace Officer Standards and Training (POST) Public Safety Dispatchers' Intermediate Certificate shall receive incentive pay equal to two percent (2%) of base salary.
 - (b) Effective within one hundred twenty (120) days following Board of Supervisors' approval of the 2019 MOU, Communications Dispatchers who obtain a POST Public Safety Dispatchers' Advanced Certificate shall receive incentive pay equal to an additional three and one-half percent (3.5%) of base salary.
- (19) Communications Training Officer (CTO) Differential: Dispatchers who are assigned in writing to serve as CTO will receive an 11.48% differential only for time spent training.
- (20) Acting Supervisor Differential: Dispatchers assigned in writing to serve as acting supervisor for a shift will receive an eight percent (8%) differential only for the time worked as acting supervisor. Opportunity to serve as acting supervisor will be given to Regular employees prior to appointing an Extra Help Dispatcher.
- (21) Cross-Trained Medical Laboratory Technicians Shift Differential: Effective the first full pay period following Board of Supervisors' approval of a successor MOU in 2022/23, Cross-trained Medical Laboratory Technicians who are regularly assigned to and work on the evening or night shift shall receive an extra two and one-half percent (2.5%) base pay for being cross-trained in two areas of specialization. Cross-trained Medical Laboratory Technicians shall receive an extra five percent (5%) base pay for being cross-trained in three (3) or more areas of specialization.
- (22) Cross Trained Clinical Lab Scientists Shift Differential: Effective the first full pay period following Board of Supervisors' approval of a successor MOU in 2022/23, Cross-trained Clinical Laboratory Scientists who are regularly assigned to and work on the evening or night shift shall receive an extra two and one-half percent (2.5%) for being cross-trained in two areas of specialization. Cross-trained Clinical Laboratory Scientists shall receive an extra five percent (5%) for being cross-trained in three (3) or more areas of specialization.

AFSCME Extra Help: Salaries – As of 5/14/2023							
Class Code	Class Title	Work Group	Step A Hourly Rate	Step B Hourly Rate	Step C Hourly Rate	Step D Hourly Rate	Step E Hourly Rate
V051	911 Communications Calltaker	1	30.93	32.70	34.59	36.55	38.66
M003	Airport Operations Specialist I	1	30.34	32.08	33.92	35.86	37.93
M002	Airport Operations Specialist II	1	33.78	35.71	37.75	39.91	42.21
M001	Airport Operations Supervisor - Exempt	1	42.88	45.32	47.94	50.67	53.59
L024	Assistant Harbormaster	5	39.60	41.85	44.28	46.81	49.49
W038	Automotive Mechanic	1					47.25
W039	Automotive Mechanic Trainee	1	35.78	37.84	40.03	42.30	44.72
W125	Automotive Service Supervisor - Exempt	5					53.02
W121	Automotive Service Worker I	1	25.89	27.38	28.97	30.62	32.38
W040	Automotive Service Worker II	1	28.65	30.30	32.03	33.87	35.79
W041	Automotive Service Worker III	1	31.60	33.43	35.33	37.39	39.51
B278	Behavioral Health & Recovery Svcs Analyst I - Unclassified	1	38.69	40.91	43.26	45.74	48.37
B279	Behavioral Health & Recovery Svcs Analyst II - Unclassified	5	45.41	48.01	50.74	53.68	56.74
G078	Behavioral Health And Recovery Services Analyst I	1	38.69	40.91	43.26	45.74	48.37
G079	Behavioral Health And Recovery Services Analyst II	5	45.41	48.01	50.74	53.68	56.74
G080	Behavioral Health And Recovery Services Supervisor	5	49.71	52.57	55.60	58.75	62.15
G071	Benefits Analyst I	1			32.93	34.84	36.82
B123	Benefits Analyst I - Unclassified	1			32.93	34.84	36.82
G070	Benefits Analyst II	1	33.36	35.29	37.29	39.44	41.73
B124	Benefits Analyst II - Unclassified	1	33.36	35.29	37.29	39.44	41.73
G069	Benefits Analyst III	1	35.86	37.93	40.10	42.42	44.84
B202	Benefits Analyst III - Unclassified	1	35.86	37.93	40.10	42.42	44.84
J062	Biologist / Standards Specialist I	5					38.45
B093	Biologist / Standards Specialist I - Unclassified	5					38.45
J063	Biologist / Standards Specialist II	5	39.67	41.94	44.34	46.90	49.57
B094	Biologist / Standards Specialist II - Unclassified	5	39.67	41.94	44.34	46.90	49.57
J064	Biologist / Standards Specialist III	5	44.33	46.89	49.56	52.41	55.41
B095	Biologist / Standards Specialist III - Unclassified	5	44.33	46.89	49.56	52.41	55.41
J065	Biologist / Standards Specialist IV	5	49.67	52.53	55.54	58.73	62.12
B096	Biologist / Standards Specialist IV - Unclassified	5	49.67	52.53	55.54	58.73	62.12
T048	Boiler Watch Engineer	1	37.23	39.38	41.65	44.00	46.56
J057	Building Inspector I	1	39.39	41.66	44.01	46.57	49.22
J058	Building Inspector II	1			53.99	57.08	60.37
J059	Building Inspector III	1	51.06	53.99	57.07	60.36	63.82
J056	Building Permit Coordinator	1	40.82	43.14	45.62	48.23	51.02

J050	Building Permit Services Supervisor	5	44.88	47.44	50.17	53.07	56.10
J060	Building Permit Technician I	1	28.70	30.34	32.08	33.92	35.86
J061	Building Permit Technician II	1	33.99	35.97	38.00	40.17	42.51
J066	Building Permit Technician III	1	35.95	38.00	40.19	42.49	44.95
J068	Building Plans Examiner I	1	41.36	43.73	46.24	48.89	51.70
J069	Building Plans Examiner II	1	50.70	53.61	56.69	59.94	63.38
J055	Building Plans Specialist	2	58.61	61.96	65.53	69.27	73.26
B208	Capital Projects Manager - Unclassified	5	59.69	63.13	66.75	70.57	74.63
N001	Capital Projects Manager I	5	49.17	52.00	54.95	58.14	61.47
N108	Capital Projects Manager II	5	59.69	63.13	66.75	70.57	74.63
F089-R	Cardiac Sonographer - Relief	1	64.65	68.37	72.28	76.45	80.82
F088	Cardiac Sonographer I	1	52.07	55.05	58.22	61.55	65.09
F089	Cardiac Sonographer II	1	61.58	65.09	68.82	72.78	76.96
G239	Case Management / Assessment Specialist I	5			36.04	38.11	40.29
B012	Case Management / Assessment Specialist I - Unclassified	5			36.04	38.11	40.29
G240	Case Management / Assessment Specialist II	5	36.41	38.49	40.71	43.03	45.52
B013	Case Management / Assessment Specialist II - Unclassified	5	36.41	38.49	40.71	43.03	45.52
G241	Case Management / Assessment Specialist III	5	42.94	45.40	48.00	50.77	53.66
B332	Case Management / Assessment Specialist III - Unclassified	5	42.94	45.40	48.00	50.77	53.66
F080	Central Services And Supply Supervisor - Exempt	1	46.35	49.03	51.83	54.81	57.94
E433	Child Support Investigator	1	42.72	45.19	47.78	50.54	53.44
B029	Child Support Investigator - Unclassified	1	42.72	45.19	47.78	50.54	53.44
G094	Children's Services Social Work Supervisor - E	5	55.47	58.63	61.99	65.56	69.33
G090	Children's Services Social Worker I	5			39.55	41.80	44.20
B286	Children's Services Social Worker I - Unclassified	5			39.55	41.80	44.20
G091	Children's Services Social Worker II	5	39.93	42.24	44.65	47.25	49.91
B287	Children's Services Social Worker II - Unclassified	5	39.93	42.24	44.65	47.25	49.91
G092	Children's Services Social Worker III	5	47.10	49.82	52.66	55.68	58.90
B288	Children's Services Social Worker III - Unclassified	5	47.10	49.82	52.66	55.68	58.90
E308	Clinical Documentation Specialist	1	50.61	53.52	56.59	59.84	63.28
F074	Clinical Laboratory Scientist I	5	51.61	54.57	57.70	61.02	64.51
F074-R	Clinical Laboratory Scientist I - Relief	5	51.30	54.23	57.34	60.63	64.13
B040	Clinical Laboratory Scientist I - Unclassified	5	51.61	54.57	57.70	61.02	64.51
F023	Clinical Laboratory Scientist II	5	54.64	57.77	61.08	64.58	68.30
F023-R	Clinical Laboratory Scientist II - Relief	5	54.31	57.41	60.71	64.20	67.87
B041	Clinical Laboratory Scientist II - Unclassified	5	54.64	57.77	61.08	64.58	68.30

R004	Code Compliance Officer I	5	34.87	36.84	38.95	41.22	43.56
R005	Code Compliance Officer II	5	40.12	42.46	44.88	47.44	50.17
R007	Code Compliance Officer III	5	42.37	44.82	47.39	50.11	53.00
J047	Communicable Disease Investigator	1	36.34	38.40	40.59	42.94	45.40
B050	Communicable Disease Investigator - Unclassified	1	36.34	38.40	40.59	42.94	45.40
V045	Communication Dispatch Coordinator	1	47.08	49.80	52.64	55.66	58.85
V050	Communications Dispatcher I	1			38.66	40.88	43.21
V050-R	Communications Dispatcher I - Relief	1			40.59	42.93	45.39
B133	Communications Dispatcher I - Unclassified	1			38.66	40.88	43.21
V048	Communications Dispatcher II	1	42.72	45.19	47.78	50.54	53.44
V048-R	Communications Dispatcher II - Relief	1	44.88	47.45	50.18	53.08	56.10
F055	Community Health Planner	2	44.78	47.35	50.07	52.93	55.99
B417	Community Health Planner - Unclassified	2	44.78	47.35	50.07	52.93	55.99
B306	Community Services Officer - Unclassified	1	27.11	28.68	30.31	32.06	33.90
T074	Community Services Officer I	1	27.11	28.68	30.31	32.06	33.90
T073	Community Services Officer II	1	29.56	31.25	33.03	34.95	36.94
G112	Community Worker I	1	25.20	26.64	28.17	29.80	31.49
B183	Community Worker I - Unclassified	1	25.20	26.64	28.17	29.80	31.49
G113	Community Worker II	1	27.83	29.43	31.10	32.89	34.76
B184	Community Worker II - Unclassified	1	27.83	29.43	31.10	32.89	34.76
B063	Construction Projects Manager - Unclassified	5	49.17	52.00	54.95	58.14	61.47
S030	Cook I	1			29.75	31.46	33.25
S027	Cook II	1			32.18	34.02	35.99
L044	County Arborist - Urban Forester	5	46.81	49.49	52.33	55.33	58.53
F029	Creative Arts Therapist	5	37.06	39.20	41.45	43.83	46.34
G050	Crime Analyst	5	42.88	45.32	47.94	50.67	53.59
B010	Crime Analyst - Unclassified	5	42.88	45.32	47.94	50.67	53.59
F121	Crisis Team Technician	1	34.30	36.28	38.35	40.55	42.89
T075	Custodian	1	24.69	26.10	27.58	29.18	30.85
F070	Cytology Technologist II	1			53.99	57.08	60.37
F078	Darkroom Technician	1	22.84	24.12	25.50	26.97	28.53
F039	Dental Assistant	1	25.77	27.25	28.79	30.46	32.20
B086	Dental Assistant - Unclassified	1	25.77	27.25	28.79	30.46	32.20
F036	Dental Hygienist	1	38.87	41.10	43.46	45.96	48.59
N106	Department Facilities Projects Coordinator I	1	37.44	39.59	41.84	44.26	46.79
N107	Department Facilities Projects Coordinator II	5	44.26	46.79	49.48	52.32	55.32
G223	Deputy Public Administrator I	1			36.04	38.11	40.29
B325	Deputy Public Administrator I - Unclassified	1			36.04	38.11	40.29
G224	Deputy Public Administrator II	5	36.41	38.49	40.71	43.03	45.52
B326	Deputy Public Administrator II - Unclassified	5	36.41	38.49	40.71	43.03	45.52
G220	Deputy Public Guardian Conservator I	1			36.04	38.11	40.29

G225	Deputy Public Guardian Conservator II	5	36.41	38.49	40.71	43.03	45.52
G217	Deputy Public Guardian Conservator III	5	42.94	45.40	48.00	50.77	53.66
S032	Dietetic Assistant - Terminal	1				35.36	37.42
S031	Dietetic Technician	1	29.92	31.64	33.46	35.36	37.42
B173	Dietetic Technician - Unclassified	1	29.92	31.64	33.46	35.36	37.42
S024	Dietitian I	5	41.74	44.16	46.67	49.35	52.17
S021	Dietitian II	5	44.11	46.65	49.33	52.16	55.16
G110	District Attorney's Office Supervising Victim Advocate	5	38.26	40.46	42.79	45.25	47.84
G111	District Attorney's Office Victim Advocate I	1	27.83	29.43	31.10	32.89	34.76
B401	District Attorney's Office Victim Advocate I - Unclassified	1	27.83	29.43	31.10	32.89	34.76
G114	District Attorney's Office Victim Advocate II	1	34.77	36.78	38.89	41.12	43.48
B402	District Attorney's Office Victim Advocate II - Unclassified	1	34.77	36.78	38.89	41.12	43.48
F107	Electrograph Technician I	1	27.90	29.51	31.21	32.99	34.89
F107-R	Electrograph Technician I - Relief	1	29.27	30.96	32.74	34.63	36.59
B074	Electrograph Technician I - Unclassified	1	27.90	29.51	31.21	32.99	34.89
F108	Electrograph Technician II	1	32.18	34.03	35.99	38.05	40.23
F108-R	Electrograph Technician II - Relief	1	33.81	35.74	37.79	39.96	42.24
B075	Electrograph Technician II - Unclassified	1	32.18	34.03	35.99	38.05	40.23
G237	Employment Services Specialist I	1	32.22	34.08	36.04	38.11	40.29
B143	Employment Services Specialist I - Unclassified	1	32.22	34.08	36.04	38.11	40.29
G238	Employment Services Specialist II	5	36.41	38.49	40.71	43.03	45.52
B144	Employment Services Specialist II - Unclassified	5	36.41	38.49	40.71	43.03	45.52
J007	Environmental Health Program Supervisor - Exempt	2	60.33	63.77	67.44	71.31	75.39
J048	Environmental Health Specialist I	1			40.05	42.33	44.78
B005	Environmental Health Specialist I - Unclassified	1	35.80	37.87	40.05	42.33	44.78
J046	Environmental Health Specialist II	1	46.93	49.60	52.45	55.44	58.64
B006	Environmental Health Specialist II - Unclassified	1	46.93	49.60	52.45	55.44	58.64
J049	Environmental Health Specialist III	1	49.80	52.64	55.65	58.84	62.22
B009	Environmental Health Specialist III - Unclassified	1	49.80	52.64	55.65	58.84	62.22
J037	Environmental Health Specialist IV	5	53.75	56.84	60.08	63.53	67.18
J039	Environmental Health Technician I	1	31.79	33.61	35.55	37.56	39.72
B302	Environmental Health Technician I - Unclassified	1	31.79	33.61	35.55	37.56	39.72
J040	Environmental Health Technician II	1	33.57	35.49	37.53	39.70	41.98
B303	Environmental Health Technician II - Unclassified	1	33.57	35.49	37.53	39.70	41.98
F007	Epidemiologist I	5	40.82	43.14	45.62	48.23	51.02
F002	Epidemiologist II	5	45.63	48.25	51.03	53.96	57.04

B051	Epidemiologist II - Unclassified	5	45.63	48.25	51.03	53.96	57.04
L017	Equipment Mechanic / Operator Parks	1	42.94	45.41	48.00	50.77	53.66
G215	Estate Property Supervisor - Exempt	5	50.55	53.45	56.52	59.75	63.18
G070-T	Family Health Benefits Analyst - T	1	33.36	35.29	37.29	39.44	41.73
S035	Food Service Supervisor - Exempt	1			32.18	34.02	35.99
B035	Food Service Supervisor - Unclassified / Exempt	1			32.18	34.02	35.99
S038	Food Service Worker I	1			26.91	28.42	30.07
S037	Food Service Worker II	1			28.35	29.98	31.70
T070	Forensic Autopsy Technician	1	26.98	28.53	30.15	31.90	33.72
G065	Fraud Investigator I	1	36.76	38.87	41.10	43.46	45.96
G066	Fraud Investigator II	1	43.15	45.63	48.25	51.03	53.96
J001	Hazardous Materials Specialist I	1			40.05	42.33	44.78
B033	Hazardous Materials Specialist I - Unclassified	1			40.05	42.33	44.78
J003	Hazardous Materials Specialist II	1	46.93	49.60	52.45	55.44	58.64
B052	Hazardous Materials Specialist II - Unclassified	1	46.93	49.60	52.45	55.44	58.64
J004	Hazardous Materials Specialist III	1	49.80	52.64	55.65	58.84	62.22
B053	Hazardous Materials Specialist III - Unclassified	1	49.80	52.64	55.65	58.84	62.22
J005	Hazardous Materials Specialist IV	5	53.75	56.84	60.08	63.53	67.18
B054	Hazardous Materials Specialist IV - Unclassified	5	53.75	56.84	60.08	63.53	67.18
G085	Health Education Associate	2	33.36	35.29	37.29	39.44	41.73
B115	Health Education Associate - Unclassified	2	33.36	35.29	37.29	39.44	41.73
R001	Housing / Community Development Specialist I	1	37.05	39.19	41.44	43.80	46.33
R002	Housing / Community Development Specialist II	1	43.95	46.46	49.14	51.95	54.92
R003	Housing / Community Development Specialist III	1	50.32	53.20	56.26	59.48	62.91
R010	Housing And Community Development Supervisor	5	57.28	60.54	64.02	67.70	71.60
G230	Human Services Analyst I	1	34.57	36.53	38.63	40.85	43.18
B062	Human Services Analyst I - Unclassified	1	34.57	36.53	38.63	40.85	43.18
G231	Human Services Analyst II	5	40.51	42.86	45.28	47.87	50.62
B061	Human Services Analyst II - Unclassified	5	40.51	42.86	45.28	47.87	50.62
G061	Human Services Care Counselor I	1	34.45	36.44	38.53	40.75	43.08
G061-R	Human Services Care Counselor I - Relief	1	36.17	38.25	40.46	42.77	45.23
G062	Human Services Care Counselor II	1	38.32	40.52	42.86	45.29	47.88
G062-R	Human Services Care Counselor II - Relief	1	40.23	42.54	44.96	47.54	50.28
G233	Human Services Hearings Officer	1	45.19	47.77	50.53	53.43	56.50
G221	Human Services Program Policy Analyst	5	47.44	50.17	53.07	56.09	59.33
B231	Human Services Program Policy Analyst - Unclassified	5	47.44	50.17	53.07	56.09	59.33
G232	Human Services Supervisor - Exempt	5	45.19	47.77	50.53	53.43	56.50
B060	Human Services Supervisor - Unclassified / Exempt	5	45.19	47.77	50.53	53.43	56.50

