

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

AFSCME & SEIU EXTRA-HELP
MEMORANDUM OF UNDERSTANDING

Table of Contents

| | | |
|-------------|--|----|
| Section 1. | Recognition Union | 2 |
| Section 2. | Union Security | 2 |
| Section 3. | Union Stewards and Official Representatives | 6 |
| Section 4. | No Discrimination | 7 |
| Section 5. | Salaries..... | 7 |
| Section 6. | Days and Hours of Work..... | 9 |
| Section 7. | Overtime..... | 10 |
| Section 8. | Shift Differential | 11 |
| Section 9. | On-Call Duty..... | 11 |
| Section 10. | Mileage Reimbursement Policy..... | 12 |
| Section 11. | Seasonal Positions - Right to Return | 13 |
| Section 12. | Holidays | 13 |
| Section 13. | Promotional Points..... | 14 |
| Section 14. | Credit Upon Hire into a Regular Position | 14 |
| Section 15. | Voluntary Leaves of Absence Without Pay | 16 |
| Section 16. | Annual Meeting | 16 |
| Section 17. | Hospitalization and Medical Care..... | 17 |
| Section 18. | Retirement Plan..... | 20 |
| Section 19. | Reconsideration Process for Separation due to Performance or Conduct Issues..... | 21 |
| Section 20. | Grievances | 21 |
| Section 21. | Loss of Compensation (Non-MOU Complaints) | 24 |
| Section 22. | Personnel Files..... | 25 |
| Section 23. | Training..... | 25 |
| Section 24. | Anti-Glare Screens | 25 |
| Section 25. | Contracting/Subcontracting | 25 |
| Section 26. | Separability of Provisions | 25 |
| Section 27. | Past Practices and Scope of Agreement..... | 25 |
| Section 28. | Term of Agreement | 26 |
| Section 29. | Extra Help-Term Employees | 26 |
| Section 30. | Bilingual Pay..... | 28 |
| Section 31. | Performance Evaluation..... | 29 |
| EXHIBIT A. | AFSCME Extra-Help Unit..... | 32 |
| EXHIBIT B. | SEIU - Extra-Help Unit..... | 43 |
| EXHIBIT C. | Definitions | 50 |

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 Union

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 Agency Shop

All extra-help employees in classifications covered by this MOU, except supervisors as defined in Section 2.4 below, shall as a condition of employment either:

1. Become and remain a member of the Union.
2. Pay to the Union an agency fee in an amount to be determined by the Union in accordance with legal requirements; or
3. Do both of the following:
 - a. Present to the Union and the Controller a written declaration that he/she is a member of a bonafide religion, body, or sect which has historically held a conscientious objection to joining or financially supporting any public employee organization as a condition of employment; and
 - b. Pay a sum equal to the agency fee described above to one of three negotiated non-religious, non-labor, charitable funds that are exempt from taxation under Section 501(c)(3) of the Internal Revenue Code.

For AFSCME

- I. San Mateo County Health Center Foundation
- II. San Mateo County Mental Health Association's Spring Street Shelter for the Homeless Mentally Ill
- III. San Mateo County Service League

For SEIU

- I. East Palo Alto Family YMCA
- II. El Concilio of San Mateo County
- III. Asian American Residential Recovery

2.2 Compliance

If any currently employed extra-help employee fails to authorize one of the above deductions within 30 calendar days of hire into a classification covered by this MOU, the County shall involuntarily deduct the agency fee from the employee's paycheck. The Controller shall determine the timing of such automatic deductions.

2.3 Maintenance of Membership

All extra-help employees who become members of AFSCME Local 829 or SEIU Local 521 and who tender periodic dues through dues deductions of their San Mateo County biweekly paycheck shall continue to pay dues for the duration of this Memorandum of Understanding and each subsequent Memorandum of Understanding thereafter. For a period of one hundred and ten to ninety (110-90) days prior to the expiration of this Memorandum of Understanding and one hundred and ten to ninety (110-90) days prior to the expiration of any subsequent Memorandum of Understanding, any employee who is a member of AFSCME Local 829 or SEIU Local 521 shall have the right to withdraw from the Union by discontinuing dues deduction. Said withdrawal shall be communicated by the extra-help employee during that period of time in writing to the County Controller to be delivered by certified mail and must be postmarked during the one hundred and ten to ninety (110-90) day period. An employee who is subsequently employed in a position outside of the units represented by AFSCME Local 829 or SEIU Local 521 shall not be required to continue dues deduction.

The County shall deliver revocations of membership to the Union on a biweekly basis and include verification that receipt was by certified mail. The Controller shall accept authorization for dues deductions on a biweekly basis.

In the event that extra-help employee in a bargaining unit represented by the Union vote to rescind "Agency Shop" the provisions of Section 2.3 shall apply to dues-paying members of the Union.

2.4 Supervisory Classifications

For the purpose of this section, a supervisor or supervisory employee shall be an employee who regularly supervises the work of two or more employees and whose work customarily and regularly involves spending more than 50 percent of work time on supervisory, rather than journey person, activity. Supervisors as defined above shall not be subject to the provisions of this Section 2.1, Agency Shop, but shall continue to be covered by Section 2.3, Maintenance of Membership.

2.5 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, agency fee, or charity fee required by this Section, no such deduction shall be made for the current pay period.

2.6 Reinstatement

The provisions of 2.1 above shall not apply during periods that an extra-help employee is separated from the representation unit, but shall be reinstated upon the return of the extra-help employee to the representation unit. For the purpose of this Section, the term separation includes transfer out of the representation unit and leave of absence without pay.

2.7 Payroll Deduction

The Union shall have the regular dues of its members within a representation unit deducted from employees' paychecks under procedures prescribed by the County Controller for such deductions. Dues deduction shall be made only upon signed authorization from the extra-help employee upon a form established by Unions and issued by the County, and shall continue: (1) until such authorization is revoked, in writing, by the employee; or (2) until the transfer of the employee to a unit represented by another employee organization. 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 authorize dues deductions only for the organization certified as the recognized employee organization of the unit to which such extra-help employees are assigned.

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). Such deductions shall be made only upon signed authorization from the extra-help employee and shall continue until such authorization is revoked in writing.

2.8 County Obligations

- A. Any new extra-help employee hired into a non-supervisory job class or positions covered by this Memorandum of Understanding shall be provided by the County with and shall execute an "Employee Authorization for Payroll Deduction" form selecting one of the following: 1) Union dues; 2) agency fee; or 3) if he/she qualifies, a fee equal to agency fee payable to one of three negotiated charities.
- B. All dues, service fees and PEOPLE/COPE deductions shall be transmitted to AFSCME Local 829 or SEIU Local 521 in an expeditious manner.
- C. All transmittal checks shall be accompanied by documentation which denotes the extra-help employee's name, social security number (for unit members only), amount of deduction (including PEOPLE/COPE) and member or fee payer status.
- D. The County shall hand out agreed upon Union materials along with the Agency Shop forms.

2.9 Union Obligations

- A. The Union shall provide the County with a copy of the Union's "Hudson procedure" for the determination and protest of its agency fees. The Union shall provide a copy of said "Hudson procedure"

to every agency fee payer covered by this Memorandum of Understanding and annually thereafter, and as a condition to any percentage change in the agency fee.

- B. Local 829 and Local 521 will supply the County with deduction authorization forms and/or membership applications.
- C. Annually, the Union shall provide the Director of Human Resources with copies of the financial report which the Union annually files with the California Employee Relations Board, the United States Department of Labor (Form LM-2), or the Union's balance and operating statement for the prior year. Failure to file such a report within sixty (60) days after the end of its fiscal year shall result in the termination of all agency fee deductions without jeopardy to any extra-help employee, until such report is filed.

2.10 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.

2.11 Communications with Extra-Help Employees

The Union shall be allowed by a County department, in which it represents extra-help employees, use of available bulletin board space for communications having to do with official organization business, such as times and places of meetings provided such use does not interfere with the needs of the department. The department involved and/or Human Resources department 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 distribution channels if approved by the Director of Human Resources. This privilege may be revoked in the event of abuse after the Director of Human Resources consults with representatives of the Union.

Any representative of the Union shall give notice to the extra-help employee's department head 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.

2.12 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 Manager or department heads concerned.

2.13 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, 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.

2.14 New Employee Notification

When a person is hired in any extra-help classification represented by the Union, the Department Payroll Clerk shall present that person with an approved packet of information which has been supplied by the Union.

2.15 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 basis a listing of extra-help employees and their length of service, grouped by department. 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 a leave of absence status in excess of 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.

Section 3. Union Stewards and Official Representatives

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 during attendance at a meet and confer session, consultation with management representatives, or being present at hearings where matters within the scope of representation are being considered, 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 the Director of Human Resources at least two (2) working days prior to the scheduled meeting whenever possible.

Except by agreement with the Director of Human Resources, the number of extra-help employees excused for such purposes shall not exceed one (1) per Union, or four (4) per Union for formal negotiations on successor MOU's. 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 County Manager 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. 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.

Any denial of requested time off may be appealed to the Director of Human Resources, whose decision shall be final.

3.2 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 work area or 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. Neither an extra-help steward nor the Union shall order any changes, and no change shall be made except with the consent of the appropriate department heads. If an extra-help steward is relieved from his/her 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, he/she shall be entitled to have a steward present if he/she so requests. Only one 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 race, creed, color, national origin, sex, sexual orientation, age, or any other classification protected by law, or legitimate union activities against any extra-help employee 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 performing the essential duties of the position.

Section 5. Salaries

5.1 Salary Ranges

The salary ranges for all extra-help in the aforementioned representation units will be as set forth in the Exhibits which are attached hereto and made a part hereof.

The rates of pay set forth in the Exhibits represent for each classification the standard hourly rate of pay. 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. Any salary

adjustments made subsequent to November 10, 2013 shall be reflected in addendums to the Exhibits in this Memorandum of Understanding. As reflected in the Exhibits, salaries shall be adjusted as follows: the first full pay period upon ratification and approval, there shall be a three percent (3%) increase.

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.

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 he/she is 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

- (1) After completion of 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 2080 regular hours of satisfactory service.
- (2) After the completion of 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.
- (3) If an extra-help employee completes the 1040 or 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.
- (4) 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. 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 he/she has 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 he/she 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.

Section 7. Overtime

7.1 Authorization

All compensable overtime must be authorized by the department head or his/her 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.

Overtime resulting from required attendance at training classes or training meetings shall be compensable at the straight-time rate in an amount equal to the overtime worked unless monetary payment at a different rate is prescribed for an employee covered by the Fair Labor Standards Act. 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. 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 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 him/her to be out of town on one 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, at one and one-half (1 1/2) time, when the travel occurs outside of the extra-help employee's regular work schedule.

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 his/her 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

Extra-help employees employed in twenty-four hour operations who are assigned to work a full shift which starts between 2:00 p.m. and 3:00 a.m. shall be paid at shift differential rates for all hours worked during such shift.

For all other employees, 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.

All grandfathering agreements between the parties regarding shift differentials are hereby terminated.

8.3 Split Shifts

Extra-help employees who are assigned to and work a shift of more than eight (8) hours which starts before 2:00 p.m. and includes at least five (5) hours worked after 2:00 p.m., shall be paid at shift differential rates for all hours so worked after 2:00 p.m.

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 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 his/her assigned functions. An extra-help employee is entitled to mileage reimbursement under the conditions specified below:

1. Once an extra-help employee arrives at his/her 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
3.
 - a) If an extra-help employee uses his/her 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 his/her 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 his/her 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) He/she had performed satisfactorily;
- 3) He/she has had no interim criminal convictions that are in conflict with the classification; and
- 4) He/she 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) | July 4 | (Independence Day) |
| (6) | First Monday in September | (Labor Day) |
| (7) | Second Monday in October | (Columbus Day) |
| (8) | November 11 | (Veterans Day) |
| (9) | Fourth Thursday in November | (Thanksgiving Day) |
| (1 0) | Friday following Thanksgiving Day | |
| (1 1) | December 25 | (Christmas) |
| (1 2) | 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.

12.2 Holiday Pay

- a) 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.
- b) 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, 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.