G067	Investigative Analyst	1	34.43	36.41	38.51	40.71	43.03
G234	Job Development Specialist I	1	34.57	36.53	38.63	40.85	43.18
B140	Job Development Specialist I - Unclassified	1	34.57	36.53	38.63	40.85	43.18
G235	Job Development Specialist II	2	40.51	42.86	45.28	47.87	50.62
B141	Job Development Specialist II - Unclassified	2	40.51	42.86	45.28	47.87	50.62
F156	Laboratory Assistant II	1	26.81	28.35	29.98	31.70	33.51
F156-R	Laboratory Assistant II - Relief	1	28.14	29.75	31.44	33.25	35.15
B159	Laboratory Assistant II - Unclassified	1	26.81	28.35	29.98	31.70	33.51
F152	Laboratory Support Services Supervisor	5	35.27	37.28	39.42	41.68	44.08
G242	Lead Behavioral Health and Recovery Services Specialist	5	45.41	48.01	50.74	53.68	56.74
F091	Lead Cardiac Sonographer	1	65.59	69.03	73.00	77.19	81.62
F076	Lead Central Services And Supply Assistant	1	27.96	29.59	31.28	33.08	34.98
G051	Lead Crime Analyst	5	47.14	49.85	52.73	55.74	58.95
B007	Lead Crime Analyst - Unclassified	5	47.14	49.85	52.73	55.74	58.95
T076	Lead Custodian	1	26.82	28.36	29.99	31.71	33.52
J041	Lead Environmental Health Technician	1	35.63	37.67	39.82	42.11	44.51
L005	Lead Gardener	1	39.60	41.85	44.28	46.81	49.49
E359	Lead Medical Interpreter / Translator	1	35.49	37.53	39.69	41.96	44.36
F090	Lead Pharmacist	5	74.05	78.30	82.79	87.54	92.58
F061	Lead Pharmacy Technician	1	36.04	38.10	40.29	42.60	45.06
F160	Lead Public Health Laboratory Technician	1	34.22	36.17	38.25	40.45	42.75
F118	Lead Radiologic Technologist	1	54.36	57.47	60.78	64.25	67.95
F086	Lead Sterile Processing Technician	1	29.58	31.27	33.08	34.97	36.97
E478	Lead Telephone Operator	1	31.05	32.85	34.72	36.71	38.83
T104	Lead Transportation Officer	1	28.15	29.75	31.46	33.26	35.16
F082	Lead Ultrasonographer	1	65.59	69.03	73.00	77.19	81.62
F120	Licensed Psychiatric Technician	1	34.30	36.28	38.35	40.55	42.89
F120-R	Licensed Psychiatric Technician - Relief	1	36.01	38.08	40.26	42.56	45.01
B154	Licensed Psychiatric Technician - Unclassified	1	34.30	36.28	38.35	40.55	42.89
B154-R	Licensed Psychiatric Technician - Unclassified / Relief	1	36.01	38.08	40.26	42.56	45.01
F020	Licensed Vocational Nurse	1		36.28	38.35	40.55	42.89
F020-R	Licensed Vocational Nurse - Relief	1	36.01	38.08	40.26	42.56	45.01
B155	Licensed Vocational Nurse - Unclassified	1		36.28	38.35	40.55	42.89
G121	Marriage And Family Therapist I	1	41.88	44.28	46.82	49.51	52.37
B110	Marriage And Family Therapist I - Unclassified	1	41.88	44.28	46.82	49.51	52.37
G120	Marriage And Family Therapist II	1	47.10	49.82	52.66	55.68	58.90
B109	Marriage And Family Therapist II - Unclassified	1	47.10	49.82	52.66	55.68	58.90
E040	Medical Coding Supervisor	5	50.10	52.96	56.01	59.23	62.62
E360	Medical Interpreter / Translator	1	29.82	31.54	33.33	35.26	37.26
F157	Medical Laboratory Technician	1	35.27	37.28	39.42	41.68	44.08

E305	Medical Records Coder I	1	31.84	33.67	35.62	37.67	39.82
E305-R	Medical Records Coder I - Relief	1	28.44	30.09	31.82	33.64	35.59
E306	Medical Records Coder II	1	39.29	41.54	43.94	46.47	49.13
E306-R	Medical Records Coder II - Relief	1	38.48	40.70	43.02	45.51	48.10
E307	Medical Records Coder III	1	45.19	47.78	50.54	53.44	56.51
E304	Medical Records Technician I	1	27.12	28.69	30.33	32.07	33.91
E304-R	Medical Records Technician I - Relief	1	28.44	30.09	31.82	33.64	35.59
E303	Medical Records Technician II	1	31.84	33.67	35.62	37.67	39.82
E303-R	Medical Records Technician II - Relief	1	33.46	35.38	37.42	39.57	41.82
F077	Medical Services Assistant I	1	22.62	23.92	25.28	26.73	28.26
B081	Medical Services Assistant I - Unclassified	1	22.62	23.92	25.28	26.73	28.26
F079	Medical Services Assistant II	1	26.36	27.88	29.48	31.18	32.94
B082	Medical Services Assistant II - Unclassified	1	26.36	27.88	29.48	31.18	32.94
G119	Mental Health Counselor I	1	32.22	34.08	36.04	38.11	40.29
B104	Mental Health Counselor I - Unclassified	1	32.22	34.08	36.04	38.11	40.29
G118	Mental Health Counselor II	1	36.41	38.49	40.71	43.03	45.52
B105	Mental Health Counselor II - Unclassified	1	36.41	38.49	40.71	43.03	45.52
G081	Mental Health Program Specialist	5	50.92	53.83	56.93	60.20	63.64
B156	Mental Health Program Specialist - Unclassified	5	50.92	53.83	56.93	60.20	63.64
G084	Milieu Program Specialist	5	46.80	49.49	52.33	55.33	58.51
J084	Natural Resource Specialist I	1	38.98	41.24	43.58	46.09	48.75
J085	Natural Resource Specialist II	1	42.91	45.36	47.98	50.73	53.63
J086	Natural Resource Specialist III	1	46.34	49.01	51.80	54.80	57.93
F174	Occupational Therapist I	5	43.86	46.37	49.06	51.86	54.84
B064	Occupational Therapist I - Unclassified	5	43.86	46.37	49.06	51.86	54.84
F184	Occupational Therapist I, California Children's Services	5	43.86	46.37	49.06	51.86	54.84
F175	Occupational Therapist II	5	49.15	51.98	54.94	58.12	61.44
B065	Occupational Therapist II - Unclassified	5	49.15	51.98	54.94	58.12	61.44
F185	Occupational Therapist II, California Children's Services	5	49.15	51.98	54.94	58.12	61.44
F084	Operating Room Technician	1	34.30	36.28	38.35	40.55	42.89
F084-R	Operating Room Technician - Relief	1	36.01	38.08	40.26	42.56	45.01
F004	Optometrist	2	56.15	59.38	62.76	66.37	70.16
F068	Orthopedic Technician	1	29.02	30.68	32.43	34.29	36.26
G075	Overpayments and Collections Analyst I	1	31.14	32.93	34.82	36.82	38.93
G074	Overpayments and Collections Analyst II	1	35.27	37.29	39.43	41.69	44.08
G073	Overpayments and Collections Analyst III	1	37.92	40.10	42.40	44.83	47.40
G072	Overpayments and Collections Supervisor	5	45.19	47.78	50.52	53.42	56.50
L046	Park Aide - Extra Help	1	19.09	20.19	21.34	22.58	23.89
L040	Park Ranger I	1	31.84	33.67	35.62	37.67	39.82
L041	Park Ranger II	1	36.06	38.14	40.33	42.64	45.10
L039	Park Ranger III	5	41.96	44.39	46.94	49.62	52.46
L025	Park Ranger IV - Exempt	5	46.81	49.49	52.33	55.33	58.53

L014	Parks And Open Space Equipment Operator	1	45.02	47.61	50.34	53.23	56.27
L043	Parks Electrician And Maintenance Worker	5	45.38	47.99	50.74	53.65	56.73
G191	Peer Support Specialist I	1	27.72	29.30	30.99	32.78	34.64
G192	Peer Support Specialist II	1	30.61	32.37	34.21	36.18	38.24
G115	Peer Support Worker I	1	25.20	26.64	28.17	29.80	31.49
B186	Peer Support Worker I - Unclassified	1	25.20	26.64	28.17	29.80	31.49
G116	Peer Support Worker II	1	27.83	29.43	31.10	32.89	34.76
B187	Peer Support Worker II - Unclassified	1	27.83	29.43	31.10	32.89	34.76
J067	Pest Detection Specialist	5	26.08	27.55	29.14	30.81	32.59
B092	Pest Detection Specialist - Unclassified	5	26.08	27.55	29.14	30.81	32.59
J070	Pest Detection Supervisor - Exempt	5	31.73	33.57	35.49	37.52	39.68
F059	Pharmacist	5	70.17	74.20	78.43	82.96	87.73
F059-R	Pharmacist - Relief	5	70.71	74.74	79.04	83.56	88.37
B097	Pharmacist - Unclassified	5	70.17	74.20	78.43	82.96	87.73
B097-R	Pharmacist - Unclassified / Relief	5	70.71	74.74	79.04	83.56	88.37
F060	Pharmacy Aide	1	25.73	27.19	28.74	30.39	32.14
F053	Pharmacy Buyer	1	36.04	38.10	40.29	42.60	45.06
F058	Pharmacy Technician	1	34.08	36.05	38.10	40.29	42.60
B098	Pharmacy Technician - Unclassified	1	34.08	36.05	38.10	40.29	42.60
F171	Physical Therapist I	5	43.86	46.37	49.06	51.86	54.84
F181	Physical Therapist I, California Children's Services	5	43.86	46.37	49.06	51.86	54.84
F172	Physical Therapist II	5	49.15	51.98	54.94	58.12	61.44
F182	Physical Therapist II, California Children's Services	5	49.15	51.98	54.94	58.12	61.44
F109	Physicians Assistant	5	81.83	86.53	91.51	96.75	102.28
R060	Planner I	1	34.66	36.66	38.75	40.98	43.35
B058	Planner I - Unclassified	5	34.66	36.66	38.75	40.98	43.35
R050	Planner II	5	41.10	43.46	45.96	48.59	51.37
B057	Planner II - Unclassified	5	41.10	43.46	45.96	48.59	51.37
R040	Planner III	5	47.06	49.75	52.60	55.63	58.80
B056	Planner III - Unclassified	5	47.06	49.75	52.60	55.63	58.80
R065	Planning Technician	1	30.41	32.17	34.01	35.98	38.01
G106	Program Counselor I	1	27.83	29.43	31.10	32.89	34.76
G107	Program Counselor II	1	38.32	40.52	42.86	45.29	47.88
G040	Psychiatric Social Worker I	5	41.88	44.28	46.82	49.51	52.37
B112	Psychiatric Social Worker I - Unclassified	5	41.88	44.28	46.82	49.51	52.37
G035	Psychiatric Social Worker II	5	47.10	49.82	52.66	55.68	58.90
B111	Psychiatric Social Worker II - Unclassified	5	47.10	49.82	52.66	55.68	58.90
F116	Psychologist I	2	49.04	51.84	54.83	57.95	61.29
B045	Psychologist I - Unclassified	2	49.04	51.84	54.83	57.95	61.29
F050	Psychologist II	2	53.77	56.87	60.12	63.57	67.23
B046	Psychologist II - Unclassified	2	53.77	56.87	60.12	63.57	67.23
F057	Public Health Educator	2	44.78	47.35	50.07	52.93	55.99
B114	Public Health Educator - Unclassified	1	44.78	47.35	50.07	52.93	55.99
F158	Public Health Laboratory Technician I	1	28.76	30.41	32.17	34.01	35.98

F159	Public Health Laboratory Technician II	1	32.37	34.22	36.17	38.25	40.45
F065	Public Health Microbiologist I	5	45.65	48.28	51.05	53.98	57.06
F066	Public Health Microbiologist II	5	48.34	51.11	54.02	57.12	60.41
F075	Radiologic Technologist I	1	45.11	47.70	50.44	53.31	56.38
F075-R	Radiologic Technologist I - Relief	1	47.35	50.07	52.93	55.99	59.16
F119	Radiologic Technologist II	1	47.71	50.46	53.34	56.42	59.65
F119-R	Radiologic Technologist II - Relief	1	50.08	52.94	56.00	59.20	62.59
F125	Radiologic Technologist III	1	50.40	53.30	56.37	59.61	63.02
F125-R	Radiologic Technologist III - Relief	1	52.94	56.00	59.17	62.59	66.19
B072	Radiologic Technologist III - Unclassified	1	50.40	53.30	56.37	59.61	63.02
F072	Radiology Assistant	1	27.90	29.51	31.21	32.99	34.89
F063	Registered Dental Assistant	1	30.46	32.20	34.04	36.01	38.08
F151	Rehabilitation Marketing Manager	5	46.13	48.79	51.60	54.56	57.69
F150	Rehabilitation Production Manager - Exempt	5	48.22	50.99	53.94	57.02	60.31
F041	Rehabilitation Production Supervisor I	5	31.54	33.34	35.27	37.27	39.41
B171	Rehabilitation Production Supervisor I - Unclassified	5	31.54	33.34	35.27	37.27	39.41
F043	Rehabilitation Production Supervisor II	5	35.81	37.88	40.06	42.34	44.79
B172	Rehabilitation Production Supervisor II - Unclassified	5	35.81	37.88	40.06	42.34	44.79
F048	Rehabilitation Production Supervisor III	5	40.11	42.43	44.85	47.42	50.14
G025	Residential Counselor I	1	34.45	36.44	38.53	40.75	43.08
G025-R	Residential Counselor I - Relief	1	36.17	38.25	40.46	42.77	45.23
G027	Residential Counselor II	1	38.32	40.52	42.86	45.29	47.88
G027-R	Residential Counselor II - Relief	1	40.23	42.54	44.96	47.54	50.28
G028	Residential Counselor III	1	40.52	42.85	45.30	47.91	50.62
J082	Resource Conservation Specialist I	1	38.98	41.24	43.58	46.09	48.75
B047	Resource Conservation Specialist I - Unclassified	1	38.98	41.24	43.58	46.09	48.75
J083	Resource Conservation Specialist II	1	42.91	45.36	47.98	50.73	53.63
B048	Resource Conservation Specialist II - Unclassified	1	42.91	45.36	47.98	50.73	53.63
J081	Resource Conservation Specialist III	1	46.34	49.01	51.80	54.80	57.93
B011	Resource Conservation Specialist III - Unclassified	1	46.34	49.01	51.80	54.80	57.93
F130	Respiratory Therapist I	1	36.67	38.76	40.96	43.35	45.82
F130-R	Respiratory Therapist I - Relief	1	38.24	40.43	42.73	45.20	47.79
F132	Respiratory Therapist II	1	43.81	46.32	48.97	51.79	54.77
F132-R	Respiratory Therapist II - Relief	1	45.68	48.31	51.09	54.00	57.09
F134	Respiratory Therapist III	1	48.61	51.42	54.35	57.47	60.77
F134-R	Respiratory Therapist III - Relief	1	50.72	53.62	56.69	59.95	63.39
T105	School Bus Driver	1			29.04	30.70	32.46
S065	Seamstress	1	23.24	24.56	25.97	27.46	29.05
F047	Senior Clinical Pharmacist	5	78.17	82.65	87.40	92.39	97.70
R006	Senior Code Compliance Officer - Exempt	5	47.98	50.73	53.63	56.70	59.97
J045	Senior Communicable Diseases Investigator	1	38.39	40.58	42.92	45.38	47.99

F054	Senior Community Health Planner	2	48.16	50.91	53.85	56.93	60.18
G117	Senior Community Worker	5	32.22	34.08	36.04	38.11	40.29
B273	Senior Community Worker - Unclassified	5	32.22	34.08	36.04	38.11	40.29
F045	Senior Electrograph Technician	1	35.03	37.04	39.17	41.42	43.80
R011	Senior Housing and Community Development Policy Analyst	1	57.28	60.54	64.02	67.70	71.60
G063	Senior Human Services Care Counselor - Exempt	5	42.54	45.00	47.54	50.29	53.17
J087	Senior Natural Resource Specialist	1	51.79	54.78	57.92	61.24	64.76
R020	Senior Planner - Exempt	2	59.43	62.84	66.44	70.27	74.27
F056	Senior Public Health Educator	2	48.16	50.91	53.85	56.93	60.18
J080	Senior Sustainability Specialist	1	51.79	54.78	57.92	61.24	64.76
T062	Senior Utility Worker	1	30.19	31.92	33.74	35.70	37.74
G095	Social Work Supervisor	5	50.55	53.45	56.52	59.75	63.18
G093	Social Work Supervisor - Exempt	5	50.55	53.45	56.52	59.75	63.18
G093-R	Social Work Supervisor-Exempt-R	5	50.31	53.18	56.23	59.45	62.87
G098	Social Worker I	5			36.04	38.11	40.29
B107	Social Worker I - Unclassified	5			36.04	38.11	40.29
G097	Social Worker II	5	36.41	38.49	40.71	43.03	45.52
B108	Social Worker II - Unclassified	5	36.41	38.49	40.71	43.03	45.52
G096	Social Worker III	5	42.94	45.40	48.00	50.77	53.66
G096-R	Social Worker III - R	5	42.71	45.18	47.77	50.52	53.42
B106	Social Worker III - Unclassified	5	42.94	45.40	48.00	50.77	53.66
G097-R	Social Worker II-R	5	36.20	38.32	40.51	42.86	45.28
G098-R	Social Worker I-R	5			35.85	37.91	40.09
F003	Speech Pathologist	5	49.15	51.98	54.94	58.12	61.44
T041	Stationary Engineer I	1	34.33	36.32	38.39	40.57	42.92
T040	Stationary Engineer II	1					50.78
F085	Sterile Processing Technician	1	27.88	29.48	31.18	32.95	34.86
N109	Supervising Capital Projects Manager	5	63.11	66.74	70.59	74.63	78.92
F191	Supervising Clinical Laboratory Scientist - Exempt	5	60.15	63.60	67.23	71.08	75.19
S020	Supervising Cook - Exempt	5			34.26	36.19	38.27
F168	Supervising Creative Arts Therapist - Exempt	5	44.52	47.06	49.79	52.60	55.64
T060	Supervising Custodian - Exempt	5	28.71	30.36	32.11	33.94	35.91
G218	Supervising Deputy Public Guardian - Conservator - Exempt	5	50.55	53.45	56.52	59.75	63.18
B329	Supervising Deputy Public Guardian Conservator-Unclassified	5	50.55	53.45	56.52	59.75	63.18
S025	Supervising Dietitian	2	46.03	48.68	51.48	54.44	57.56
F101	Supervising Epidemiologist	5	53.51	56.57	59.83	63.27	66.89
G252	Supervising Human Services Hearings Officer	5	49.71	52.55	55.58	58.77	62.15
F083	Supervising Medical Services Assistant	5	28.99	30.66	32.42	34.28	36.24
F005	Supervising Mental Health Clinician - Exempt	2	55.47	58.63	61.99	65.56	69.33

F006	Supervising Mental Health Psychologist - Exempt	2	59.97	63.41	67.05	70.89	74.96
F092	Supervising Pharmacist	5	78.17	82.65	87.40	92.39	97.70
F194	Supervising Psychologist - Exempt	2	57.86	61.16	64.68	68.39	72.29
F062	Supervising Public Health Microbiologist - Exempt	5	53.19	56.24	59.47	62.90	66.51
F051	Supervising Public Health Nutritionist - Exempt	2	46.03	48.68	51.48	54.44	57.56
F126	Supervising Radiologic Technologist - Exempt	1	69.09	73.05	77.25	81.67	86.37
T012	Supervising Stationary Engineer - Exempt	5	50.53	53.44	56.51	59.73	63.16
F187	Supervising Therapist - Exempt	5	53.31	56.37	59.61	63.03	66.64
G064	Supervisor Fraud Investigation Unit - Exempt	5	47.42	50.13	53.02	56.06	59.28
E480	Telephone Operator	1	25.15	26.58	28.13	29.74	31.44
V053	Telephone Services Analyst	1	37.96	40.12	42.46	44.88	47.44
E477	Telephone Services Supervisor - Exempt	5	35.17	37.19	39.32	41.59	43.96
F044	Therapy Aide	1	27.68	29.25	30.95	32.72	34.60
F166	Therapy Assistant	1	35.10	37.12	39.24	41.48	43.87
B059	Therapy Assistant - Unclassified	1	35.10	37.12	39.24	41.48	43.87
T103	Transportation Officer	1			29.04	30.70	32.46
F081-R	Ultrasonographer - Relief	1	64.65	68.37	72.28	76.45	80.82
F087	Ultrasonographer I	1	52.07	55.05	58.22	61.55	65.09
F081	Ultrasonographer II	1	61.58	65.09	68.82	72.78	76.96
T064	Utility Worker I	1	25.96	27.45	29.04	30.70	32.46
T063	Utility Worker II	1	27.38	28.96	30.62	32.38	34.23
G216	Veterans Services Officer	5	45.19	47.77	50.53	53.43	56.50
G219	Veterans Services Representative I	1	34.57	36.53	38.63	40.85	43.18
G222	Veterans Services Representative II	5	40.51	42.86	45.28	47.87	50.62
G100	Vocational Rehabilitation Counseling Supervisor	5	51.60	54.56	57.69	61.01	64.48
G200	Vocational Rehabilitation Counselor I	1	32.22	34.08	36.04	38.11	40.29
B176	Vocational Rehabilitation Counselor I - Unclassified	1	32.22	34.08	36.04	38.11	40.29
G013	Vocational Rehabilitation Counselor II	5	36.41	38.49	40.71	43.03	45.52
B177	Vocational Rehabilitation Counselor II - Unclassified	5	36.41	38.49	40.71	43.03	45.52
G190	Vocational Rehabilitation Counselor III	5	42.94	45.40	48.00	50.77	53.66
B178	Vocational Rehabilitation Counselor III - Unclassified	5	42.94	45.40	48.00	50.77	53.66

AFSCME Extra Help: Salaries – As of 10/1/2023							
Class Code	Class Title	Work Group	Step A Hourly Rate	Step B Hourly Rate	Step C Hourly Rate	Step D Hourly Rate	Step E Hourly Rate
V051	911 Communications Calltaker	1	32.17	34.01	35.97	38.01	40.21
M003	Airport Operations Specialist I	1	31.55	33.36	35.28	37.29	39.45
M002	Airport Operations Specialist II	1	35.13	37.14	39.26	41.51	43.9
M001	Airport Operations Supervisor - Exempt	1	44.6	47.13	49.86	52.7	55.73
L024	Assistant Harbormaster	5	41.18	43.52	46.05	48.68	51.47
W038	Automotive Mechanic	1	0	0	0	0	49.14
W039	Automotive Mechanic Trainee	1	37.21	39.35	41.63	43.99	46.51
W125	Automotive Service Supervisor - Exempt	5	0	0	0	0	55.14
W121	Automotive Service Worker I	1	26.93	28.48	30.13	31.84	33.68
W040	Automotive Service Worker II	1	29.8	31.51	33.31	35.22	37.22
W041	Automotive Service Worker III	1	32.86	34.77	36.74	38.89	41.09
B278	Behavioral Health & Recovery Svcs Analyst I - Unclassified	1	40.24	42.55	44.99	47.57	50.3
B279	Behavioral Health & Recovery Svcs Analyst II - Unclassified	5	47.23	49.93	52.77	55.83	59.01
G078	Behavioral Health And Recovery Services Analyst I	1	40.24	42.55	44.99	47.57	50.3
G079	Behavioral Health And Recovery Services Analyst II	5	47.23	49.93	52.77	55.83	59.01
G080	Behavioral Health And Recovery Services Supervisor	5	51.7	54.67	57.82	61.1	64.64
G071	Benefits Analyst I	1	0	0	34.25	36.23	38.29
B123	Benefits Analyst I - Unclassified	1	0	0	34.25	36.23	38.29
G070	Benefits Analyst II	1	34.69	36.7	38.78	41.02	43.4
B124	Benefits Analyst II - Unclassified	1	34.69	36.7	38.78	41.02	43.4
G069	Benefits Analyst III	1	37.29	39.45	41.7	44.12	46.63
B202	Benefits Analyst III - Unclassified	1	37.29	39.45	41.7	44.12	46.63
J062	Biologist / Standards Specialist I	5	0	0	0	0	39.99
B093	Biologist / Standards Specialist I - Unclassified	5	0	0	0	0	39.99
J063	Biologist / Standards Specialist II	5	41.26	43.62	46.11	48.78	51.55
B094	Biologist / Standards Specialist II - Unclassified	5	41.26	43.62	46.11	48.78	51.55
J064	Biologist / Standards Specialist III	5	46.1	48.77	51.54	54.51	57.63
B095	Biologist / Standards Specialist III - Unclassified	5	46.1	48.77	51.54	54.51	57.63
J065	Biologist / Standards Specialist IV	5	51.66	54.63	57.76	61.08	64.6
B096	Biologist / Standards Specialist IV - Unclassified	5	51.66	54.63	57.76	61.08	64.6
T048	Boiler Watch Engineer	1	38.72	40.96	43.32	45.76	48.42
J057	Building Inspector I	1	40.97	43.33	45.77	48.43	51.19
J058	Building Inspector II	1	0	0	56.15	59.36	62.78
J059	Building Inspector III	1	53.1	56.15	59.35	62.77	66.37
J056	Building Permit Coordinator	1	42.45	44.87	47.44	50.16	53.06

J050	Building Permit Services Supervisor	5	46.68	49.34	52.18	55.19	58.34
J060	Building Permit Technician I	1	29.85	31.55	33.36	35.28	37.29
J061	Building Permit Technician II	1	35.35	37.41	39.52	41.78	44.21
J066	Building Permit Technician III	1	37.39	39.52	41.8	44.19	46.75
J068	Building Plans Examiner I	1	43.01	45.48	48.09	50.85	53.77
J069	Building Plans Examiner II	1	52.73	55.75	58.96	62.34	65.92
J055	Building Plans Specialist	2	60.95	64.44	68.15	72.04	76.19
B208	Capital Projects Manager - Unclassified	5	62.08	65.66	69.42	73.39	77.62
N001	Capital Projects Manager I	5	51.14	54.08	57.15	60.47	63.93
N108	Capital Projects Manager II	5	62.08	65.66	69.42	73.39	77.62
F089-R	Cardiac Sonographer - Relief	1	67.24	71.1	75.17	79.51	84.05
F088	Cardiac Sonographer I	1	54.15	57.25	60.55	64.01	67.69
F089	Cardiac Sonographer II	1	64.04	67.69	71.57	75.69	80.04
G239	Case Management / Assessment Specialist I	5	0	0	37.48	39.63	41.9
B012	Case Management / Assessment Specialist I - Unclassified	5	0	0	37.48	39.63	41.9
G240	Case Management / Assessment Specialist II	5	37.87	40.03	42.34	44.75	47.34
B013	Case Management / Assessment Specialist II - Unclassified	5	37.87	40.03	42.34	44.75	47.34
G241	Case Management / Assessment Specialist III	5	44.66	47.22	49.92	52.8	55.81
B332	Case Management / Assessment Specialist III - Unclassified	5	44.66	47.22	49.92	52.8	55.81
F080	Central Services And Supply Supervisor - Exempt	1	48.2	50.99	53.9	57	60.26
E433	Child Support Investigator	1	44.43	47	49.69	52.56	55.58
B029	Child Support Investigator - Unclassified	1	44.43	47	49.69	52.56	55.58
G094	Children's Services Social Work Supervisor - E	5	57.69	60.98	64.47	68.18	72.1
G090	Children's Services Social Worker I	5	0	0	41.13	43.47	45.97
B286	Children's Services Social Worker I - Unclassified	5	0	0	41.13	43.47	45.97
G091	Children's Services Social Worker II	5	41.53	43.93	46.44	49.14	51.91
B287	Children's Services Social Worker II - Unclassified	5	41.53	43.93	46.44	49.14	51.91
G092	Children's Services Social Worker III	5	48.98	51.81	54.77	57.91	61.26
B288	Children's Services Social Worker III - Unclassified	5	48.98	51.81	54.77	57.91	61.26
E308	Clinical Documentation Specialist	1	52.63	55.66	58.85	62.23	65.81
F074	Clinical Laboratory Scientist I	5	53.67	56.75	60.01	63.46	67.09
F074-R	Clinical Laboratory Scientist I - Relief	5	53.35	56.4	59.63	63.06	66.7
B040	Clinical Laboratory Scientist I - Unclassified	5	53.67	56.75	60.01	63.46	67.09
F023	Clinical Laboratory Scientist II	5	56.83	60.08	63.52	67.16	71.03
F023-R	Clinical Laboratory Scientist II - Relief	5	56.48	59.71	63.14	66.77	70.58
B041	Clinical Laboratory Scientist II - Unclassified	5	56.83	60.08	63.52	67.16	71.03

R004	Code Compliance Officer I	5	36.26	38.31	40.51	42.87	45.3
R005	Code Compliance Officer II	5	41.72	44.16	46.68	49.34	52.18
R007	Code Compliance Officer III	5	44.06	46.61	49.29	52.11	55.12
J047	Communicable Disease Investigator	1	37.79	39.94	42.21	44.66	47.22
B050	Communicable Disease Investigator - Unclassified	1	37.79	39.94	42.21	44.66	47.22
V045	Communication Dispatch Coordinator	1	48.96	51.79	54.75	57.89	61.2
V050	Communications Dispatcher I	1	0	0	40.21	42.52	44.94
V050-R	Communications Dispatcher I - Relief	1	0	0	42.21	44.65	47.21
B133	Communications Dispatcher I - Unclassified	1	0	0	40.21	42.52	44.94
V048	Communications Dispatcher II	1	44.43	47	49.69	52.56	55.58
V048-R	Communications Dispatcher II - Relief	1	46.68	49.35	52.19	55.2	58.34
F055	Community Health Planner	2	46.57	49.24	52.07	55.05	58.23
B417	Community Health Planner - Unclassified	2	46.57	49.24	52.07	55.05	58.23
B306	Community Services Officer - Unclassified	1	28.19	29.83	31.52	33.34	35.26
T074	Community Services Officer I	1	28.19	29.83	31.52	33.34	35.26
T073	Community Services Officer II	1	30.74	32.5	34.35	36.35	38.42
G112	Community Worker I	1	26.21	27.71	29.3	30.99	32.75
B183	Community Worker I - Unclassified	1	26.21	27.71	29.3	30.99	32.75
G113	Community Worker II	1	28.94	30.61	32.34	34.21	36.15
B184	Community Worker II - Unclassified	1	28.94	30.61	32.34	34.21	36.15
B063	Construction Projects Manager - Unclassified	5	51.14	54.08	57.15	60.47	63.93
S030	Cook I	1	0	0	30.94	32.72	34.58
S027	Cook II	1	0	0	33.47	35.38	37.43
L044	County Arborist - Urban Forester	5	48.68	51.47	54.42	57.54	60.87
F029	Creative Arts Therapist	5	38.54	40.77	43.11	45.58	48.19
G050	Crime Analyst	5	44.6	47.13	49.86	52.7	55.73
B010	Crime Analyst - Unclassified	5	44.6	47.13	49.86	52.7	55.73
F121	Crisis Team Technician	1	35.67	37.73	39.88	42.17	44.61
T075	Custodian	1	25.68	27.14	28.68	30.35	32.08
F070	Cytology Technologist II	1	0	0	56.15	59.36	62.78
F078	Darkroom Technician	1	23.75	25.08	26.52	28.05	29.67
F039	Dental Assistant	1	26.8	28.34	29.94	31.68	33.49
B086	Dental Assistant - Unclassified	1	26.8	28.34	29.94	31.68	33.49
F036	Dental Hygienist	1	40.42	42.74	45.2	47.8	50.53
N106	Department Facilities Projects Coordinator I	1	38.94	41.17	43.51	46.03	48.66
N107	Department Facilities Projects Coordinator II	5	46.03	48.66	51.46	54.41	57.53
G223	Deputy Public Administrator I	1	0	0	37.48	39.63	41.9
B325	Deputy Public Administrator I - Unclassified	1	0	0	37.48	39.63	41.9
G224	Deputy Public Administrator II	5	37.87	40.03	42.34	44.75	47.34
B326	Deputy Public Administrator II - Unclassified	5	37.87	40.03	42.34	44.75	47.34
G220	Deputy Public Guardian Conservator I	1	0	0	37.48	39.63	41.9

G225	Deputy Public Guardian Conservator II	5	37.87	40.03	42.34	44.75	47.34
G217	Deputy Public Guardian Conservator III	5	44.66	47.22	49.92	52.8	55.81
S032	Dietetic Assistant - Terminal	1	0	0	0	36.77	38.92
S031	Dietetic Technician	1	31.12	32.91	34.8	36.77	38.92
B173	Dietetic Technician - Unclassified	1	31.12	32.91	34.8	36.77	38.92
S024	Dietitian I	5	43.41	45.93	48.54	51.32	54.26
S021	Dietitian II	5	45.87	48.52	51.3	54.25	57.37
G110	District Attorney's Office Supervising Victim Advocate	5	39.79	42.08	44.5	47.06	49.75
G111	District Attorney's Office Victim Advocate I	1	28.94	30.61	32.34	34.21	36.15
B401	District Attorney's Office Victim Advocate I - Unclassified	1	28.94	30.61	32.34	34.21	36.15
G114	District Attorney's Office Victim Advocate II	1	36.16	38.25	40.45	42.76	45.22
B402	District Attorney's Office Victim Advocate II - Unclassified	1	36.16	38.25	40.45	42.76	45.22
F107	Electrograph Technician I	1	29.02	30.69	32.46	34.31	36.29
F107-R	Electrograph Technician I - Relief	1	30.44	32.2	34.05	36.02	38.05
B074	Electrograph Technician I - Unclassified	1	29.02	30.69	32.46	34.31	36.29
F108	Electrograph Technician II	1	33.47	35.39	37.43	39.57	41.84
F108-R	Electrograph Technician II - Relief	1	35.16	37.17	39.3	41.56	43.93
B075	Electrograph Technician II - Unclassified	1	33.47	35.39	37.43	39.57	41.84
G237	Employment Services Specialist I	1	33.51	35.44	37.48	39.63	41.9
B143	Employment Services Specialist I - Unclassified	1	33.51	35.44	37.48	39.63	41.9
G238	Employment Services Specialist II	5	37.87	40.03	42.34	44.75	47.34
B144	Employment Services Specialist II - Unclassified	5	37.87	40.03	42.34	44.75	47.34
J007	Environmental Health Program Supervisor - Exempt	2	62.74	66.32	70.14	74.16	78.41
J048	Environmental Health Specialist I	1	0	0	41.65	44.02	46.57
B005	Environmental Health Specialist I - Unclassified	1	37.23	39.38	41.65	44.02	46.57
J046	Environmental Health Specialist II	1	48.81	51.58	54.55	57.66	60.99
B006	Environmental Health Specialist II - Unclassified	1	48.81	51.58	54.55	57.66	60.99
J049	Environmental Health Specialist III	1	51.79	54.75	57.88	61.19	64.71
B009	Environmental Health Specialist III - Unclassified	1	51.79	54.75	57.88	61.19	64.71
J037	Environmental Health Specialist IV	5	55.9	59.11	62.48	66.07	69.87
J039	Environmental Health Technician I	1	33.06	34.95	36.97	39.06	41.31
B302	Environmental Health Technician I - Unclassified	1	33.06	34.95	36.97	39.06	41.31
J040	Environmental Health Technician II	1	34.91	36.91	39.03	41.29	43.66
B303	Environmental Health Technician II - Unclassified	1	34.91	36.91	39.03	41.29	43.66
F007	Epidemiologist I	5	42.45	44.87	47.44	50.16	53.06
F002	Epidemiologist II	5	47.46	50.18	53.07	56.12	59.32