This subsection (b) does not apply to extra-help employees who work the holiday.

Section 13. Promotional Points

Extra Help Applicants for New Positions

Extra Help employees with a minimum of 1040 continuous hours of service, defined as no break in service of greater than 28 days, are eligible to apply in recruitments designated as:

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

For ranking purposes, Extra Help Employees with 1040 hours of continuous service will receive five (5) promotional points for Open and Promotional recruitments as afforded to regular employees.

Section 14. Credit Upon Hire into a Regular Position

14.1 Accrual

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

Effective July 1, 2015, 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 twenty-four (24) hours or the equivalent of three (3) regularly scheduled shifts of paid sick leave.

Unused sick leave shall expire at the end of the 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 twenty-four (24) 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:

- a) Diagnosis, care, or treatment of an existing health condition of, or preventive care for, an employee;
- b) Diagnosis, care, or treatment of an existing health condition of, or preventive care for, an employee's family member (includes parent, child, spouse, registered domestic partner, parent-in-law, sibling, grandchild or grandparent); or
- c) 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).

14.3 Procedures for Requesting and Approving Sick Leave

When the requirement for sick leave is known to the employee in advance of his/her 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 his/her supervisor as promptly as possible by telephone or other means.

The department head may require a physician's statement from a 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 his or her 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 Vacation Credit Upon Hire Into Regular Service

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

If an extra-help employee is appointed to a regular position, such appointee shall receive credit for his/her extra-help period of service in computing accumulated vacation (up to a maximum accrual of 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 he/she 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.

Section 15. Voluntary Leaves of Absence Without Pay

15.1 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 he/she 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.

15.2 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 physician's statement.

15.3 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.

15.4 Salary Adjustments

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

15.5 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 16. Annual Meeting

At the union's request, the Director of Human Resources, or his/her designee, shall meet with AFSCME and SEIU representatives as necessary 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.

Section 17. Hospitalization and Medical Care

17.1 General

The HealthWorx Health Insurance Plan is a health benefit for extra-help employees who meet certain eligibility criteria, as outlined below. Coverage is for the extra-help employee only, and does not cover spouses or other dependents. Extra-help employees who have other health coverage are not eligible. Extra-help employees who are eligible for and enroll in HealthWorx and who subsequently lose HealthWorx coverage for any reason will be offered COBRA.

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). For 2015, 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 for 2015).

17.2 HEALTHWORX

17.2.1 Initial Enrollment

Extra-help employees in classifications designated as “relief” are not eligible for coverage. The County will review the eligibility of extra-help employees in other classifications within the following two categories:

Category A

Extra-help employees in the classifications of Election Technician, Library Aide, Park Aide and Pest Detection Specialist, who have worked seven hundred fifty 750 hours in the prior fiscal year.

Category B

Extra-help employees in the classifications not designated as “relief”, who have worked nine hundred 900 hours in the prior fiscal year.

The Benefits Division will require individual payments by extra-help employees in Categories A and B who do not work regularly or sufficiently to cover their premium expenses from their paychecks.

17.2.2 Ongoing Eligibility

The ongoing eligibility period is from September 1, through August 31, of each year.

Category A

Extra Help employees in Category A are not required to work thirty 30 hours per pay period during the “off-season”. At the end of the working season, when Category A individuals drop off payroll they will be notified that they can elect to continue coverage or drop coverage. If they choose to continue coverage, they pay one hundred percent (100%) of the premium. If they fail to pay the premium during any pay period they will be terminated from coverage, offered COBRA, and they will not be eligible for coverage again until they are re-hired. Such coverage will begin the first of the month following their re-employment.

If Category A extra-help employees choose to drop coverage, they can re-enroll if they are re-hired for the next season and are once again in a paid status. Coverage will begin the first of the month following their re-enrollment.

At the beginning of each fiscal year, extra-help employees who have worked seven hundred fifty (750) hours in the prior fiscal year will be eligible for the following year's coverage. Any individual who is not eligible (after having been eligible in the prior year) will be offered COBRA.

Health coverage will be terminated for covered extra-help employees who:

1. Terminate employment during the season (benefits terminate at the end of the month of termination).
2. Fail to work seven hundred fifty (750) hours, as determined the following July (benefits terminate effective August 31, and COBRA is offered).
3. Fail to work 30 hours per pay period in two (2) consecutive pay periods during the season of employment (benefits terminate effective the end of the month of termination).
4. Fail to pay within a single pay period their portion of cost (during the season or if they have elected coverage in the off-season, during the off-season).

Example:

Mary is a Park Aide who normally works from April through October and has more than seven hundred fifty (750) hours in the prior fiscal year. She elects to enroll during the August open enrollment and receives health coverage effective September 1. Mary continues to work until the end of October and is terminated because the season is over. Mary is given the chance to continue coverage until next April, at her own cost.

- If she elects coverage, she will be covered during the off-season, provided that she pays one hundred percent (100%) of the premium on a timely (pay period) basis. If, during the off-season, she does not pay her premium in the pay period, she will be terminated at the end of the month and will be able to re-enroll when she is rehired. If she has insufficient hours when eligibility is re-determined in July, she will be offered COBRA.
- If Mary elects to drop coverage in November (when her season is over), she will be offered coverage in April when she is re-hired. If she elects coverage at this time she will be covered through August 31. If she loses coverage for any of the reasons listed above, she will be ineligible for coverage until September 1, provided she has worked seven hundred fifty (750) hours in the prior fiscal year.

Category B

Extra-help employees in Category B, not designated as "relief", will be eligible for coverage from September 1 through August 31 of each year, as long as they continue to meet the eligibility requirements. Health care coverage will be terminated for covered individuals who:

1. Terminate extra-help employment during the year (benefits terminate at the end of the month of termination).
2. Fail to work nine hundred (900) hours, as determined the following July 1 (benefits terminate effective August 31).
3. Fail to work thirty (30) hours per pay period in 2 consecutive pay periods (benefits terminate effective the end of the month of termination).

4. Fail to pay within a single pay period for any remaining premium costs when the County paycheck is insufficient to cover the premium cost (benefits terminate effective the end of the month of termination).

Category B extra-help employees who are terminated from coverage for any of the above reasons will be ineligible for coverage until the following September 1.

At the beginning of each fiscal year, extra-help employees who have worked nine hundred (900) hours in the prior fiscal year will be eligible for the following year's coverage. Open enrollment will be offered each August and coverage will begin each September. Any individual who is not eligible (after having been eligible in the prior year) will be offered COBRA.

Example:

Mark is an extra-help employee who worked more than nine hundred (900) hours in the prior fiscal year. He elects to enroll during the August open enrollment and receives health coverage effective September 1.

If, at any point during the year, he loses coverage for any of the above reasons, he will be terminated at the end of the month and will be offered COBRA effective the beginning of the following month after termination of coverage. If he does not elect COBRA he will be ineligible for any coverage. If, at the end of the fiscal year he has nine hundred (900) hours he will be able to re-enroll during the subsequent August open enrollment (with September 1 coverage).

17.2.3 Cost

The County will contribute 50% toward the premium, and the enrollee will be responsible for paying 50% of the premium.

17.2.4 Healthworx Contract Expiration

The Healthworx Contract expires on August 31, 2015. In the event that the contract is not renewed, an employee enrolled in the plan who is determined to be eligible for the Kaiser HDHP based on eligibility as outlined in section 17.3.1 below, may choose to enroll in the Kaiser HDHP at that time through a qualified mid-year life event. For non-eligible employees, they can find health insurance through California's health insurance exchange.

17.3 KAISER HIGH DEDUCTIBLE HEALTH PLAN

17.3.1 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 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

17.3.2 Cost

The County's share of the premium will be equal to eighty-five percent (85%) of the cost for employee only coverage (two hundred dollars and fifty seven cents (\$200.57) for 2015.) The Employee cost will be any remaining cost of the premium for the coverage tier selected.

Section 18. Retirement Plan

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

18.2 Each pay period, 7.5%, or that amount designated by law, shall be deducted from each extra-help employee's salary and deposited into his/her Part-Time, Seasonal, Temporary Retirement Plan account.

- 18.3 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 his/her monthly account activity.
- 18.4 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 he or she chooses 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 19. 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 worker who has worked at least 1,386 cumulative extra-help hours in a given classification for the County will no longer be utilized due to concerns about his/her performance and/or conduct, written notice shall be provided to him or her 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 worker 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 his or her 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 20. Grievances

20.1 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.

20.2 Procedure

Grievances shall be processed in the following manner:

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

Any extra-help employee who believes that he/she has a grievance may discuss his/her complaint with such management official in the department in which he/she works as the department head may designate. If the issue is not resolved within the department, or if the extra-help employee elects to submit his/her grievance directly to the Union recognized as the representative of his/her 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.

b) 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 his/her 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 (c) below which has not first been filed and investigated in accordance with this paragraph (b).

c) 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 14 calendar days from the date of the Adjustment Board, or within 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 (d) below.

d) 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.

20.3 Scope of Adjustment Board and Arbitration Decisions

- a) 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.
- b) 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 20.1.
- c) 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.

20.4 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.

20.5 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 his/her 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 his/her duties is of an emergency nature and/or failure to perform such duties might cause or aggravate a danger to public health or safety.

20.6 County Charter and Civil Service Commission

- a) 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.
- b) 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 (b) of subsection 20.2 above shall be taken unless it is determined that the extra-help employee is not availing himself/herself of such option.
- c) 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 Manager 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 21. 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 20 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 Manager. 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 22. Personnel Files

22.1 Employee Review

Each extra-help employee shall have the right to inspect and review any official record relating to his/her performance or to a grievance concerning him/her that is kept or maintained by the County. 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. The extra-help employee's designated representative may also review the personnel file with specific written authorization from the extra-help employee.

22.2 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 he/she disagrees. 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 his/her personnel record.

Section 23. 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 25. Contracting/Subcontracting

The County will notify the 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 thirty (30) 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 fourteen (14) 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.

Section 26. 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 27. 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 28. 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 October 31, 2015 through 90 days following the expiration date of the AFSCME and SEIU Memoranda of Understanding commencing October 12, 2014 which cover regular employees.

Section 29. Extra Help-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 in the Agile Workforce Program.
2. The County will use Limited Term Employees only in the following circumstances, at the County's discretion, for assignments not to exceed three years. (Note: the terms "temporary" and "short term" below shall be defined as not to exceed three 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, including seasonal work
 - c) Short-term special projects/assignments/pilot programs
 - d) Temporary staffing to backfill for a regular employee's assignment to a special project or working out of class
 - e) 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).
 - f) Intermittent work
 - g) Temporary staffing prior to implementation of organizational or technological changes (e.g. computer programmers)
 - h) Work that has been traditionally outsourced.

Use of limited term employees in circumstances other than those listed in this section (a-h) 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 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-h) of this section:

Human Services Agency: Overpayment Unit – Benefit Analyst I/II/III

Department of Public Works: Construction Services 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 19 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.
 - d. Limited Term employees will not be eligible for retiree health benefits or SAMCERA defined benefit pension.
6. On a weekly basis, the County shall provide the Unions with a list of approved requisitions for Limited Term positions, along with the circumstances supporting use of a Limited Term position, in accordance with subsection 2 of this Section 29 regarding Extra Help Limited Term Employees.
7. The parties shall meet no later than October 2017 to evaluate the progress of the Limited Term Employee Program.

Section 30. Bilingual Pay

Effective the first pay period following Union ratification, a salary differential of Fifty-five (\$55.00) biweekly shall be paid incumbents of positions requiring bilingual proficiency as designated by the appointing authority and Human Resources Director. 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.

Bilingual pay for employees carrying a caseload of at least 50% of which is comprised of non-English speaking clients shall be paid a salary differential of Seventy-Dollars (\$70.00).

Designation of positions for which bilingual proficiency is required is the sole prerogative of the County and the decision of the Human Resources Director is final. The Union shall be provided listings of employees receiving bilingual pay twice a year.

Section 30. Performance Evaluation

Upon request from an Extra-Help employee and the employee's completion of one thousand forty (1,040) 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.