B051	Epidemiologist II - Unclassified	5	47.46	50.18	53.07	56.12	59.32
L017	Equipment Mechanic / Operator Parks	1	44.66	47.23	49.92	52.8	55.81
G215	Estate Property Supervisor - Exempt	5	52.57	55.59	58.78	62.14	65.71
G070-T	Family Health Benefits Analyst - T	1	34.69	36.7	38.78	41.02	43.4
S035	Food Service Supervisor - Exempt	1	0	0	33.47	35.38	37.43
B035	Food Service Supervisor - Unclassified / Exempt	1	0	0	33.47	35.38	37.43
S038	Food Service Worker I	1	0	0	27.99	29.56	31.27
S037	Food Service Worker II	1	0	0	29.48	31.18	32.97
T070	Forensic Autopsy Technician	1	28.06	29.67	31.36	33.18	35.07
G065	Fraud Investigator I	1	38.23	40.42	42.74	45.2	47.8
G066	Fraud Investigator II	1	44.88	47.46	50.18	53.07	56.12
J001	Hazardous Materials Specialist I	1	0	0	41.65	44.02	46.57
B033	Hazardous Materials Specialist I - Unclassified	1	0	0	41.65	44.02	46.57
J003	Hazardous Materials Specialist II	1	48.81	51.58	54.55	57.66	60.99
B052	Hazardous Materials Specialist II - Unclassified	1	48.81	51.58	54.55	57.66	60.99
J004	Hazardous Materials Specialist III	1	51.79	54.75	57.88	61.19	64.71
B053	Hazardous Materials Specialist III - Unclassified	1	51.79	54.75	57.88	61.19	64.71
J005	Hazardous Materials Specialist IV	5	55.9	59.11	62.48	66.07	69.87
B054	Hazardous Materials Specialist IV - Unclassified	5	55.9	59.11	62.48	66.07	69.87
G085	Health Education Associate	2	34.69	36.7	38.78	41.02	43.4
B115	Health Education Associate - Unclassified	2	34.69	36.7	38.78	41.02	43.4
R001	Housing / Community Development Specialist I	1	38.53	40.76	43.1	45.55	48.18
R002	Housing / Community Development Specialist II	1	45.71	48.32	51.11	54.03	57.12
R003	Housing / Community Development Specialist III	1	52.33	55.33	58.51	61.86	65.43
R010	Housing And Community Development Supervisor	5	59.57	62.96	66.58	70.41	74.46
G230	Human Services Analyst I	1	35.95	37.99	40.18	42.48	44.91
B062	Human Services Analyst I - Unclassified	1	35.95	37.99	40.18	42.48	44.91
G231	Human Services Analyst II	5	42.13	44.57	47.09	49.78	52.64
B061	Human Services Analyst II - Unclassified	5	42.13	44.57	47.09	49.78	52.64
G061	Human Services Care Counselor I	1	35.83	37.9	40.07	42.38	44.8
G061-R	Human Services Care Counselor I - Relief	1	37.62	39.78	42.08	44.48	47.04
G062	Human Services Care Counselor II	1	39.85	42.14	44.57	47.1	49.8
G062-R	Human Services Care Counselor II - Relief	1	41.84	44.24	46.76	49.44	52.29
G233	Human Services Hearings Officer	1	47	49.68	52.55	55.57	58.76
G221	Human Services Program Policy Analyst	5	49.34	52.18	55.19	58.33	61.7
B231	Human Services Program Policy Analyst - Unclassified	5	49.34	52.18	55.19	58.33	61.7
G232	Human Services Supervisor - Exempt	5	47	49.68	52.55	55.57	58.76
B060	Human Services Supervisor - Unclassified / Exempt	5	47	49.68	52.55	55.57	58.76

G067	Investigative Analyst	1	35.81	37.87	40.05	42.34	44.75
G234	Job Development Specialist I	1	35.95	37.99	40.18	42.48	44.91
B140	Job Development Specialist I - Unclassified	1	35.95	37.99	40.18	42.48	44.91
G235	Job Development Specialist II	2	42.13	44.57	47.09	49.78	52.64
B141	Job Development Specialist II - Unclassified	2	42.13	44.57	47.09	49.78	52.64
F156	Laboratory Assistant II	1	27.88	29.48	31.18	32.97	34.85
F156-R	Laboratory Assistant II - Relief	1	29.27	30.94	32.7	34.58	36.56
B159	Laboratory Assistant II - Unclassified	1	27.88	29.48	31.18	32.97	34.85
F152	Laboratory Support Services Supervisor	5	36.68	38.77	41	43.35	45.84
G242	Lead Behavioral Health and Recovery Services Specialist	5	47.23	49.93	52.77	55.83	59.01
F091	Lead Cardiac Sonographer	1	68.21	71.79	75.92	80.28	84.88
F076	Lead Central Services And Supply Assistant	1	29.08	30.77	32.53	34.4	36.38
G051	Lead Crime Analyst	5	49.03	51.84	54.84	57.97	61.31
B007	Lead Crime Analyst - Unclassified	5	49.03	51.84	54.84	57.97	61.31
T076	Lead Custodian	1	27.89	29.49	31.19	32.98	34.86
J041	Lead Environmental Health Technician	1	37.06	39.18	41.41	43.79	46.29
L005	Lead Gardener	1	41.18	43.52	46.05	48.68	51.47
E359	Lead Medical Interpreter / Translator	1	36.91	39.03	41.28	43.64	46.13
F090	Lead Pharmacist	5	77.01	81.43	86.1	91.04	96.28
F061	Lead Pharmacy Technician	1	37.48	39.62	41.9	44.3	46.86
F160	Lead Public Health Laboratory Technician	1	35.59	37.62	39.78	42.07	44.46
F118	Lead Radiologic Technologist	1	56.53	59.77	63.21	66.82	70.67
F086	Lead Sterile Processing Technician	1	30.76	32.52	34.4	36.37	38.45
E478	Lead Telephone Operator	1	32.29	34.16	36.11	38.18	40.38
T104	Lead Transportation Officer	1	29.28	30.94	32.72	34.59	36.57
F082	Lead Ultrasonographer	1	68.21	71.79	75.92	80.28	84.88
F120	Licensed Psychiatric Technician	1	35.67	37.73	39.88	42.17	44.61
F120-R	Licensed Psychiatric Technician - Relief	1	37.45	39.6	41.87	44.26	46.81
B154	Licensed Psychiatric Technician - Unclassified	1	35.67	37.73	39.88	42.17	44.61
B154-R	Licensed Psychiatric Technician - Unclassified / Relief	1	37.45	39.6	41.87	44.26	46.81
F020	Licensed Vocational Nurse	1	0	37.73	39.88	42.17	44.61
F020-R	Licensed Vocational Nurse - Relief	1	37.45	39.6	41.87	44.26	46.81
B155	Licensed Vocational Nurse - Unclassified	1	0	37.73	39.88	42.17	44.61
G121	Marriage And Family Therapist I	1	43.56	46.05	48.69	51.49	54.46
B110	Marriage And Family Therapist I - Unclassified	1	43.56	46.05	48.69	51.49	54.46
G120	Marriage And Family Therapist II	1	48.98	51.81	54.77	57.91	61.26
B109	Marriage And Family Therapist II - Unclassified	1	48.98	51.81	54.77	57.91	61.26
E040	Medical Coding Supervisor	5	52.1	55.08	58.25	61.6	65.12
E360	Medical Interpreter / Translator	1	31.01	32.8	34.66	36.67	38.75
F157	Medical Laboratory Technician	1	36.68	38.77	41	43.35	45.84

E305	Medical Records Coder I	1	33.11	35.02	37.04	39.18	41.41
E305-R	Medical Records Coder I - Relief	1	29.58	31.29	33.09	34.99	37.01
E306	Medical Records Coder II	1	40.86	43.2	45.7	48.33	51.1
E306-R	Medical Records Coder II - Relief	1	40.02	42.33	44.74	47.33	50.02
E307	Medical Records Coder III	1	47	49.69	52.56	55.58	58.77
E304	Medical Records Technician I	1	28.2	29.84	31.54	33.35	35.27
E304-R	Medical Records Technician I - Relief	1	29.58	31.29	33.09	34.99	37.01
E303	Medical Records Technician II	1	33.11	35.02	37.04	39.18	41.41
E303-R	Medical Records Technician II - Relief	1	34.8	36.8	38.92	41.15	43.49
F077	Medical Services Assistant I	1	23.52	24.88	26.29	27.8	29.39
B081	Medical Services Assistant I - Unclassified	1	23.52	24.88	26.29	27.8	29.39
F079	Medical Services Assistant II	1	27.41	29	30.66	32.43	34.26
B082	Medical Services Assistant II - Unclassified	1	27.41	29	30.66	32.43	34.26
G119	Mental Health Counselor I	1	33.51	35.44	37.48	39.63	41.9
B104	Mental Health Counselor I - Unclassified	1	33.51	35.44	37.48	39.63	41.9
G118	Mental Health Counselor II	1	37.87	40.03	42.34	44.75	47.34
B105	Mental Health Counselor II - Unclassified	1	37.87	40.03	42.34	44.75	47.34
G081	Mental Health Program Specialist	5	52.96	55.98	59.21	62.61	66.19
B156	Mental Health Program Specialist - Unclassified	5	52.96	55.98	59.21	62.61	66.19
G084	Milieu Program Specialist	5	48.67	51.47	54.42	57.54	60.85
J084	Natural Resource Specialist I	1	40.54	42.89	45.32	47.93	50.7
J085	Natural Resource Specialist II	1	44.63	47.17	49.9	52.76	55.78
J086	Natural Resource Specialist III	1	48.19	50.97	53.87	56.99	60.25
F174	Occupational Therapist I	5	45.61	48.22	51.02	53.93	57.03
B064	Occupational Therapist I - Unclassified	5	45.61	48.22	51.02	53.93	57.03
F184	Occupational Therapist I, California Children's Services	5	45.61	48.22	51.02	53.93	57.03
F175	Occupational Therapist II	5	51.12	54.06	57.14	60.44	63.9
B065	Occupational Therapist II - Unclassified	5	51.12	54.06	57.14	60.44	63.9
F185	Occupational Therapist II, California Children's Services	5	51.12	54.06	57.14	60.44	63.9
F084	Operating Room Technician	1	35.67	37.73	39.88	42.17	44.61
F084-R	Operating Room Technician - Relief	1	37.45	39.6	41.87	44.26	46.81
F004	Optometrist	2	58.4	61.76	65.27	69.02	72.97
F068	Orthopedic Technician	1	30.18	31.91	33.73	35.66	37.71
G075	Overpayments and Collections Analyst I	1	32.39	34.25	36.21	38.29	40.49
G074	Overpayments and Collections Analyst II	1	36.68	38.78	41.01	43.36	45.84
G073	Overpayments and Collections Analyst III	1	39.44	41.7	44.1	46.62	49.3
G072	Overpayments and Collections Supervisor	5	47	49.69	52.54	55.56	58.76
L046	Park Aide - Extra Help	1	19.85	21	22.19	23.48	24.85
L040	Park Ranger I	1	33.11	35.02	37.04	39.18	41.41
L041	Park Ranger II	1	37.5	39.67	41.94	44.35	46.9
L039	Park Ranger III	5	43.64	46.17	48.82	51.6	54.56
L025	Park Ranger IV - Exempt	5	48.68	51.47	54.42	57.54	60.87
L014	Parks And Open Space Equipment Operator	1	46.82	49.51	52.35	55.36	58.52

L043	Parks Electrician And Maintenance Worker	5	47.2	49.91	52.77	55.8	59
G191	Peer Support Specialist I	1	28.83	30.47	32.23	34.09	36.03
G192	Peer Support Specialist II	1	31.83	33.66	35.58	37.63	39.77
G115	Peer Support Worker I	1	26.21	27.71	29.3	30.99	32.75
B186	Peer Support Worker I - Unclassified	1	26.21	27.71	29.3	30.99	32.75
G116	Peer Support Worker II	1	28.94	30.61	32.34	34.21	36.15
B187	Peer Support Worker II - Unclassified	1	28.94	30.61	32.34	34.21	36.15
J067	Pest Detection Specialist	5	27.12	28.65	30.31	32.04	33.89
B092	Pest Detection Specialist - Unclassified	5	27.12	28.65	30.31	32.04	33.89
J070	Pest Detection Supervisor - Exempt	5	33	34.91	36.91	39.02	41.27
F059	Pharmacist	5	72.98	77.17	81.57	86.28	91.24
F059-R	Pharmacist - Relief	5	73.54	77.73	82.2	86.9	91.9
B097	Pharmacist - Unclassified	5	72.98	77.17	81.57	86.28	91.24
B097-R	Pharmacist - Unclassified / Relief	5	73.54	77.73	82.2	86.9	91.9
F060	Pharmacy Aide	1	26.76	28.28	29.89	31.61	33.43
F053	Pharmacy Buyer	1	37.48	39.62	41.9	44.3	46.86
F058	Pharmacy Technician	1	35.44	37.49	39.62	41.9	44.3
B098	Pharmacy Technician - Unclassified	1	35.44	37.49	39.62	41.9	44.3
F171	Physical Therapist I	5	45.61	48.22	51.02	53.93	57.03
F181	Physical Therapist I, California Children's Services	5	45.61	48.22	51.02	53.93	57.03
F172	Physical Therapist II	5	51.12	54.06	57.14	60.44	63.9
F182	Physical Therapist II, California Children's Services	5	51.12	54.06	57.14	60.44	63.9
F109	Physicians Assistant	5	85.1	89.99	95.17	100.62	106.37
R060	Planner I	1	36.05	38.13	40.3	42.62	45.08
B058	Planner I - Unclassified	5	36.05	38.13	40.3	42.62	45.08
R050	Planner II	5	42.74	45.2	47.8	50.53	53.42
B057	Planner II - Unclassified	5	42.74	45.2	47.8	50.53	53.42
R040	Planner III	5	48.94	51.74	54.7	57.86	61.15
B056	Planner III - Unclassified	5	48.94	51.74	54.7	57.86	61.15
R065	Planning Technician	1	31.63	33.46	35.37	37.42	39.53
G106	Program Counselor I	1	28.94	30.61	32.34	34.21	36.15
G107	Program Counselor II	1	39.85	42.14	44.57	47.1	49.8
G040	Psychiatric Social Worker I	5	43.56	46.05	48.69	51.49	54.46
B112	Psychiatric Social Worker I - Unclassified	5	43.56	46.05	48.69	51.49	54.46
G035	Psychiatric Social Worker II	5	48.98	51.81	54.77	57.91	61.26
B111	Psychiatric Social Worker II - Unclassified	5	48.98	51.81	54.77	57.91	61.26
F116	Psychologist I	2	51	53.91	57.02	60.27	63.74
B045	Psychologist I - Unclassified	2	51	53.91	57.02	60.27	63.74
F050	Psychologist II	2	55.92	59.14	62.52	66.11	69.92
B046	Psychologist II - Unclassified	2	55.92	59.14	62.52	66.11	69.92
F057	Public Health Educator	2	46.57	49.24	52.07	55.05	58.23
B114	Public Health Educator - Unclassified	1	46.57	49.24	52.07	55.05	58.23
F158	Public Health Laboratory Technician I	1	29.91	31.63	33.46	35.37	37.42
F159	Public Health Laboratory Technician II	1	33.66	35.59	37.62	39.78	42.07
F065	Public Health Microbiologist I	5	47.48	50.21	53.09	56.14	59.34

F066	Public Health Microbiologist II	5	50.27	53.15	56.18	59.4	62.83
F075	Radiologic Technologist I	1	46.91	49.61	52.46	55.44	58.64
F075-R	Radiologic Technologist I - Relief	1	49.24	52.07	55.05	58.23	61.53
F119	Radiologic Technologist II	1	49.62	52.48	55.47	58.68	62.04
F119-R	Radiologic Technologist II - Relief	1	52.08	55.06	58.24	61.57	65.09
F125	Radiologic Technologist III	1	52.42	55.43	58.62	61.99	65.54
F125-R	Radiologic Technologist III - Relief	1	55.06	58.24	61.54	65.09	68.84
B072	Radiologic Technologist III - Unclassified	1	52.42	55.43	58.62	61.99	65.54
F072	Radiology Assistant	1	29.02	30.69	32.46	34.31	36.29
F063	Registered Dental Assistant	1	31.68	33.49	35.4	37.45	39.6
F151	Rehabilitation Marketing Manager	5	47.98	50.74	53.66	56.74	60
F150	Rehabilitation Production Manager - Exempt	5	50.15	53.03	56.1	59.3	62.72
F041	Rehabilitation Production Supervisor I	5	32.8	34.67	36.68	38.76	40.99
B171	Rehabilitation Production Supervisor I - Unclassified	5	32.8	34.67	36.68	38.76	40.99
F043	Rehabilitation Production Supervisor II	5	37.24	39.4	41.66	44.03	46.58
B172	Rehabilitation Production Supervisor II - Unclassified	5	37.24	39.4	41.66	44.03	46.58
F048	Rehabilitation Production Supervisor III	5	41.71	44.13	46.64	49.32	52.15
G025	Residential Counselor I	1	35.83	37.9	40.07	42.38	44.8
G025-R	Residential Counselor I - Relief	1	37.62	39.78	42.08	44.48	47.04
G027	Residential Counselor II	1	39.85	42.14	44.57	47.1	49.8
G027-R	Residential Counselor II - Relief	1	41.84	44.24	46.76	49.44	52.29
G028	Residential Counselor III	1	42.14	44.56	47.11	49.83	52.64
J082	Resource Conservation Specialist I	1	40.54	42.89	45.32	47.93	50.7
B047	Resource Conservation Specialist I - Unclassified	1	40.54	42.89	45.32	47.93	50.7
J083	Resource Conservation Specialist II	1	44.63	47.17	49.9	52.76	55.78
B048	Resource Conservation Specialist II - Unclassified	1	44.63	47.17	49.9	52.76	55.78
J081	Resource Conservation Specialist III	1	48.19	50.97	53.87	56.99	60.25
B011	Resource Conservation Specialist III - Unclassified	1	48.19	50.97	53.87	56.99	60.25
F130	Respiratory Therapist I	1	38.14	40.31	42.6	45.08	47.65
F130-R	Respiratory Therapist I - Relief	1	39.77	42.05	44.44	47.01	49.7
F132	Respiratory Therapist II	1	45.56	48.17	50.93	53.86	56.96
F132-R	Respiratory Therapist II - Relief	1	47.51	50.24	53.13	56.16	59.37
F134	Respiratory Therapist III	1	50.55	53.48	56.52	59.77	63.2
F134-R	Respiratory Therapist III - Relief	1	52.75	55.76	58.96	62.35	65.93
T105	School Bus Driver	1	0	0	30.2	31.93	33.76
S065	Seamstress	1	24.17	25.54	27.01	28.56	30.21
F047	Senior Clinical Pharmacist	5	81.3	85.96	90.9	96.09	101.61
R006	Senior Code Compliance Officer - Exempt	5	49.9	52.76	55.78	58.97	62.37
J045	Senior Communicable Diseases Investigator	1	39.93	42.2	44.64	47.2	49.91
F054	Senior Community Health Planner	2	50.09	52.95	56	59.21	62.59
G117	Senior Community Worker	5	33.51	35.44	37.48	39.63	41.9

B273	Senior Community Worker - Unclassified	5	33.51	35.44	37.48	39.63	41.9
F045	Senior Electrograph Technician	1	36.43	38.52	40.74	43.08	45.55
R011	Senior Housing and Community Development Policy Analyst	1	59.57	62.96	66.58	70.41	74.46
G063	Senior Human Services Care Counselor - Exempt	5	44.24	46.8	49.44	52.3	55.3
J087	Senior Natural Resource Specialist	1	53.86	56.97	60.24	63.69	67.35
R020	Senior Planner - Exempt	2	61.81	65.35	69.1	73.08	77.24
F056	Senior Public Health Educator	2	50.09	52.95	56	59.21	62.59
J080	Senior Sustainability Specialist	1	53.86	56.97	60.24	63.69	67.35
T062	Senior Utility Worker	1	31.4	33.2	35.09	37.13	39.25
G095	Social Work Supervisor	5	52.57	55.59	58.78	62.14	65.71
G093	Social Work Supervisor - Exempt	5	52.57	55.59	58.78	62.14	65.71
G093-R	Social Work Supervisor-Exempt-R	5	52.32	55.31	58.48	61.83	65.38
G098	Social Worker I	5	0	0	37.48	39.63	41.9
B107	Social Worker I - Unclassified	5	0	0	37.48	39.63	41.9
G097	Social Worker II	5	37.87	40.03	42.34	44.75	47.34
B108	Social Worker II - Unclassified	5	37.87	40.03	42.34	44.75	47.34
G096	Social Worker III	5	44.66	47.22	49.92	52.8	55.81
G096-R	Social Worker III - R	5	44.42	46.99	49.68	52.54	55.56
B106	Social Worker III - Unclassified	5	44.66	47.22	49.92	52.8	55.81
G097-R	Social Worker II-R	5	37.65	39.85	42.13	44.57	47.09
G098-R	Social Worker I-R	5	0	0	37.28	39.43	41.69
F003	Speech Pathologist	5	51.12	54.06	57.14	60.44	63.9
T041	Stationary Engineer I	1	35.7	37.77	39.93	42.19	44.64
T040	Stationary Engineer II	1	0	0	0	0	52.81
F085	Sterile Processing Technician	1	29	30.66	32.43	34.27	36.25
N109	Supervising Capital Projects Manager	5	65.63	69.41	73.41	77.62	82.08
F191	Supervising Clinical Laboratory Scientist - Exempt	5	62.56	66.14	69.92	73.92	78.2
S020	Supervising Cook - Exempt	5	0	0	35.63	37.64	39.8
F168	Supervising Creative Arts Therapist - Exempt	5	46.3	48.94	51.78	54.7	57.87
T060	Supervising Custodian - Exempt	5	29.86	31.57	33.39	35.3	37.35
G218	Supervising Deputy Public Guardian - Conservator - Exempt	5	52.57	55.59	58.78	62.14	65.71
B329	Supervising Deputy Public Guardian Conservator-Unclassified	5	52.57	55.59	58.78	62.14	65.71
S025	Supervising Dietitian	2	47.87	50.63	53.54	56.62	59.86
F101	Supervising Epidemiologist	5	55.65	58.83	62.22	65.8	69.57
G252	Supervising Human Services Hearings Officer	5	51.7	54.65	57.8	61.12	64.64
F083	Supervising Medical Services Assistant	5	30.15	31.89	33.72	35.65	37.69
F005	Supervising Mental Health Clinician - Exempt	2	57.69	60.98	64.47	68.18	72.1
F006	Supervising Mental Health Psychologist - Exempt	2	62.37	65.95	69.73	73.73	77.96
F092	Supervising Pharmacist	5	81.3	85.96	90.9	96.09	101.61

F194	Supervising Psychologist - Exempt	2	60.17	63.61	67.27	71.13	75.18
F062	Supervising Public Health Microbiologist - Exempt	5	55.32	58.49	61.85	65.42	69.17
F051	Supervising Public Health Nutritionist - Exempt	2	47.87	50.63	53.54	56.62	59.86
F126	Supervising Radiologic Technologist - Exempt	1	71.85	75.97	80.34	84.94	89.82
T012	Supervising Stationary Engineer - Exempt	5	52.55	55.58	58.77	62.12	65.69
F187	Supervising Therapist - Exempt	5	55.44	58.62	61.99	65.55	69.31
G064	Supervisor Fraud Investigation Unit - Exempt	5	49.32	52.14	55.14	58.3	61.65
E480	Telephone Operator	1	26.16	27.64	29.26	30.93	32.7
V053	Telephone Services Analyst	1	39.48	41.72	44.16	46.68	49.34
E477	Telephone Services Supervisor - Exempt	5	36.58	38.68	40.89	43.25	45.72
F044	Therapy Aide	1	28.79	30.42	32.19	34.03	35.98
F166	Therapy Assistant	1	36.5	38.6	40.81	43.14	45.62
B059	Therapy Assistant - Unclassified	1	36.5	38.6	40.81	43.14	45.62
T103	Transportation Officer	1	0	0	30.2	31.93	33.76
F081-R	Ultrasonographer - Relief	1	67.24	71.1	75.17	79.51	84.05
F087	Ultrasonographer I	1	54.15	57.25	60.55	64.01	67.69
F081	Ultrasonographer II	1	64.04	67.69	71.57	75.69	80.04
T064	Utility Worker I	1	27	28.55	30.2	31.93	33.76
T063	Utility Worker II	1	28.48	30.12	31.84	33.68	35.6
G216	Veterans Services Officer	5	47	49.68	52.55	55.57	58.76
G219	Veterans Services Representative I	1	35.95	37.99	40.18	42.48	44.91
G222	Veterans Services Representative II	5	42.13	44.57	47.09	49.78	52.64
G100	Vocational Rehabilitation Counseling Supervisor	5	53.66	56.74	60	63.45	67.06
G200	Vocational Rehabilitation Counselor I	1	33.51	35.44	37.48	39.63	41.9
B176	Vocational Rehabilitation Counselor I - Unclassified	1	33.51	35.44	37.48	39.63	41.9
G013	Vocational Rehabilitation Counselor II	5	37.87	40.03	42.34	44.75	47.34
B177	Vocational Rehabilitation Counselor II - Unclassified	5	37.87	40.03	42.34	44.75	47.34
G190	Vocational Rehabilitation Counselor III	5	44.66	47.22	49.92	52.8	55.81
B178	Vocational Rehabilitation Counselor III - Unclassified	5	44.66	47.22	49.92	52.8	55.81

EXHIBIT B. SEIU - Extra-Help Unit

- (1) Advance Payments for Extra-Help Auditor-Appraiser Travel. For out of town overnight assignments for a period greater than one week, extra-help Auditor-Appraisers will be allowed up to two thousand (\$2,000.00) dollars as an advance on expenses.

- (2) Operational/Management Audit Differential. Extra-help Senior Internal Auditors in the Controller's Office who are assigned to conduct operational/management audits shall receive a ten percent (10%) differential for all hours worked in said assignment.

SEIU Extra Help: Salaries – As of 5/14/2023							
Class Code	Class Title	Work Group	Step A Hourly Rate	Step B Hourly Rate	Step C Hourly Rate	Step D Hourly Rate	Step E Hourly Rate
E030	Accountant I	5	33.12	35.02	37.03	39.18	41.41
B001	Accountant I - Unclassified	5	33.12	35.02	37.03	39.18	41.41
E011	Accountant II	5	38.73	40.94	43.30	45.78	48.40
E010	Accountant II - Exempt	5	38.73	40.94	43.30	45.78	48.40
B002	Accountant II - Unclassified	5	38.73	40.94	43.30	45.78	48.40
E029	Administrative Assistant I	5	35.33	37.35	39.50	41.76	44.16
B131	Administrative Assistant I – Unclassified	5	35.33	37.35	39.50	41.76	44.16
E091	Administrative Assistant II	5	40.13	42.46	44.87	47.43	50.18
E089	Administrative Assistant II - Exempt	2	40.13	42.46	44.87	47.43	50.18
B416	Administrative Assistant II – Unclassified	2	40.13	42.46	44.87	47.43	50.18
B134	Administrative Assistant II – Unclassified / Exempt	2	40.13	42.46	44.87	47.43	50.18
E001	Administrative Secretary I	1	29.56	31.25	33.02	34.93	36.92
B017	Administrative Secretary I – Unclassified	1	29.56	31.25	33.02	34.93	36.92
E002	Administrative Secretary II	1	31.90	33.73	35.67	37.73	39.87
B015	Administrative Secretary II – Unclassified	1	31.90	33.73	35.67	37.73	39.87
E003	Administrative Secretary III	1	33.49	35.39	37.43	39.57	41.83
B016	Administrative Secretary III – Unclassified	1	33.49	35.39	37.43	39.57	41.83
V215	Advisory Systems Engineer	5	58.34	61.68	65.23	68.96	72.91
U076	Appraiser I	1			36.39	38.46	40.66
B304	Appraiser I - Unclassified	1			36.39	38.46	40.66
U074	Appraiser II	2	40.22	42.55	44.96	47.54	50.28
B305	Appraiser II - Unclassified	2	40.22	42.55	44.96	47.54	50.28
E325	Assessor / Recorder Support Services Supervisor - Exempt	1	35.33	37.35	39.50	41.76	44.16
E321	Assessor / Recorder Technician I	1	24.64	26.03	27.54	29.13	30.80
E322	Assessor / Recorder Technician II	1	25.95	27.46	28.99	30.68	32.45
B126	Assessor / Recorder Technician II - Unclassified	1	25.95	27.46	28.99	30.68	32.45
E323	Assessor Recorder Technician III	1	29.74	31.43	33.23	35.15	37.16
V200	Assistant Systems Engineer	5	38.80	40.99	43.37	45.84	48.47
V205	Associate Systems Engineer	5	45.62	48.23	51.03	53.95	57.06
U079	Auditor - Appraiser I	1			36.39	38.46	40.66
U078	Auditor - Appraiser II	2	40.22	42.55	44.96	47.54	50.28
E354	Banking And Cash Management Supervisor-Exempt	5	42.89	45.33	47.95	50.69	53.60
E140	Buyer I	1	33.76	35.70	37.76	39.93	42.21

E125	Buyer II	5	38.93	41.17	43.51	46.02	48.67
B217	C/CAG Program Specialist I – Unclassified	1	37.63	39.80	42.09	44.50	47.05
B218	C/CAG Program Specialist II – Unclassified	5	44.19	46.71	49.40	52.22	55.21
E348	Cash Management Specialist	1	31.43	33.23	35.15	37.17	39.28
E436	Child Support Analyst I	1	33.31	35.24	37.26	39.39	41.66
B227	Child Support Analyst I - Unclassified	1	33.31	35.24	37.26	39.39	41.66
E435	Child Support Analyst II	1	35.09	37.11	39.24	41.48	43.86
B228	Child Support Analyst II - Unclassified	1	35.09	37.11	39.24	41.48	43.86
E437	Child Support Analyst III	1	37.63	39.81	42.10	44.51	47.06
E431	Child Support Customer Service Specialist	1	29.73	31.40	33.20	35.13	37.14
B330	Child Support Customer Service Specialist - Unclassified	1	29.73	31.40	33.20	35.13	37.14
E439	Child Support Customer Service Supervisor - Exempt	5	43.76	46.26	48.90	51.72	54.68
E290	Child Support Specialist I	1	29.74	31.43	33.23	35.15	37.16
E291	Child Support Specialist II	1	31.89	33.72	35.65	37.72	39.86
E294	Child Support Specialist III	1	35.09	37.11	39.24	41.48	43.86
E434	Child Support Supervisor - Exempt	5	43.76	46.26	48.90	51.72	54.68
B145	Child Support Supervisor - Unclassified Exempt	5	43.76	46.26	48.90	51.72	54.68
E432	Child Support Technician	1	29.73	31.40	33.20	35.13	37.14
K008	Circulation Supervisor - Exempt	1	36.04	38.11	40.28	42.60	45.05
E056	Communication Specialist	5	49.15	51.97	54.94	58.11	61.44
G245	Community Program Analyst I	5	37.63	39.80	42.09	44.50	47.05
G246	Community Program Analyst II	5	44.19	46.71	49.40	52.22	55.21
B418	Community Program Analyst II – Unclassified	5	37.63	39.80	42.09	44.50	47.05
G226	Community Program Specialist I	1	33.60	35.55	37.56	39.71	42.01
B182	Community Program Specialist I – Unclassified	1	33.60	35.55	37.56	39.71	42.01
G227	Community Program Specialist II	5	37.63	39.80	42.09	44.50	47.05
B181	Community Program Specialist II – Unclassified	5	37.63	39.80	42.09	44.50	47.05
G236	Community Program Supervisor	5	48.59	51.38	54.33	57.43	60.76
N060	Construction Inspector I	1	37.86	40.06	42.32	44.76	47.34
N062	Construction Inspector II	1	44.54	47.07	49.80	52.62	55.65
G247	Contract Administrator I	5	37.63	39.80	42.09	44.50	47.05
G248	Contract Administrator II	5	44.19	46.71	49.40	52.22	55.21
E310	Copy Operator	1	24.99	26.39	27.91	29.54	31.23
Q002	Department of Emergency Management Coordinator	5	40.22	42.55	44.96	47.54	50.28

B321	Department of Emergency Management Coordinator – Unclassified	5	40.22	42.55	44.96	47.54	50.28
V233	Departmental Systems Analyst	5	53.21	56.28	59.49	62.91	66.53
N053	Drafting Technician I	1	32.87	34.76	36.74	38.87	41.09
N052	Drafting Technician II	1	38.54	40.75	43.08	45.56	48.17
E452	Election Technician	1	28.33	29.93	31.64	33.46	35.38
B032	Elections Graphics Specialist – Unclassified	1	36.26	38.31	40.51	42.86	45.28
E166	Elections Specialist I	1	27.18	28.74	30.39	32.14	33.97
E167	Elections Specialist II	1	30.89	32.64	34.54	36.49	38.60
E168	Elections Specialist III	1	41.15	43.50	46.01	48.66	51.43
E169	Elections Specialist Supervisor	5	47.33	50.02	52.91	55.95	59.14
V400	Electronic Health Record Analyst I	5	45.62	48.23	51.03	53.95	57.06
V401	Electronic Health Record Analyst II	5	57.02	60.26	63.76	67.40	71.26
V402	Electronic Health Record Analyst III	5	59.87	63.27	66.94	70.77	74.83
V403	Electronic Health Record Supervisor	5	65.24	68.95	72.91	77.13	81.53
E443	Estate Property Officer	1	29.67	31.38	33.19	35.11	37.11
B327	Estate Property Officer - Unclassified	1	29.67	31.38	33.19	35.11	37.11
B160	First 5 Program Specialist I – Unclassified	5	37.63	39.80	42.09	44.50	47.05
B161	First 5 Program Specialist II – Unclassified	5	44.19	46.71	49.40	52.22	55.21
B165	First 5 Research and Evaluation Specialist - Unclassified	5	44.19	46.71	49.40	52.22	55.21
B414	First 5 Senior Program Specialist - Unclassified	5	46.72	49.41	52.24	55.24	58.41
E346	Fiscal Office Assistant I	1	24.64	26.03	27.54	29.13	30.80
B042	Fiscal Office Assistant I - Unclassified	1	24.64	26.03	27.54	29.13	30.80
E347	Fiscal Office Assistant II	1	25.95	27.46	28.99	30.68	32.45
B020	Fiscal Office Assistant II - Unclassified	1	25.95	27.46	28.99	30.68	32.45
E534	Fiscal Office Services Supervisor	1	35.33	37.35	39.50	41.76	44.16
E351	Fiscal Office Services Supervisor – Exempt	1	35.33	37.35	39.50	41.76	44.16
E350	Fiscal Office Specialist	1	29.74	31.43	33.23	35.15	37.16
B067	Fiscal Office Specialist - Unclassified	1	29.74	31.43	33.23	35.15	37.16
V058	GIS Analyst I	1	43.03	45.51	48.12	50.88	53.81
V059	GIS Analyst II	1	45.62	48.23	51.03	53.95	57.06
V060	GIS Analyst III	1	53.21	56.28	59.49	62.91	66.53
V057	GIS Supervisor	1	47.50	50.23	53.12	56.16	59.38
V054	GIS Technician I	1	32.87	34.76	36.74	38.87	41.09
V055	GIS Technician II	1	38.54	40.75	43.08	45.56	48.17
V056	GIS Technician III	1	45.69	45.67	48.30	51.06	53.98
N041	Graphics Specialist	1	35.33	37.35	39.50	41.76	44.16
B028	Graphics Specialist - Unclassified	1	35.33	37.35	39.50	41.76	44.16
E483	Health Benefits Analyst I	1			32.63	34.51	36.47

E484	Health Benefits Analyst II	1	33.04	34.96	36.95	39.09	41.32
E486	Health Benefits Supervisor	5	44.76	47.34	50.03	52.92	55.96
E418	Hospital Unit Coordinator	1	27.84	29.45	31.12	32.90	34.81
V235	Information Technology Analyst	5	53.21	56.28	59.49	62.91	66.53
B152	Information Technology Analyst - Unclassified	5	53.21	56.28	59.49	62.91	66.53
V240	Information Technology Supervisor - Exempt	5	58.34	61.68	65.23	68.96	72.91
B136	Information Technology Supervisor - Unclassified	5	58.34	61.68	65.23	68.96	72.91
V230	Information Technology Technician	5	42.18	44.61	47.17	49.88	52.73
B150	Information Technology Technician - Unclassified	5	42.18	44.61	47.17	49.88	52.73
E095	Internal Auditor I	5			39.28	41.52	43.93
E094	Internal Auditor II	5	41.02	43.39	45.88	48.51	51.29
E014	Investment Services Specialist I	1	31.93	33.76	35.71	37.77	39.94
E015	Investment Services Specialist II	2	36.08	38.14	40.35	42.64	45.11
V263	IS Application Support - Senior	5	58.34	61.68	65.23	68.96	72.91
V260	IS Application Support Analyst I	5	45.62	48.23	51.03	53.95	57.06
V261	IS Application Support Analyst II	5	54.30	57.39	60.72	64.19	67.87
V262	IS Application Support Analyst III	5	58.34	61.68	65.23	68.96	72.91
V304	IS Application Support Supervisor	5	62.13	65.67	69.44	73.46	77.65
V267	IS Business Analyst - Senior	5	58.34	61.68	65.23	68.96	72.91
V264	IS Business Analyst I	5	45.62	48.23	51.03	53.95	57.06
V265	IS Business Analyst II	5	54.30	57.39	60.72	64.19	67.87
B194	IS Business Analyst II - Unclassified	5	54.30	57.39	60.72	64.19	67.87
V266	IS Business Analyst III	5	58.34	61.68	65.23	68.96	72.91
V300	IS Business Supervisor	5	62.13	65.67	69.44	73.46	77.65
V271	IS Client Systems Specialist - Senior	5	58.34	61.68	65.23	68.96	72.91
V268	IS Client Systems Specialist I	5	45.62	48.23	51.03	53.95	57.06
V269	IS Client Systems Specialist II	5	54.30	57.39	60.72	64.19	67.87
V270	IS Client Systems Specialist III	5	58.34	61.68	65.23	68.96	72.91
V301	IS Client Systems Supervisor	5	62.13	65.67	69.44	73.46	77.65
V283	IS Communications Specialist - Senior	5	58.34	61.68	65.23	68.96	72.91
V280	IS Communications Specialist I	5	45.62	48.23	51.03	53.95	57.06
V281	IS Communications Specialist II	5	54.30	57.39	60.72	64.19	67.87
V282	IS Communications Specialist III	5	58.34	61.68	65.23	68.96	72.91
V307	IS Communications Supervisor	5	62.13	65.67	69.44	73.46	77.65
V275	IS Data Specialist - Senior	5	58.34	61.68	65.23	68.96	72.91
V272	IS Data Specialist I	5	45.62	48.23	51.03	53.95	57.06
V273	IS Data Specialist II	5	54.30	57.39	60.72	64.19	67.87
V274	IS Data Specialist III	5	58.34	61.68	65.23	68.96	72.91
V302	IS Data Supervisor	5	62.13	65.67	69.44	73.46	77.65
V305	IS Project Manager I	5	62.13	65.67	69.44	73.46	77.65
V306	IS Project Manager II	5	65.67	69.44	73.46	77.65	82.09
V279	IS Systems Specialist - Senior	5	58.34	61.68	65.23	68.96	72.91