Made and entered into this 27th day of September 2013;

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

Nadia Bledsoe, Representative

Service Employees International Union, Local 521

Miesha Brown, Representative

County Management

John Maltbie
County Manager

Donna Vaillancourt
Human Resources Director

Nicole McKay
Employee & Labor Relations Manager

Kim Ferrario
Employee Relations Analyst

Bargaining Unit
And
Occupational Exhibits
and
Wage Rates

EXHIBIT A. AFSCME Extra-Help Unit

1. 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 6.2% in addition to all other compensation.
 2. Extra-help professional staff designated by the department head who provide child or adult protective services work shall receive a five percent 5% differential in addition to all other compensation.
 3. Extra-help professional staff designed by the Human Services Agency department head who provide emergency response in protective services work shall receive a five percent 5% differential in addition to all other compensation.
 4. The County shall continue to provide appropriate uniforms for extra-help employees in the Food Services Divisions who must wear a uniform. In accordance with this provision, Lab Coats will be made available to all extra-help Food Services Supervisors.
 5. The County has agreed to provide knives for those extra-help culinary personnel required to use them in the course of their work.
6. 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.

7. 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. He/she 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 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.

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.

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.

8. 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.
9. The County shall provide uniforms to extra-help employees in the Custodian classification who work for the Public Works Department.
10. 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.

11. 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 a direct payment of \$175.00 in late May/early June of each year for the purchase of safety shoes that meet policy requirements. 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.
12. 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.
13. Extra-help 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. 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.
14. 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 under Section 9.2.

EXHIBIT A
AFSCME- Extra Help Unit
Salaries October 9, 2016

| ClassCode | Class Title | A Step/ Hourly | B Step/ Hourly | C Step/ Hourly | D Step/ Hourly | E Step/ Hourly |
|------------------|---------------------------|---------------------------|-------------------------------|-------------------------------|---------------------------|---------------------------|
| M003 | AIRPORT OPERATIONS SPC I | \$ 24.69 | \$ 26.10 | \$ 27.60 | \$ 29.19 | \$ 30.86 |
| M002 | AIRPORT OPERATIONS SPC II | \$ 27.47 | \$ 29.05 | \$ 30.71 | \$ 32.48 | \$ 34.34 |
| M001 | AIRPORT OPERATIONS SUPV-E | \$ 34.87 | \$ 36.87 | \$ 38.99 | \$ 41.22 | \$ 43.59 |
| L024 | ASSISTANT HARBORMASTER | \$ 32.22 | \$ 34.06 | \$ 36.02 | \$ 38.09 | \$ 40.27 |
| E040 | ASST DIR HLTH INFO MGMT-E | \$ 34.54 | \$ 36.53 | \$ 38.62 | \$ 40.84 | \$ 43.18 |