V276	IS Systems Specialist I	5	45.62	48.23	51.03	53.95	57.06
V277	IS Systems Specialist II	5	54.30	57.39	60.72	64.19	67.87
V278	IS Systems Specialist III	5	58.34	61.68	65.23	68.96	72.91
V303	IS Systems Supervisor	5	62.13	65.67	69.44	73.46	77.65
E324	Lead Assessor / Recorder Technician	1	28.33	29.93	31.64	33.46	35.38
E124	Lead Buyer	5	42.81	45.27	47.87	50.61	53.51
E438	Lead Child Support Customer Service Specialist	1	35.09	37.11	39.24	41.48	43.86
E550	Lead Copy Operator	1	28.03	29.63	31.33	33.14	35.03
E395	Lead Deputy Court Clerk	1	31.34	33.15	35.04	37.05	39.20
E442	Lead Estate Property Officer	1	32.64	34.54	36.51	38.60	40.82
E349	Lead Fiscal Office Assistant	1	28.33	29.93	31.64	33.46	35.38
B025	Lead Fiscal Office Assistant – Unclassified	1	28.33	29.93	31.64	33.46	35.38
E485	Lead Health Benefits Analyst	1	35.56	37.57	39.72	42.02	44.41
E374	Lead Legal Office Assistant	1	32.68	34.56	36.52	38.63	40.85
B030	Lead Legal Office Assistant – Unclassified	1	32.68	34.56	36.52	38.63	40.85
E379	Lead Legal Secretary	1	36.23	38.30	40.51	42.83	45.27
E356	Lead Legal Word Processor	1	33.49	35.40	37.44	39.58	41.84
E401	Lead Mail Services Driver	1	28.03	29.63	31.33	33.14	35.03
E419	Lead Medical Office Assistant	1	31.36	33.17	35.06	37.07	39.22
E336	Lead Office Assistant	1	27.57	29.16	30.84	32.59	34.45
E413	Lead Patient Services Assistant	1	31.84	33.70	35.63	37.65	39.83
B031	Lead Patient Services Assistant - Unclassified	1	31.84	33.70	35.63	37.65	39.83
E482	Lead Records Center Assistant	1	29.93	31.64	33.46	35.38	37.43
E456	Lead Revenue Collector	1	36.40	38.48	40.69	43.02	45.50
E408	Lead Storekeeper	1	29.19	30.86	32.62	34.49	36.46
E357	Lead Word Processor	1	28.94	30.61	32.38	34.23	36.19
E372	Legal Office Assistant I	1	27.09	28.65	30.27	32.02	33.86
B137	Legal Office Assistant I - Unclassified	1	27.09	28.65	30.27	32.02	33.86
E373	Legal Office Assistant II	1	28.56	30.18	31.92	33.75	35.70
B138	Legal Office Assistant II - Unclassified	1	28.56	30.18	31.92	33.75	35.70
E376	Legal Office Services Supervisor – Exempt	1	38.89	41.12	43.47	45.97	48.59
E375	Legal Office Specialist	1	32.68	34.56	36.52	38.63	40.85
B055	Legal Office Specialist - Unclassified	1	32.68	34.56	36.52	38.63	40.85
E375-Y	Legal Office Specialist - Y Rate	1					38.29
E377	Legal Secretary I	1	30.25	32.01	33.85	35.77	37.83
E378	Legal Secretary II	1	33.68	35.63	37.65	39.83	42.12
E355	Legal Word Processor	1	30.34	32.09	33.92	35.83	37.90
B068	Legal Word Processor - Unclassified	1	30.34	32.09	33.92	35.83	37.90
K001	Librarian I	5	35.85	37.90	40.10	42.42	44.83
K002	Librarian II	5	39.11	41.36	43.73	46.23	48.86
E071	Library Aide - Extra Help	1	18.91	20.00	21.15	22.36	23.65

K011	Library Assistant Bookmobile Operator	1	31.32	33.12	35.00	37.02	39.14
K009	Library Assistant I	1			27.46	28.99	30.68
K010	Library Assistant II	1	28.97	30.63	32.41	34.26	36.23
K014	Library Technician I	1			27.46	28.99	30.68
K012	Library Technician II	1	28.97	30.63	32.41	34.26	36.23
K007	Literacy Specialist	1	35.43	37.48	39.61	41.88	44.30
E399	Mail Services Aide	1	21.57	22.79	24.10	25.49	26.96
E400	Mail Services Driver	1	25.03	26.44	27.97	29.59	31.28
E416	Medical Office Assistant I	1	25.11	26.55	28.08	29.67	31.38
B077	Medical Office Assistant I – Unclassified	1	25.11	26.55	28.08	29.67	31.38
E417	Medical Office Assistant II	1	27.07	28.60	30.24	31.99	33.83
B078	Medical Office Assistant II – Unclassified	1	27.07	28.60	30.24	31.99	33.83
E421	Medical Office Services Supervisor - Exempt	1	37.32	39.46	41.73	44.11	46.65
E420	Medical Office Specialist	1	31.36	33.17	35.06	37.07	39.22
B076	Medical Office Specialist - Unclassified	1	31.36	33.17	35.06	37.07	39.22
E361	Medical Transcriptionist	1	29.28	30.98	32.76	34.64	36.64
E422	Mobile Health Services Assistant	1	29.46	31.13	32.91	34.82	36.82
E334	Office Assistant I	1	21.72	22.97	24.28	25.67	27.16
B069	Office Assistant I - Unclassified	1	21.72	22.97	24.28	25.67	27.16
E335	Office Assistant II	1	24.99	26.39	27.91	29.54	31.23
B070	Office Assistant II - Unclassified	1	24.99	26.39	27.91	29.54	31.23
E338	Office Services Supervisor - Exempt	5	33.59	35.52	37.55	39.70	41.98
E337	Office Specialist	1	27.57	29.16	30.84	32.59	34.45
B019	Office Specialist - Unclassified	1	27.57	29.16	30.84	32.59	34.45
E008	Paralegal	1	36.23	38.30	40.51	42.83	45.27
B008	Paralegal - Unclassified	1	36.23	38.30	40.51	42.83	45.27
E411	Patient Services Assistant I	1	26.38	27.90	29.52	31.21	32.99
B083	Patient Services Assistant I – Unclassified	1	26.38	27.90	29.52	31.21	32.99
E412	Patient Services Assistant II	1	27.84	29.45	31.12	32.90	34.81
B084	Patient Services Assistant II – Unclassified	1	27.84	29.45	31.12	32.90	34.81
E414	Patient Services Specialist	1	31.84	33.70	35.63	37.65	39.83
B244	Patient Services Specialist – Unclassified	1	31.84	33.70	35.63	37.65	39.83
E415	Patient Services Supervisor - Exempt	1	39.60	41.86	44.28	46.81	49.50
B085	Patient Services Supervisor – Unclassified	1	39.60	41.86	44.28	46.81	49.50
E403	Payroll / Personnel Services Specialist	1	29.74	31.43	33.23	35.15	37.16
E535	Payroll-Personnel Coordinator I	1	28.10	29.73	31.43	33.23	35.13
E536	Payroll-Personnel Coordinator II	1	29.73	31.43	33.23	35.13	37.16
E537	Payroll-Personnel Coordinator III	1	31.43	33.23	35.13	37.16	39.29
E538	Payroll-Personnel Coordinator IV	1	33.23	35.13	37.16	39.29	41.54

E020	Pre-Trial Specialist	1	34.57	36.54	38.65	40.87	43.22
U045	Principal Appraiser - Exempt	2	54.03	57.15	60.42	63.88	67.58
U077	Principal Auditor - Appraiser - Exempt	2	54.03	57.15	60.42	63.88	67.58
B049	Principal Auditor / Appraiser – Unclassified	2	54.03	57.15	60.42	63.88	67.58
G243	Program Coordinator I	5	37.63	39.80	42.09	44.50	47.05
G244	Program Coordinator II	5	44.19	46.71	49.40	52.22	55.21
B415	Program Coordinator II - Unclassified	5	44.19	46.71	49.40	52.22	55.21
E018	Property Tax Specialist	5	38.73	40.94	43.30	45.78	48.40
E367	Public Services Assistant	1	23.19	24.50	25.91	27.40	28.96
E368	Public Services Specialist	1	26.21	27.69	29.28	30.98	32.75
N010	Public Works Technician I	1	32.87	34.76	36.74	38.87	41.09
B192	Public Works Technician I – Unclassified	1	32.87	34.76	36.74	38.87	41.09
N011	Public Works Technician II	1	38.54	40.75	43.08	45.56	48.17
B193	Public Works Technician II – Unclassified	1	38.54	40.75	43.08	45.56	48.17
E405	Purchasing Technician	1	26.89	28.44	30.09	31.80	33.62
U005	Real Property Agent I	1			39.53	41.79	44.21
U004	Real Property Agent II	1	48.52	51.30	54.26	57.35	60.66
U003	Real Property Agent III	1	53.91	57.01	60.29	63.75	67.40
U081	Real Property Appraiser Technician	1			30.91	32.68	34.56
E459	Records Center Assistant I	1	26.19	27.67	29.26	30.96	32.73
E460	Records Center Assistant II	1	27.57	29.16	30.84	32.59	34.45
E473	Records Center Supervisor - Exempt	1	32.78	34.69	36.67	38.77	40.99
V250	Resource Specialist Patient Financial Services System	5	53.21	56.28	59.49	62.91	66.53
E489	Retirement Accountant I	5	33.12	35.02	37.03	39.18	41.41
E490	Retirement Accountant II	5	38.73	40.94	43.30	45.78	48.40
E032	Retirement Accounting Technician I	1	26.62	28.13	29.76	31.46	33.27
E033	Retirement Accounting Technician II	1	29.74	31.43	33.23	35.15	37.16
E491	Retirement Analyst	1	37.02	39.13	41.40	43.78	46.27
E054	Retirement Communication Specialist	5	49.15	51.97	54.94	58.11	61.44
E052	Retirement Financial Analyst I	1	44.76	47.34	50.03	52.92	55.96
E053	Retirement Financial Analyst II	5	55.96	59.16	62.57	66.17	69.96
E012	Retirement Senior Accountant – Exempt	5	47.49	50.24	53.12	56.16	59.39
E493	Retirement Support Specialist	1	30.60	32.37	34.21	36.17	38.25
V237	Retirement Systems Technologist	5	55.90	59.09	62.51	66.07	69.86
E455	Revenue Collection Supervisor – Exempt	5	42.89	45.33	47.95	50.69	53.60
E458	Revenue Collector I	1	27.12	28.69	30.33	32.07	33.91
B043	Revenue Collector I - Unclassified	1	27.12	28.69	30.33	32.07	33.91
E457	Revenue Collector II	1	33.55	35.45	37.50	39.66	41.92
B044	Revenue Collector II - Unclassified	1	33.55	35.45	37.50	39.66	41.92
E007	Senior Accountant	5	47.49	50.24	53.12	56.16	59.39

E009	Senior Accountant - Exempt	5	47.49	50.24	53.12	56.16	59.39
B003	Senior Accountant - Unclassified – Exempt	5	47.49	50.24	53.12	56.16	59.39
U068	Senior Appraiser	2	45.67	48.30	51.06	53.98	57.09
B088	Senior Appraiser - Unclassified	2	45.67	48.30	51.06	53.98	57.09
U063	Senior Auditor - Appraiser	2	45.67	48.30	51.06	53.98	57.09
B413	Senior C/CAG Program Specialist - Unclassified	5	51.79	54.77	57.91	61.23	64.74
E345	Senior Cash Management Specialist	1	33.23	35.15	37.16	39.29	41.53
G228	Senior Community Program Specialist	5	44.19	46.71	49.40	52.22	55.21
B180	Senior Community Program Specialist - Unclassified	5	44.19	46.71	49.40	52.22	55.21
N051	Senior Drafting Technician	1	43.18	45.67	48.30	51.06	53.98
V238	Senior Graphics Specialist	5	43.03	45.51	48.12	50.87	53.80
V234	Senior Information Technology Analyst	5	54.30	57.39	60.72	64.19	67.87
B153	Senior Information Technology Analyst - Unclassified	5	54.30	57.39	60.72	64.19	67.87
V231	Senior Information Technology Technician	5	43.03	45.51	48.12	50.87	53.80
B419	Senior Information Technology Technician - Unclassified	5	43.03	45.51	48.12	50.87	53.80
E093	Senior Internal Auditor	5	52.66	55.67	58.89	62.26	65.84
K003	Senior Librarian	5	41.83	44.24	46.77	49.45	52.29
K017	Senior Library Assistant	1	30.74	32.49	34.35	36.34	38.41
K016	Senior Library Technician	1	30.74	32.49	34.35	36.34	38.41
E017	Senior Property Tax Specialist	5	47.49	50.24	53.12	56.16	59.39
E492	Senior Retirement Analyst	1	43.40	45.90	48.52	51.30	54.26
E447	Sheriff's Criminal Records Supervisor - Exempt	5	37.30	39.44	41.73	44.10	46.64
E445	Sheriff's Criminal Records Technician I	1	26.89	28.43	30.08	31.79	33.61
E446	Sheriff's Criminal Records Technician II	1	28.45	30.11	31.82	33.65	35.59
E309	Sheriff's Office Extradition and Warrant Specialist	1	35.95	38.02	40.18	42.49	44.94
E406	Storekeeper I	1	22.07	23.34	24.69	26.09	27.58
E407	Storekeeper II	1	26.89	28.44	30.09	31.80	33.62
E410	Storekeeping Supervisor - Exempt	1	32.78	34.69	36.67	38.77	40.99
B331	Storekeeping Supervisor - Unclassified Exempt	1	32.78	34.69	36.67	38.77	40.99
E358	Supervising Cash Management Specialist	5	37.36	39.50	41.77	44.16	46.69
Q005	Supervising Coordinator, Department of Emergency Management	5	47.04	49.75	52.59	55.61	58.80
E380	Supervising Legal Secretary - Exempt	1	41.66	44.04	46.58	49.22	52.06
N035	Supervising Public Works Technician - Exempt	1	49.18	52.02	55.01	58.15	61.49
V210	Systems Engineer	5	54.30	57.39	60.72	64.19	67.87

B128	Systems Engineer - Unclassified	5	54.30	57.39	60.72	64.19	67.87
V252	Systems Support Specialist	5	53.21	56.28	59.49	62.91	66.53

SEIU Extra Help: Salaries – As of 10/1/2023							
Class Code	Class Title	Work Group	Step A Hourly Rate	Step B Hourly Rate	Step C Hourly Rate	Step D Hourly Rate	Step E Hourly Rate
E030	Accountant I	5	34.44	36.42	38.51	40.75	43.07
B001	Accountant I - Unclassified	5	34.44	36.42	38.51	40.75	43.07
E011	Accountant II	5	40.28	42.58	45.03	47.61	50.34
E010	Accountant II - Exempt	5	40.28	42.58	45.03	47.61	50.34
B002	Accountant II - Unclassified	5	40.28	42.58	45.03	47.61	50.34
E029	Administrative Assistant I	5	36.74	38.84	41.08	43.43	45.93
B131	Administrative Assistant I – Unclassified	5	36.74	38.84	41.08	43.43	45.93
E091	Administrative Assistant II	5	41.74	44.16	46.66	49.33	52.19
E089	Administrative Assistant II - Exempt	2	41.74	44.16	46.66	49.33	52.19
B416	Administrative Assistant II – Unclassified	2	41.74	44.16	46.66	49.33	52.19
B134	Administrative Assistant II – Unclassified / Exempt	2	41.74	44.16	46.66	49.33	52.19
E001	Administrative Secretary I	1	30.74	32.5	34.34	36.33	38.4
B017	Administrative Secretary I – Unclassified	1	30.74	32.5	34.34	36.33	38.4
E002	Administrative Secretary II	1	33.18	35.08	37.1	39.24	41.46
B015	Administrative Secretary II – Unclassified	1	33.18	35.08	37.1	39.24	41.46
E003	Administrative Secretary III	1	34.83	36.81	38.93	41.15	43.5
B016	Administrative Secretary III – Unclassified	1	34.83	36.81	38.93	41.15	43.5
V215	Advisory Systems Engineer	5	60.67	64.15	67.84	71.72	75.83
U076	Appraiser I	1	0	0	37.85	40	42.29
B304	Appraiser I - Unclassified	1	0	0	37.85	40	42.29
U074	Appraiser II	2	41.83	44.25	46.76	49.44	52.29
B305	Appraiser II - Unclassified	2	41.83	44.25	46.76	49.44	52.29
E325	Assessor / Recorder Support Services Supervisor - Exempt	1	36.74	38.84	41.08	43.43	45.93
E321	Assessor / Recorder Technician I	1	25.63	27.07	28.64	30.3	32.03
E322	Assessor / Recorder Technician II	1	26.99	28.56	30.15	31.91	33.75
B126	Assessor / Recorder Technician II - Unclassified	1	26.99	28.56	30.15	31.91	33.75
E323	Assessor Recorder Technician III	1	30.93	32.69	34.56	36.56	38.65
V200	Assistant Systems Engineer	5	40.35	42.63	45.1	47.67	50.41
V205	Associate Systems Engineer	5	47.44	50.16	53.07	56.11	59.34
U079	Auditor - Appraiser I	1	0	0	37.85	40	42.29
U078	Auditor - Appraiser II	2	41.83	44.25	46.76	49.44	52.29
E354	Banking And Cash Management Supervisor-Exempt	5	44.61	47.14	49.87	52.72	55.74