| W038 | AUTO MECHANIC | | | | | \$ 38.44 |
| W039 | AUTO MECHANIC TRAINEE | \$ 29.12 | \$ 30.79 | \$ 32.56 | \$ 34.43 | \$ 36.40 |
| W125 | AUTO SERVICE SUPVSR-E | | | | | \$ 43.14 |
| W121 | AUTO SERVICE WKR I | \$ 21.07 | \$ 22.28 | \$ 23.56 | \$ 24.91 | \$ 26.34 |
| W040 | AUTO SERVICE WKR II | \$ 23.30 | \$ 24.64 | \$ 26.05 | \$ 27.55 | \$ 29.13 |
| W041 | AUTO SERVICE WKR III | \$ 25.72 | \$ 27.20 | \$ 28.76 | \$ 30.41 | \$ 32.15 |
| G140 | BEAUTICIAN | \$ 13.35 | \$ 14.12 | \$ 14.93 | \$ 15.78 | \$ 16.69 |
| G071 | BENEFITS ANALYST I | | | \$ 26.80 | \$ 28.33 | \$ 29.96 |
| G070 | BENEFITS ANALYST II | \$ 27.15 | \$ 28.71 | \$ 30.36 | \$ 32.10 | \$ 33.94 |
| G069 | BENEFITS ANALYST III | \$ 29.18 | \$ 30.86 | \$ 32.63 | \$ 34.50 | \$ 36.48 |
| B202 | BENEFITS ANALYST III-U | \$ 29.18 | \$ 30.86 | \$ 32.63 | \$ 34.50 | \$ 36.48 |
| B124 | BENEFITS ANALYST II-U | \$ 27.15 | \$ 28.71 | \$ 30.36 | \$ 32.10 | \$ 33.94 |
| G068-Y | BENEFITS ANALYST II-Y | | | | | \$ 32.21 |
| B123 | BENEFITS ANALYST I-U | | | \$ 26.80 | \$ 28.33 | \$ 29.96 |
| G078 | BHRS ANALYST I | \$ 30.91 | \$ 32.69 | \$ 34.56 | \$ 36.54 | \$ 38.64 |
| G079 | BHRS ANALYST II | \$ 36.27 | \$ 38.35 | \$ 40.55 | \$ 42.88 | \$ 45.34 |
| B279 | BHRS ANALYST II-UNCL | \$ 36.27 | \$ 38.35 | \$ 40.55 | \$ 42.88 | \$ 45.34 |
| B278 | BHRS ANALYST I-UNCL | \$ 30.91 | \$ 32.69 | \$ 34.56 | \$ 36.54 | \$ 38.64 |
| G080 | BHRS SUPERVISOR | \$ 40.45 | \$ 42.77 | \$ 45.22 | \$ 47.82 | \$ 50.56 |
| J062 | BIO/STANDARDS SPC I | | | | | \$ 26.07 |
| J063 | BIO/STANDARDS SPC II | \$ 27.35 | \$ 28.92 | \$ 30.58 | \$ 32.33 | \$ 34.19 |
| J064 | BIO/STANDARDS SPC III | \$ 30.57 | \$ 32.32 | \$ 34.18 | \$ 36.14 | \$ 38.21 |
| B095 | BIO/STANDARDS SPC III-U | \$ 30.57 | \$ 32.32 | \$ 34.18 | \$ 36.14 | \$ 38.21 |
| B094 | BIO/STANDARDS SPC II-U | \$ 27.35 | \$ 28.92 | \$ 30.58 | \$ 32.33 | \$ 34.19 |
| B093 | BIO/STANDARDS SPC I-U | | | | | \$ 26.07 |
| J065 | BIO/STANDARDS SPC IV | \$ 34.25 | \$ 36.21 | \$ 38.29 | \$ 40.49 | \$ 42.81 |
| B096 | BIO/STANDARDS SPC IV-U | \$ 34.25 | \$ 36.21 | \$ 38.29 | \$ 40.49 | \$ 42.81 |
| T048 | BOILER WATCH ENGINEER | \$ 30.30 | \$ 32.03 | \$ 33.87 | \$ 35.82 | \$ 37.87 |
| J057 | BUILDING INSPECTOR I | \$ 32.05 | \$ 33.89 | \$ 35.83 | \$ 37.89 | \$ 40.06 |
| J058 | BUILDING INSPECTOR II | | | \$ 43.93 | \$ 46.45 | \$ 49.12 |
| J059 | BUILDING INSPECTOR III | \$ 41.54 | \$ 43.93 | \$ 46.45 | \$ 49.11 | \$ 51.93 |
| J056 | BUILDING PERMIT COOR | \$ 33.20 | \$ 35.10 | \$ 37.12 | \$ 39.25 | \$ 41.50 |
| J060 | BUILDING PERMIT TECH I | \$ 23.35 | \$ 24.69 | \$ 26.11 | \$ 27.61 | \$ 29.19 |
| J061 | BUILDING PERMIT TECH II | \$ 27.66 | \$ 29.25 | \$ 30.93 | \$ 32.70 | \$ 34.58 |
| J055 | BUILDING PLANS SPECIALIST | \$ 47.69 | \$ 50.42 | \$ 53.32 | \$ 56.38 | \$ 59.61 |
| B208 | CAPITAL PROJECT MANAGER-U | \$ 48.58 | \$ 51.36 | \$ 54.31 | \$ 57.43 | \$ 60.72 |
| N108 | CAPITAL PROJECTS MGR | \$ 48.58 | \$ 51.36 | \$ 54.31 | \$ 57.43 | \$ 60.72 |
| B012 | CASE MAGMNT/ASSESS SP I-U | | | \$ 29.32 | \$ 31.00 | \$ 32.78 |
| G239 | CASE MGMNT/ASSESS SP I | | | \$ 29.32 | \$ 31.00 | \$ 32.78 |
| G240 | CASE MGMNT/ASSESS SP II | \$ 29.62 | \$ 31.32 | \$ 33.12 | \$ 35.02 | \$ 37.03 |
| B013 | CASE MGMNT/ASSESS SP II-U | \$ 29.62 | \$ 31.32 | \$ 33.12 | \$ 35.02 | \$ 37.03 |

EXHIBIT A
AFSCME- Extra Help Unit
Salaries October 9, 2016

| | | | | | | |
|--------|---------------------------|----------|----------|----------|----------|----------|
| G401-Y | CASE MGMNT/ASSESS SP II-Y | | | | | \$ 37.33 |
| F080 | CENTRAL SERVICES & SUPPLY | \$ 37.71 | \$ 39.88 | \$ 42.16 | \$ 44.58 | \$ 47.14 |
| F052 | CHIEF PUBLIC HLTH EDUC | \$ 37.84 | \$ 40.01 | \$ 42.31 | \$ 44.73 | \$ 47.30 |
| E433 | CHILD SUPPORT INVESTIGATR | \$ 34.78 | \$ 36.78 | \$ 38.89 | \$ 41.12 | \$ 43.48 |
| B029 | CHILD SUPPORT INVSTGTR-U | \$ 34.78 | \$ 36.78 | \$ 38.89 | \$ 41.12 | \$ 43.48 |
| F074 | CLIN LAB SCIENTIST I | \$ 39.74 | \$ 42.02 | \$ 44.44 | \$ 46.98 | \$ 49.68 |
| F023 | CLIN LAB SCIENTIST II | \$ 42.07 | \$ 44.49 | \$ 47.04 | \$ 49.74 | \$ 52.59 |
| F023-R | CLIN LAB SCIENTIST II-R | \$ 44.18 | \$ 46.71 | \$ 49.39 | \$ 52.22 | \$ 55.22 |
| B041 | CLIN LAB SCIENTIST II-U | \$ 42.07 | \$ 44.49 | \$ 47.04 | \$ 49.74 | \$ 52.59 |
| F074-R | CLIN LAB SCIENTIST I-R | \$ 41.74 | \$ 44.13 | \$ 46.66 | \$ 49.34 | \$ 52.17 |
| B040 | CLIN LAB SCIENTIST I-U | \$ 39.74 | \$ 42.02 | \$ 44.44 | \$ 46.98 | \$ 49.68 |
| F047 | CLINICAL COORD FOR PHARM | \$ 59.54 | \$ 62.95 | \$ 66.56 | \$ 70.38 | \$ 74.42 |
| R004 | CODE COMPLIANCE OFFCR I | \$ 28.35 | \$ 29.98 | \$ 31.70 | \$ 33.52 | \$ 35.44 |
| R005 | CODE COMPLIANCE OFFCR II | \$ 32.66 | \$ 34.53 | \$ 36.51 | \$ 38.61 | \$ 40.82 |
| J047 | COMCBL DISEASE INVEST | \$ 29.55 | \$ 31.25 | \$ 33.04 | \$ 34.94 | \$ 36.94 |
| B050 | COMCBL DISEASE INVEST-U | \$ 29.55 | \$ 31.25 | \$ 33.04 | \$ 34.94 | \$ 36.94 |
| V050 | COMCTN DISPATCHER I/CLTKR | | | \$ 31.45 | \$ 33.25 | \$ 35.16 |
| V048 | COMCTN DISPATCHER II | \$ 34.78 | \$ 36.78 | \$ 38.89 | \$ 41.12 | \$ 43.48 |
| V048-R | COMCTN DISPATCHER II-R | \$ 36.52 | \$ 38.62 | \$ 40.83 | \$ 43.17 | \$ 45.65 |
| V050-R | COMCTN DISPTCH I/CALTKR-R | | | \$ 33.03 | \$ 34.93 | \$ 36.93 |
| B133 | COMM DISPATCHER/CLTKR I-U | | | \$ 31.45 | \$ 33.25 | \$ 35.16 |
| F055 | COMM HLTH PLANNER | \$ 36.44 | \$ 38.53 | \$ 40.74 | \$ 43.08 | \$ 45.55 |
| T074-Y | COMM SERVICES OFFICER-Y | \$ 27.70 | \$ 29.29 | \$ 30.97 | \$ 32.75 | \$ 34.63 |
| T074 | COMM SVCS OFFICER | \$ 21.02 | \$ 22.22 | \$ 23.50 | \$ 24.84 | \$ 26.27 |
| G112 | COMM WORKER I | \$ 20.50 | \$ 21.67 | \$ 22.92 | \$ 24.23 | \$ 25.62 |
| G113 | COMM WORKER II | \$ 22.63 | \$ 23.93 | \$ 25.30 | \$ 26.76 | \$ 28.29 |
| B184 | COMM WORKER II-U | \$ 22.63 | \$ 23.93 | \$ 25.30 | \$ 26.76 | \$ 28.29 |
| B183 | COMM WORKER I-U | \$ 20.50 | \$ 21.67 | \$ 22.92 | \$ 24.23 | \$ 25.62 |
| V045 | COMMCTN DISPATCH COORDNTR | \$ 38.50 | \$ 40.71 | \$ 43.05 | \$ 45.52 | \$ 48.13 |
| B063 | CONSTRUCTION PROJ MGR-U | \$ 40.01 | \$ 42.30 | \$ 44.73 | \$ 47.30 | \$ 50.01 |
| N001 | CONSTRUCTION PROJECT MGR | \$ 40.01 | \$ 42.30 | \$ 44.73 | \$ 47.30 | \$ 50.01 |
| S030 | COOK I | | | \$ 24.20 | \$ 25.59 | \$ 27.06 |
| S027 | COOK II | | | \$ 26.18 | \$ 27.68 | \$ 29.27 |
| F029 | CREATIVE ARTS THERAPIST | \$ 30.17 | \$ 31.90 | \$ 33.73 | \$ 35.66 | \$ 37.71 |
| G050 | CRIME ANALYST | \$ 34.87 | \$ 36.87 | \$ 38.99 | \$ 41.22 | \$ 43.59 |
| B010 | CRIME ANALYST-U | \$ 34.87 | \$ 36.87 | \$ 38.99 | \$ 41.22 | \$ 43.59 |
| F121 | CRISIS TEAM TECHNICIAN | \$ 27.91 | \$ 29.51 | \$ 31.21 | \$ 33.00 | \$ 34.89 |
| T075 | CUSTODIAN | \$ 20.08 | \$ 21.23 | \$ 22.45 | \$ 23.74 | \$ 25.10 |
| F073 | CYTOLOGY TECHNOLOGIST I | | | \$ 40.62 | \$ 42.96 | \$ 45.42 |
| F070 | CYTOLOGY TECHNOLOGIST II | | | \$ 43.93 | \$ 46.45 | \$ 49.12 |
| G111 | DA VICTIM ADVOCATE I | \$ 22.63 | \$ 23.93 | \$ 25.30 | \$ 26.76 | \$ 28.29 |
| G114 | DA VICTIM ADVOCATE II | \$ 28.30 | \$ 29.93 | \$ 31.64 | \$ 33.46 | \$ 35.38 |
| F078 | DARKROOM TECHNICIAN | \$ 18.57 | \$ 19.63 | \$ 20.76 | \$ 21.95 | \$ 23.21 |
| N016 | DELINEATOR II | \$ 36.22 | \$ 38.29 | \$ 40.49 | \$ 42.81 | \$ 45.27 |
| F039 | DENTAL ASSISTANT | \$ 20.96 | \$ 22.16 | \$ 23.43 | \$ 24.78 | \$ 26.20 |
| B086 | DENTAL ASSISTANT-U | \$ 20.96 | \$ 22.16 | \$ 23.43 | \$ 24.78 | \$ 26.20 |
| F036 | DENTAL HYGIENIST | \$ 31.62 | \$ 33.44 | \$ 35.36 | \$ 37.39 | \$ 39.53 |
| G223 | DEPUTY PUBLIC ADMSTR I | | | \$ 29.32 | \$ 31.00 | \$ 32.78 |
| G224 | DEPUTY PUBLIC ADMSTR II | \$ 29.62 | \$ 31.32 | \$ 33.12 | \$ 35.02 | \$ 37.03 |