E140	Buyer I	1	35.11	37.13	39.27	41.53	43.9
E125	Buyer II	5	40.49	42.82	45.25	47.86	50.62
B217	C/CAG Program Specialist I – Unclassified	1	39.14	41.39	43.77	46.28	48.93
B218	C/CAG Program Specialist II – Unclassified	5	45.96	48.58	51.38	54.31	57.42
E348	Cash Management Specialist	1	32.69	34.56	36.56	38.66	40.85
E436	Child Support Analyst I	1	34.64	36.65	38.75	40.97	43.33
B227	Child Support Analyst I - Unclassified	1	34.64	36.65	38.75	40.97	43.33
E435	Child Support Analyst II	1	36.49	38.59	40.81	43.14	45.61
B228	Child Support Analyst II - Unclassified	1	36.49	38.59	40.81	43.14	45.61
E437	Child Support Analyst III	1	39.14	41.4	43.78	46.29	48.94
E431	Child Support Customer Service Specialist	1	30.92	32.66	34.53	36.54	38.63
B330	Child Support Customer Service Specialist - Unclassified	1	30.92	32.66	34.53	36.54	38.63
E439	Child Support Customer Service Supervisor - Exempt	5	45.51	48.11	50.86	53.79	56.87
E290	Child Support Specialist I	1	30.93	32.69	34.56	36.56	38.65
E291	Child Support Specialist II	1	33.17	35.07	37.08	39.23	41.45
E294	Child Support Specialist III	1	36.49	38.59	40.81	43.14	45.61
E434	Child Support Supervisor - Exempt	5	45.51	48.11	50.86	53.79	56.87
B145	Child Support Supervisor – Unclassified / Exempt	5	45.51	48.11	50.86	53.79	56.87
E432	Child Support Technician	1	30.92	32.66	34.53	36.54	38.63
K008	Circulation Supervisor - Exempt	1	37.48	39.63	41.89	44.3	46.85
E056	Communication Specialist	5	51.12	54.05	57.14	60.43	63.9
G245	Community Program Analyst I	5	39.14	41.39	43.77	46.28	48.93
G246	Community Program Analyst II	5	45.96	48.58	51.38	54.31	57.42
B418	Community Program Analyst II - Unclassified	5	39.14	41.39	43.77	46.28	48.93
G226	Community Program Specialist I	1	34.94	36.97	39.06	41.3	43.69
B182	Community Program Specialist I - Unclassified	1	34.94	36.97	39.06	41.3	43.69
G227	Community Program Specialist II	5	39.14	41.39	43.77	46.28	48.93
B181	Community Program Specialist II - Unclassified	5	39.14	41.39	43.77	46.28	48.93
G236	Community Program Supervisor	5	50.53	53.44	56.5	59.73	63.19
N060	Construction Inspector I	1	39.37	41.66	44.01	46.55	49.23
N062	Construction Inspector II	1	46.32	48.95	51.79	54.72	57.88
G247	Contract Administrator I	5	39.14	41.39	43.77	46.28	48.93
G248	Contract Administrator II	5	45.96	48.58	51.38	54.31	57.42
E310	Copy Operator	1	25.99	27.45	29.03	30.72	32.48
Q002	Department of Emergency Management Coordinator	5	41.83	44.25	46.76	49.44	52.29

B321	Department of Emergency Management Coordinator – Unclassified	5	41.83	44.25	46.76	49.44	52.29
V233	Departmental Systems Analyst	5	55.34	58.53	61.87	65.43	69.19
N053	Drafting Technician I	1	34.18	36.15	38.21	40.42	42.73
N052	Drafting Technician II	1	40.08	42.38	44.8	47.38	50.1
E452	Election Technician	1	29.46	31.13	32.91	34.8	36.8
B032	Elections Graphics Specialist - Unclassified	1	37.71	39.84	42.13	44.57	47.09
E166	Elections Specialist I	1	28.27	29.89	31.61	33.43	35.33
E167	Elections Specialist II	1	32.13	33.95	35.92	37.95	40.14
E168	Elections Specialist III	1	42.8	45.24	47.85	50.61	53.49
E169	Elections Specialist Supervisor	5	49.22	52.02	55.03	58.19	61.51
V400	Electronic Health Record Analyst I	5	47.44	50.16	53.07	56.11	59.34
V401	Electronic Health Record Analyst II	5	59.3	62.67	66.31	70.1	74.11
V402	Electronic Health Record Analyst III	5	62.26	65.8	69.62	73.6	77.82
V403	Electronic Health Record Supervisor	5	67.85	71.71	75.83	80.22	84.79
E443	Estate Property Officer	1	30.86	32.64	34.52	36.51	38.59
B327	Estate Property Officer - Unclassified	1	30.86	32.64	34.52	36.51	38.59
B160	First 5 Program Specialist I – Unclassified	5	39.14	41.39	43.77	46.28	48.93
B161	First 5 Program Specialist II – Unclassified	5	45.96	48.58	51.38	54.31	57.42
B165	First 5 Research and Evaluation Specialist - Unclassified	5	45.96	48.58	51.38	54.31	57.42
B414	First 5 Senior Program Specialist - Unclassified	5	48.59	51.39	54.33	57.45	60.75
E346	Fiscal Office Assistant I	1	25.63	27.07	28.64	30.3	32.03
B042	Fiscal Office Assistant I - Unclassified	1	25.63	27.07	28.64	30.3	32.03
E347	Fiscal Office Assistant II	1	26.99	28.56	30.15	31.91	33.75
B020	Fiscal Office Assistant II - Unclassified	1	26.99	28.56	30.15	31.91	33.75
E534	Fiscal Office Services Supervisor	1	36.74	38.84	41.08	43.43	45.93
E351	Fiscal Office Services Supervisor – Exempt	1	36.74	38.84	41.08	43.43	45.93
E350	Fiscal Office Specialist	1	30.93	32.69	34.56	36.56	38.65
B067	Fiscal Office Specialist - Unclassified	1	30.93	32.69	34.56	36.56	38.65
V058	GIS Analyst I	1	44.75	47.33	50.04	52.92	55.96
V059	GIS Analyst II	1	47.44	50.16	53.07	56.11	59.34
V060	GIS Analyst III	1	55.34	58.53	61.87	65.43	69.19
V057	GIS Supervisor	1	49.4	52.24	55.24	58.41	61.76
V054	GIS Technician I	1	34.18	36.15	38.21	40.42	42.73
V055	GIS Technician II	1	40.08	42.38	44.8	47.38	50.1
V056	GIS Technician III	1	47.52	47.5	50.23	53.1	56.14
N041	Graphics Specialist	1	36.74	38.84	41.08	43.43	45.93
B028	Graphics Specialist - Unclassified	1	36.74	38.84	41.08	43.43	45.93
E483	Health Benefits Analyst I	1	0	0	33.94	35.89	37.93

E484	Health Benefits Analyst II	1	34.36	36.36	38.43	40.65	42.97
E486	Health Benefits Supervisor	5	46.55	49.23	52.03	55.04	58.2
E418	Hospital Unit Coordinator	1	28.95	30.63	32.36	34.22	36.2
V235	Information Technology Analyst	5	55.34	58.53	61.87	65.43	69.19
B152	Information Technology Analyst - Unclassified	5	55.34	58.53	61.87	65.43	69.19
V240	Information Technology Supervisor - Exempt	5	60.67	64.15	67.84	71.72	75.83
B136	Information Technology Supervisor - Unclassified	5	60.67	64.15	67.84	71.72	75.83
V230	Information Technology Technician	5	43.87	46.39	49.06	51.88	54.84
B150	Information Technology Technician - Unclassified	5	43.87	46.39	49.06	51.88	54.84
E095	Internal Auditor I	5	0	0	40.85	43.18	45.69
E094	Internal Auditor II	5	42.66	45.13	47.72	50.45	53.34
E014	Investment Services Specialist I	1	33.21	35.11	37.14	39.28	41.54
E015	Investment Services Specialist II	2	37.52	39.67	41.96	44.35	46.91
V263	IS Application Support - Senior	5	60.67	64.15	67.84	71.72	75.83
V260	IS Application Support Analyst I	5	47.44	50.16	53.07	56.11	59.34
V261	IS Application Support Analyst II	5	56.47	59.69	63.15	66.76	70.58
V262	IS Application Support Analyst III	5	60.67	64.15	67.84	71.72	75.83
V304	IS Application Support Supervisor	5	64.62	68.3	72.22	76.4	80.76
V267	IS Business Analyst - Senior	5	60.67	64.15	67.84	71.72	75.83
V264	IS Business Analyst I	5	47.44	50.16	53.07	56.11	59.34
V265	IS Business Analyst II	5	56.47	59.69	63.15	66.76	70.58
B194	IS Business Analyst II - Unclassified	5	56.47	59.69	63.15	66.76	70.58
V266	IS Business Analyst III	5	60.67	64.15	67.84	71.72	75.83
V300	IS Business Supervisor	5	64.62	68.3	72.22	76.4	80.76
V271	IS Client Systems Specialist - Senior	5	60.67	64.15	67.84	71.72	75.83
V268	IS Client Systems Specialist I	5	47.44	50.16	53.07	56.11	59.34
V269	IS Client Systems Specialist II	5	56.47	59.69	63.15	66.76	70.58
V270	IS Client Systems Specialist III	5	60.67	64.15	67.84	71.72	75.83
V301	IS Client Systems Supervisor	5	64.62	68.3	72.22	76.4	80.76
V283	IS Communications Specialist – Senior	5	60.67	64.15	67.84	71.72	75.83
V280	IS Communications Specialist I	5	47.44	50.16	53.07	56.11	59.34
V281	IS Communications Specialist II	5	56.47	59.69	63.15	66.76	70.58
V282	IS Communications Specialist III	5	60.67	64.15	67.84	71.72	75.83
V307	IS Communications Supervisor	5	64.62	68.3	72.22	76.4	80.76
V275	IS Data Specialist - Senior	5	60.67	64.15	67.84	71.72	75.83
V272	IS Data Specialist I	5	47.44	50.16	53.07	56.11	59.34
V273	IS Data Specialist II	5	56.47	59.69	63.15	66.76	70.58
V274	IS Data Specialist III	5	60.67	64.15	67.84	71.72	75.83
V302	IS Data Supervisor	5	64.62	68.3	72.22	76.4	80.76
V305	IS Project Manager I	5	64.62	68.3	72.22	76.4	80.76
V306	IS Project Manager II	5	68.3	72.22	76.4	80.76	85.37

V279	IS Systems Specialist - Senior	5	60.67	64.15	67.84	71.72	75.83
V276	IS Systems Specialist I	5	47.44	50.16	53.07	56.11	59.34
V277	IS Systems Specialist II	5	56.47	59.69	63.15	66.76	70.58
V278	IS Systems Specialist III	5	60.67	64.15	67.84	71.72	75.83
V303	IS Systems Supervisor	5	64.62	68.3	72.22	76.4	80.76
E324	Lead Assessor / Recorder Technician	1	29.46	31.13	32.91	34.8	36.8
E124	Lead Buyer	5	44.52	47.08	49.78	52.63	55.65
E438	Lead Child Support Customer Service Specialist	1	36.49	38.59	40.81	43.14	45.61
E550	Lead Copy Operator	1	29.15	30.82	32.58	34.47	36.43
E395	Lead Deputy Court Clerk	1	32.59	34.48	36.44	38.53	40.77
E442	Lead Estate Property Officer	1	33.95	35.92	37.97	40.14	42.45
E349	Lead Fiscal Office Assistant	1	29.46	31.13	32.91	34.8	36.8
B025	Lead Fiscal Office Assistant – Unclassified	1	29.46	31.13	32.91	34.8	36.8
E485	Lead Health Benefits Analyst	1	36.98	39.07	41.31	43.7	46.19
E374	Lead Legal Office Assistant	1	33.99	35.94	37.98	40.18	42.48
B030	Lead Legal Office Assistant – Unclassified	1	33.99	35.94	37.98	40.18	42.48
E379	Lead Legal Secretary	1	37.68	39.83	42.13	44.54	47.08
E356	Lead Legal Word Processor	1	34.83	36.82	38.94	41.16	43.51
E401	Lead Mail Services Driver	1	29.15	30.82	32.58	34.47	36.43
E419	Lead Medical Office Assistant	1	32.61	34.5	36.46	38.55	40.79
E336	Lead Office Assistant	1	28.67	30.33	32.07	33.89	35.83
E413	Lead Patient Services Assistant	1	33.11	35.05	37.06	39.16	41.42
B031	Lead Patient Services Assistant - Unclassified	1	33.11	35.05	37.06	39.16	41.42
E482	Lead Records Center Assistant	1	31.13	32.91	34.8	36.8	38.93
E456	Lead Revenue Collector	1	37.86	40.02	42.32	44.74	47.32
E408	Lead Storekeeper	1	30.36	32.09	33.92	35.87	37.92
E357	Lead Word Processor	1	30.1	31.83	33.68	35.6	37.64
E372	Legal Office Assistant I	1	28.17	29.8	31.48	33.3	35.21
B137	Legal Office Assistant I - Unclassified	1	28.17	29.8	31.48	33.3	35.21
E373	Legal Office Assistant II	1	29.7	31.39	33.2	35.1	37.13
B138	Legal Office Assistant II - Unclassified	1	29.7	31.39	33.2	35.1	37.13
E376	Legal Office Services Supervisor – Exempt	1	40.45	42.76	45.21	47.81	50.53
E375	Legal Office Specialist	1	33.99	35.94	37.98	40.18	42.48
B055	Legal Office Specialist - Unclassified	1	33.99	35.94	37.98	40.18	42.48
E375 -Y	Legal Office Specialist - Y Rate	1	0	0	0	0	39.82
E377	Legal Secretary I	1	31.46	33.29	35.2	37.2	39.34
E378	Legal Secretary II	1	35.03	37.06	39.16	41.42	43.8
E355	Legal Word Processor	1	31.55	33.37	35.28	37.26	39.42
B068	Legal Word Processor - Unclassified	1	31.55	33.37	35.28	37.26	39.42
K001	Librarian I	5	37.28	39.42	41.7	44.12	46.62

K002	Librarian II	5	40.67	43.01	45.48	48.08	50.81
E071	Library Aide - Extra Help	1	19.67	20.8	22	23.25	24.6
K011	Library Assistant Bookmobile Operator	1	32.57	34.44	36.4	38.5	40.71
K009	Library Assistant I	1	0	0	28.56	30.15	31.91
K010	Library Assistant II	1	30.13	31.86	33.71	35.63	37.68
K014	Library Technician I	1	0	0	28.56	30.15	31.91
K012	Library Technician II	1	30.13	31.86	33.71	35.63	37.68
K007	Literacy Specialist	1	36.85	38.98	41.19	43.56	46.07
E399	Mail Services Aide	1	22.43	23.7	25.06	26.51	28.04
E400	Mail Services Driver	1	26.03	27.5	29.09	30.77	32.53
E416	Medical Office Assistant I	1	26.11	27.61	29.2	30.86	32.64
B077	Medical Office Assistant I - Unclassified	1	26.11	27.61	29.2	30.86	32.64
E417	Medical Office Assistant II	1	28.15	29.74	31.45	33.27	35.18
B078	Medical Office Assistant II - Unclassified	1	28.15	29.74	31.45	33.27	35.18
E421	Medical Office Services Supervisor – Exempt	1	38.81	41.04	43.4	45.87	48.52
E420	Medical Office Specialist	1	32.61	34.5	36.46	38.55	40.79
B076	Medical Office Specialist - Unclassified	1	32.61	34.5	36.46	38.55	40.79
E361	Medical Transcriptionist	1	30.45	32.22	34.07	36.03	38.11
E422	Mobile Health Services Assistant	1	30.64	32.38	34.23	36.21	38.29
E334	Office Assistant I	1	22.59	23.89	25.25	26.7	28.25
B069	Office Assistant I - Unclassified	1	22.59	23.89	25.25	26.7	28.25
E335	Office Assistant II	1	25.99	27.45	29.03	30.72	32.48
B070	Office Assistant II - Unclassified	1	25.99	27.45	29.03	30.72	32.48
E338	Office Services Supervisor - Exempt	5	34.93	36.94	39.05	41.29	43.66
E337	Office Specialist	1	28.67	30.33	32.07	33.89	35.83
B019	Office Specialist - Unclassified	1	28.67	30.33	32.07	33.89	35.83
E008	Paralegal	1	37.68	39.83	42.13	44.54	47.08
B008	Paralegal - Unclassified	1	37.68	39.83	42.13	44.54	47.08
E411	Patient Services Assistant I	1	27.44	29.02	30.7	32.46	34.31
B083	Patient Services Assistant I – Unclassified	1	27.44	29.02	30.7	32.46	34.31
E412	Patient Services Assistant II	1	28.95	30.63	32.36	34.22	36.2
B084	Patient Services Assistant II – Unclassified	1	28.95	30.63	32.36	34.22	36.2
E414	Patient Services Specialist	1	33.11	35.05	37.06	39.16	41.42
B244	Patient Services Specialist - Unclassified	1	33.11	35.05	37.06	39.16	41.42
E415	Patient Services Supervisor - Exempt	1	41.18	43.53	46.05	48.68	51.48
B085	Patient Services Supervisor – Unclassified	1	41.18	43.53	46.05	48.68	51.48
E403	Payroll / Personnel Services Specialist	1	30.93	32.69	34.56	36.56	38.65
E535	Payroll-Personnel Coordinator I	1	29.22	30.92	32.69	34.56	36.54
E536	Payroll-Personnel Coordinator II	1	30.92	32.69	34.56	36.54	38.65
E537	Payroll-Personnel Coordinator III	1	32.69	34.56	36.54	38.65	40.86
E538	Payroll-Personnel Coordinator IV	1	34.56	36.54	38.65	40.86	43.2
E020	Pre-Trial Specialist	1	35.95	38	40.2	42.5	44.95

U045	Principal Appraiser - Exempt	2	56.19	59.44	62.84	66.44	70.28
U077	Principal Auditor - Appraiser - Exempt	2	56.19	59.44	62.84	66.44	70.28
B049	Principal Auditor / Appraiser – Unclassified	2	56.19	59.44	62.84	66.44	70.28
G243	Program Coordinator I	5	39.14	41.39	43.77	46.28	48.93
G244	Program Coordinator II	5	45.96	48.58	51.38	54.31	57.42
B415	Program Coordinator II - Unclassified	5	45.96	48.58	51.38	54.31	57.42
E018	Property Tax Specialist	5	40.28	42.58	45.03	47.61	50.34
E367	Public Services Assistant	1	24.12	25.48	26.95	28.5	30.12
E368	Public Services Specialist	1	27.26	28.8	30.45	32.22	34.06
N010	Public Works Technician I	1	34.18	36.15	38.21	40.42	42.73
B192	Public Works Technician I - Unclassified	1	34.18	36.15	38.21	40.42	42.73
N011	Public Works Technician II	1	40.08	42.38	44.8	47.38	50.1
B193	Public Works Technician II - Unclassified	1	40.08	42.38	44.8	47.38	50.1
E405	Purchasing Technician	1	27.97	29.58	31.29	33.07	34.96
U005	Real Property Agent I	1	0	0	41.11	43.46	45.98
U004	Real Property Agent II	1	50.46	53.35	56.43	59.64	63.09
U003	Real Property Agent III	1	56.07	59.29	62.7	66.3	70.1
U081	Real Property Appraiser Technician	1	0	0	32.15	33.99	35.94
E459	Records Center Assistant I	1	27.24	28.78	30.43	32.2	34.04
E460	Records Center Assistant II	1	28.67	30.33	32.07	33.89	35.83
E473	Records Center Supervisor - Exempt	1	34.09	36.08	38.14	40.32	42.63
V250	Resource Specialist Patient Financial Services System	5	55.34	58.53	61.87	65.43	69.19
E489	Retirement Accountant I	5	34.44	36.42	38.51	40.75	43.07
E490	Retirement Accountant II	5	40.28	42.58	45.03	47.61	50.34
E032	Retirement Accounting Technician I	1	27.68	29.26	30.95	32.72	34.6
E033	Retirement Accounting Technician II	1	30.93	32.69	34.56	36.56	38.65
E491	Retirement Analyst	1	38.5	40.7	43.06	45.53	48.12
E054	Retirement Communication Specialist	5	51.12	54.05	57.14	60.43	63.9
E052	Retirement Financial Analyst I	1	46.55	49.23	52.03	55.04	58.2
E053	Retirement Financial Analyst II	5	58.2	61.53	65.07	68.82	72.76
E012	Retirement Senior Accountant – Exempt	5	49.39	52.25	55.24	58.41	61.77
E493	Retirement Support Specialist	1	31.82	33.66	35.58	37.62	39.78
V237	Retirement Systems Technologist	5	58.14	61.45	65.01	68.71	72.65
E455	Revenue Collection Supervisor – Exempt	5	44.61	47.14	49.87	52.72	55.74
E458	Revenue Collector I	1	28.2	29.84	31.54	33.35	35.27
B043	Revenue Collector I - Unclassified	1	28.2	29.84	31.54	33.35	35.27
E457	Revenue Collector II	1	34.89	36.87	39	41.25	43.6
B044	Revenue Collector II - Unclassified	1	34.89	36.87	39	41.25	43.6
E007	Senior Accountant	5	49.39	52.25	55.24	58.41	61.77
E009	Senior Accountant - Exempt	5	49.39	52.25	55.24	58.41	61.77

B003	Senior Accountant - Unclassified – Exempt	5	49.39	52.25	55.24	58.41	61.77
U068	Senior Appraiser	2	47.5	50.23	53.1	56.14	59.37
B088	Senior Appraiser - Unclassified	2	47.5	50.23	53.1	56.14	59.37
U063	Senior Auditor - Appraiser	2	47.5	50.23	53.1	56.14	59.37
B413	Senior C/CAG Program Specialist - Unclassified	5	53.86	56.96	60.23	63.68	67.33
E345	Senior Cash Management Specialist	1	34.56	36.56	38.65	40.86	43.19
G228	Senior Community Program Specialist	5	45.96	48.58	51.38	54.31	57.42
B180	Senior Community Program Specialist - Unclassified	5	45.96	48.58	51.38	54.31	57.42
N051	Senior Drafting Technician	1	44.91	47.5	50.23	53.1	56.14
V238	Senior Graphics Specialist	5	44.75	47.33	50.04	52.9	55.95
V234	Senior Information Technology Analyst	5	56.47	59.69	63.15	66.76	70.58
B153	Senior Information Technology Analyst - Unclassified	5	56.47	59.69	63.15	66.76	70.58
V231	Senior Information Technology Technician	5	44.75	47.33	50.04	52.9	55.95
B419	Senior Information Technology Technician - Unclassified	5	44.75	47.33	50.04	52.9	55.95
E093	Senior Internal Auditor	5	54.77	57.9	61.25	64.75	68.47
K003	Senior Librarian	5	43.5	46.01	48.64	51.43	54.38
K017	Senior Library Assistant	1	31.97	33.79	35.72	37.79	39.95
K016	Senior Library Technician	1	31.97	33.79	35.72	37.79	39.95
E017	Senior Property Tax Specialist	5	49.39	52.25	55.24	58.41	61.77
E492	Senior Retirement Analyst	1	45.14	47.74	50.46	53.35	56.43
E447	Sheriff's Criminal Records Supervisor - Exempt	5	38.79	41.02	43.4	45.86	48.51
E445	Sheriff's Criminal Records Technician I	1	27.97	29.57	31.28	33.06	34.95
E446	Sheriff's Criminal Records Technician II	1	29.59	31.31	33.09	35	37.01
E309	Sheriff's Office Extradition and Warrant Specialist	1	37.39	39.54	41.79	44.19	46.74
E406	Storekeeper I	1	22.95	24.27	25.68	27.13	28.68
E407	Storekeeper II	1	27.97	29.58	31.29	33.07	34.96
E410	Storekeeping Supervisor - Exempt	1	34.09	36.08	38.14	40.32	42.63
B331	Storekeeping Supervisor - Unclassified - Exempt	1	34.09	36.08	38.14	40.32	42.63
E358	Supervising Cash Management Specialist	5	38.85	41.08	43.44	45.93	48.56
Q005	Supervising Coordinator, Department of Emergency Management	5	48.92	51.74	54.69	57.83	61.15
E380	Supervising Legal Secretary - Exempt	1	43.33	45.8	48.44	51.19	54.14
N035	Supervising Public Works Technician - Exempt	1	51.15	54.1	57.21	60.48	63.95
V210	Systems Engineer	5	56.47	59.69	63.15	66.76	70.58
B128	Systems Engineer - Unclassified	5	56.47	59.69	63.15	66.76	70.58

V252	Systems Support Specialist	5	55.34	58.53	61.87	65.43	69.19
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EXHIBIT C. Definitions

I. Extra-help

Usage:

- Temporary absence of a regular employee
- Short-term variation in workload
- Short-term special project/assignment/pilot program
- Temporary filling of a vacant position

Eligible Classifications:

Classifications represented by AFSCME and SEIU, other than seasonal/periodic and relief.

Compensation:

Hourly wage, at the same rate of pay as regular employees who are in the same classification

Health Benefits:

Eligible under the criteria listed in Section 19 Health Insurance

Hours Limitations:

Cannot work more than 1,040 hours in a fiscal year, unless an exemption is filed by the department and approved by the County Executive's Office

II. Seasonal/Periodic

Usage:

Operational need for increased staffing is on a predictable seasonal or periodic basis

Eligible Classifications:

- Seasonal – Park Aide and Pest Detection Specialist
- Periodic – Election Technician

Compensation:

Hourly wage. For all but the Park Aide classification, the wage is at the same rate of pay as regular employees who are in the same classification

Health Benefits:

Eligible under the criteria listed in Section 19, Health Insurance

Hours Limitations:

Cannot work more than 1,040 hours in a fiscal year, unless an exemption is filed by the department and approved by the County Executive's Office

III. Relief

Usage:

Where there is an ongoing need, based on health/safety requirements in certain 24/7 County operations, for an ongoing relief pool of skilled professionals who work on a per diem basis.

Eligible Classifications:

- Clinical Laboratory Scientist I/II
- Communications Dispatcher I/II
- Electrograph Technician I/II
- Imaging Specialist
- Laboratory Assistant I/II
- Licensed Psychiatric Technician
- Licensed Vocational Nurse
- Medical Records Coder I/II
- Medical Records Technician I/II
- Operating Room Technician
- Pharmacist
- Radiologic Technologist I/II/III
- Residential Counselor I/II
- Respiratory Therapist I/II/III
- Shelter Care Counselor I/II

Compensation:

The hourly wage for relief classifications is 5% above the rate for regular employees in the same classification.

Health Benefits:

Relief employees are not covered by Section 17, Hospitalization and Medical Care.

Hours Limitations:

Relief employees are not limited to working 1,040 hours per fiscal year.

IV. Limited Term

Usage:

Circumstances listed in Section 30 (Limited Term Employees) of this MOU.

Eligible Classifications:

Classifications represented by AFSCME and SEIU.

Compensation:

Eligible for the same base rate of pay as regular employees in the same classification.

Eligible for holiday, vacation and sick leave at the same rate as regular employees with the same tenure.

Eligible for monetary payment or by compensatory time off for overtime based upon the applicable Work Groups as regular employees.

Eligible for County contributions to a 401(a) plan in accordance with Section 30 (Limited Term Employees) this MOU.

Health Benefits:

Eligible for health benefits and coverage as provided to regular employees in the same classification.

Hours Limitations:

As defined by the County, not to exceed three (3) years.

SIDE LETTER AGREEMENT
Between County of San Mateo and
AFSCME Local 859 and Service Employees International Union Local 521
Re: Anti-Bullying Policy

This Side Letter Agreement is entered into by and between the County of San Mateo (“County”) and the American Federation of State, County and Municipal Employees (AFSCME) Local 859 the Service Employees International Union (SEIU) Local 521 (“Unions”).

This letter is effective immediately upon approval of a 2018 successor MOU by the San Mateo County Board of Supervisors and shall expire upon the County’s adoption of a County-wide Anti-Bullying Policy. By this side letter, the parties agree as follows:

The County proposes to adopt the following new County-wide policy. The County will present the proposed policy to all labor organizations and will offer the opportunity meet and confer as provided by law through a joint process involving all participating labor organizations. Until such time the County adopts a County-wide, Anti-Bullying policy, the following terms shall be in effect for employees represented by the Unions:

Anti-Bullying Policy

The County of San Mateo considers workplace bullying unacceptable and will not tolerate it under any circumstances. It is the policy of the County that all employees should be able to work in an environment free of bullying.

It is the County’s expectation that all communication and interaction between County workers will, at all times be professional, courteous and respectful.

Workplace bullying is behavior that harms, intimidates, offends, degrades or humiliates an employee, possibly in front of other employees, clients or members of the public.

Examples of bullying include, but are not limited to;

- Profane or disrespectful language
- Hostile and rude behavior and speech directed at a co-worker
- Derogatory remarks or comments about a co-worker’s appearance or job performance, angry outbursts or yelling
- Name calling
- Throwing anything at or toward a co-worker
- Retaliation against any person who has reported disruptive behavior

Managers and supervisors must take reasonable measures to prevent workplace bullying, and to respond promptly if it is identified to address and prevent future instances.

The County has processes and investigative procedures to deal with workplace bullying. Any reports of workplace bullying will be treated seriously and investigated promptly, confidentially (within limits) and impartially. All employees are encouraged to report workplace bullying. Retaliation against any employee who is a target of bullying behavior, as well as any employee who makes complaints about or participated in any investigation or administrative process related to a complaint of workplace bullying is prohibited.

Employees who feel they are being bullied should report any such activity to their supervisor immediately. If the employee is not comfortable reporting the activity to their supervisor, or the supervisor is the subject of the complaint, the employee should report the conduct to their manager.

If the issue is not resolved at this level, the employee may submit a written statement to the next level manager or to the EEO or Employee Relations Divisions of Human Resources who will oversee an investigation of the allegation. The written statement should include factual information of recent event(s) including name of employee raising the complaint, dates, times, witnesses (if any) location and the circumstances of the event. Human Resources may not be able to investigate allegations that are more than twelve (12) months old, or those which do not contain the name(s) of the reporting party, or sufficient specifics to be properly investigated. Human Resources may contact the reporting party for additional information if necessary and will work with departments to investigate and resolve complaints.

Disciplinary action, up to and including dismissal from County service, may be taken against anyone who bullies a co-worker or retaliates against an employee that has reported workplace bullying.

San Mateo County:

DocuSigned by:

Michelle Kuka

E344A503FAAA447...

Michelle Kuka

Deputy Director, Human Resources

Dated: 9/19/2023 | 4:58 PM PDT

SEIU Local 521:

DocuSigned by:

Kiernan Colby

8F2652C7A3D6437...

Kiernan Colby

Representative

Dated: 9/11/2023 | 3:29 PM PDT

DocuSigned by:

Mercedes Segura

5E5C154D4A6441A...

Mercedes Segura

County of San Mateo Chapter Chair, SEIU Local 521

Dated: 9/14/2023 | 1:24 PM PDT

AFSCME:

DocuSigned by:

Rod Palmquist

4616497A5091458...

Rod Palmquist

Representative

Dated: 9/19/2023 | 11:41 AM PDT

COUNTY OF SAN MATEO
HUMAN RESOURCES DEPARTMENT

Rocio Kiryczun
Director

County Government Center
455 County Center, 5th Floor
Redwood City, CA 94063
650-363-4321 T
650-363-4822 F
<http://hr.smcgov.org>
<http://jobs.smcgov.org>

October 22, 2019

John Tucker, Business Agent
AFSCME Local 829
80 Swan Way, Suite 110
Oakland, CA 94621

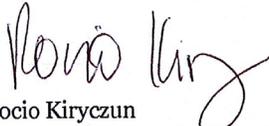
Sandra Floyd, Internal Organizer
SEIU Local 521
2302 Zanker Rd.
San Jose, CA 95131

Dear Mr. Tucker and Ms. Floyd,

The County of San Mateo commits to utilizing the "Open and Promotional" recruitment designation where applicable, and on a frequent and continual basis, in order to encourage promotional opportunities to County employees.

For the purpose of the Extra Help Bargaining Unit, "Open" recruitments shall be limited to Extra Help positions (not including represented Limited Term positions) and recruitments where it is in the County's best interest to conduct an "Open" recruitment as determined solely by the County Human Resources Director.

Sincerely,



Rocio Kiryczun
Director of Human Resources



Certificate Of Completion

Envelope Id: 0C326ACDA42D4B089C3B55D00BAD214B	Status: Completed
Subject: Complete with DocuSign: Extra Help AFSCME SEIU MOU 2022-2024	
Source Envelope:	
Document Pages: 85	Signatures: 12
Certificate Pages: 6	Initials: 0
AutoNav: Enabled	Envelope Originator:
Envelopeld Stamping: Enabled	HR Webmaster
Time Zone: (UTC-08:00) Pacific Time (US & Canada)	455 County Center
	5th Floor, HRD 121
	Redwood City, CA 94063
	HRWebMaster@smcgov.org
	IP Address: 107.129.93.166

Record Tracking

Status: Original	Holder: HR Webmaster	Location: DocuSign
9/11/2023 12:24:54 PM	HRWebMaster@smcgov.org	
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Storage Appliance Status: Connected	Pool: San Mateo County Human Resources	Location: DocuSign

Signer Events

Kiernan Colby
 Kiernan.Colby@seiu521.org
 Security Level: Email, Account Authentication (None)

Signature

DocuSigned by:

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 Signature Adoption: Pre-selected Style
 Using IP Address: 108.192.19.64

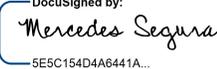
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Electronic Record and Signature Disclosure:

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Mercedes Segura
 msegura.seiu521@gmail.com
 Security Level: Email, Account Authentication (None)

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Electronic Record and Signature Disclosure:

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Rod Palmquist
 rod.palmquist@ca.afscme57.org
 Security Level: Email, Account Authentication (None)

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 Signature Adoption: Uploaded Signature Image
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Electronic Record and Signature Disclosure:

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Liz Caserza
 lcaserza@smcgov.org
 Security Level: Email, Account Authentication (None)

DocuSigned by:

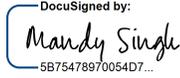
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Mandy Singh
 msingh1@smcgov.org
 Security Level: Email, Account Authentication
 (None)



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Electronic Record and Signature Disclosure:
 Accepted: 9/19/2023 12:10:45 PM
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Michelle Kuka
 mkuka@smcgov.org
 Security Level: Email, Account Authentication
 (None)



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Electronic Record and Signature Disclosure:
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Rocio Kiryczun
 rkiryczun@smcgov.org
 Security Level: Email, Account Authentication
 (None)



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Michael Callagy
 MCallagy@smcgov.org
 Security Level: Email, Account Authentication
 (None)



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Agent Delivery Events	Status	Timestamp
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Intermediary Delivery Events	Status	Timestamp
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Certified Delivery Events	Status	Timestamp
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Carbon Copy Events	Status	Timestamp
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Witness Events	Signature	Timestamp
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Notary Events	Signature	Timestamp
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Envelope Summary Events	Status	Timestamps
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Completed	Security Checked	9/23/2023 12:32:12 PM

Payment Events	Status	Timestamps
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Electronic Record and Signature Disclosure

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If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

Consequences of changing your mind

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. Further, you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

All notices and disclosures will be sent to you electronically

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

How to contact San Mateo County Human Resources:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: dwebster@smcgov.org

To advise San Mateo County Human Resources of your new email address

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at dwebster@smcgov.org and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

If you created a DocuSign account, you may update it with your new email address through your account preferences.

To request paper copies from San Mateo County Human Resources

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an email to dwebster@smcgov.org and in the body of such request you must state your email address, full name, mailing address, and telephone number. We will bill you for any fees at that time, if any.

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- i. decline to sign a document from within your signing session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- ii. send us an email to dwebster@smcgov.org and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

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To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please confirm that you have read this ERSD, and (i) that you are able to print on paper or electronically save this ERSD for your future reference and access; or (ii) that you are able to email this ERSD to an email address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format as described herein, then select the check-box next to ‘I agree to use electronic records and signatures’ before clicking ‘CONTINUE’ within the DocuSign system.

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- You can access and read this Electronic Record and Signature Disclosure; and
- You can print on paper this Electronic Record and Signature Disclosure, or save or send this Electronic Record and Disclosure to a location where you can print it, for future reference and access; and
- Until or unless you notify San Mateo County Human Resources as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by San Mateo County Human Resources during the course of your relationship with San Mateo County Human Resources.