EXHIBIT A
AFSCME- Extra Help Unit
Salaries October 9, 2016

| | | | | | | |
|--------|---------------------------|----------|----------|----------|----------|----------|
| B326 | DEPUTY PUBLIC ADMSTR II-U | \$ 29.62 | \$ 31.32 | \$ 33.12 | \$ 35.02 | \$ 37.03 |
| B325 | DEPUTY PUBLIC ADMSTR I-U | | | \$ 29.32 | \$ 31.00 | \$ 32.78 |
| G220 | DEPUTY PUBLIC GDN CON I | | | \$ 29.32 | \$ 31.00 | \$ 32.78 |
| G225 | DEPUTY PUBLIC GDN CON II | \$ 29.62 | \$ 31.32 | \$ 33.12 | \$ 35.02 | \$ 37.03 |
| G217 | DEPUTY PUBLIC GDN CON III | \$ 34.93 | \$ 36.93 | \$ 39.05 | \$ 41.29 | \$ 43.66 |
| S032 | DIETETIC ASSISTANT-T | | | | \$ 28.79 | \$ 30.44 |
| S031 | DIETETIC TECH | \$ 24.35 | \$ 25.75 | \$ 27.23 | \$ 28.79 | \$ 30.44 |
| B173 | DIETETIC TECH-U | \$ 24.35 | \$ 25.75 | \$ 27.23 | \$ 28.79 | \$ 30.44 |
| S024 | DIETITIAN | \$ 33.29 | \$ 35.20 | \$ 37.22 | \$ 39.35 | \$ 41.61 |
| S023 | DIETITIAN-E | \$ 33.29 | \$ 35.20 | \$ 37.22 | \$ 39.35 | \$ 41.61 |
| B174 | DIETITIAN-U | \$ 33.29 | \$ 35.20 | \$ 37.22 | \$ 39.35 | \$ 41.61 |
| F107 | ELECTROGRAPH TECH I | \$ 22.70 | \$ 24.01 | \$ 25.38 | \$ 26.84 | \$ 28.38 |
| F108 | ELECTROGRAPH TECH II | \$ 26.18 | \$ 27.69 | \$ 29.27 | \$ 30.95 | \$ 32.73 |
| F108-R | ELECTROGRAPH TECH II-R | \$ 27.50 | \$ 29.07 | \$ 30.74 | \$ 32.51 | \$ 34.37 |
| B075 | ELECTROGRAPH TECH II-U | \$ 26.18 | \$ 27.69 | \$ 29.27 | \$ 30.95 | \$ 32.73 |
| F107-R | ELECTROGRAPH TECH I-R | \$ 23.82 | \$ 25.19 | \$ 26.64 | \$ 28.16 | \$ 29.78 |
| B074 | ELECTROGRAPH TECH I-U | \$ 22.70 | \$ 24.01 | \$ 25.38 | \$ 26.84 | \$ 28.38 |
| G237 | EMPLMNT SRVCS SPEC I | \$ 26.22 | \$ 27.73 | \$ 29.32 | \$ 31.00 | \$ 32.78 |
| G238 | EMPLMNT SRVCS SPEC II | \$ 29.62 | \$ 31.32 | \$ 33.12 | \$ 35.02 | \$ 37.03 |
| B144 | EMPLMNT SRVCS SPEC II-U | \$ 29.62 | \$ 31.32 | \$ 33.12 | \$ 35.02 | \$ 37.03 |
| B143 | EMPLMNT SRVCS SPEC I-U | \$ 26.22 | \$ 27.73 | \$ 29.32 | \$ 31.00 | \$ 32.78 |
| J007 | ENVIR HLTH PROGRAM SUPR-E | \$ 49.07 | \$ 51.89 | \$ 54.86 | \$ 58.01 | \$ 61.34 |
| J048 | ENVIR HLTH SPEC I | | | \$ 32.58 | \$ 34.45 | \$ 36.43 |
| J046 | ENVIR HLTH SPEC II | \$ 38.17 | \$ 40.36 | \$ 42.67 | \$ 45.12 | \$ 47.71 |
| J049 | ENVIR HLTH SPEC III | \$ 40.50 | \$ 42.82 | \$ 45.28 | \$ 47.87 | \$ 50.62 |
| B009 | ENVIR HLTH SPEC III-U | \$ 40.50 | \$ 42.82 | \$ 45.28 | \$ 47.87 | \$ 50.62 |
| B006 | ENVIR HLTH SPEC II-U | \$ 38.17 | \$ 40.36 | \$ 42.67 | \$ 45.12 | \$ 47.71 |
| B005 | ENVIR HLTH SPEC I-U | \$ 29.14 | \$ 30.82 | \$ 32.58 | \$ 34.45 | \$ 36.43 |
| J037 | ENVIR HLTH SPEC IV | \$ 43.73 | \$ 46.24 | \$ 48.89 | \$ 51.69 | \$ 54.66 |
| J039 | ENVIR HLTH TECHNICIAN I | \$ 24.84 | \$ 26.27 | \$ 27.77 | \$ 29.37 | \$ 31.05 |
| J040 | ENVIR HLTH TECHNICIAN II | \$ 26.26 | \$ 27.76 | \$ 29.36 | \$ 31.04 | \$ 32.82 |
| B303 | ENVIRON HLTH TECH II-UNC | \$ 26.26 | \$ 27.76 | \$ 29.36 | \$ 31.04 | \$ 32.82 |
| B302 | ENVIRON HLTH TECH I-UNC | \$ 24.84 | \$ 26.27 | \$ 27.77 | \$ 29.37 | \$ 31.05 |
| F007 | EPIDEMIOLOGIST I | \$ 33.20 | \$ 35.10 | \$ 37.12 | \$ 39.25 | \$ 41.50 |
| F002 | EPIDEMIOLOGIST II | \$ 37.13 | \$ 39.26 | \$ 41.51 | \$ 43.89 | \$ 46.41 |
| B051 | EPIDEMIOLOGIST-U | \$ 37.13 | \$ 39.26 | \$ 41.51 | \$ 43.89 | \$ 46.41 |
| L017 | EQUIPMENT MECH/OPER PARKS | \$ 34.26 | \$ 36.23 | \$ 38.31 | \$ 40.51 | \$ 42.83 |
| G215 | ESTATE PROPERTY SUPRVSR-E | \$ 41.13 | \$ 43.49 | \$ 45.98 | \$ 48.62 | \$ 51.41 |
| G055 | EVALUATION ANALYST | \$ 34.87 | \$ 36.87 | \$ 38.99 | \$ 41.22 | \$ 43.59 |
| S035 | FOOD SERVICE SUP-E | | | \$ 26.18 | \$ 27.68 | \$ 29.27 |
| B035 | FOOD SERVICE SUPERVISOR-U | | | \$ 26.18 | \$ 27.68 | \$ 29.27 |
| S038 | FOOD SERVICE WORKER I | | | \$ 21.88 | \$ 23.13 | \$ 24.46 |
| S037 | FOOD SERVICE WORKER II | | | \$ 23.07 | \$ 24.39 | \$ 25.79 |
| T070 | FORENSIC AUTOPSY TECH | \$ 21.95 | \$ 23.21 | \$ 24.54 | \$ 25.95 | \$ 27.44 |
| G065 | FRAUD INVESTIGATOR I | \$ 29.91 | \$ 31.63 | \$ 33.44 | \$ 35.36 | \$ 37.39 |
| G066 | FRAUD INVESTIGATOR II | \$ 35.12 | \$ 37.13 | \$ 39.27 | \$ 41.52 | \$ 43.90 |
| L042 | GARDENER | \$ 28.11 | \$ 29.72 | \$ 31.43 | \$ 33.23 | \$ 35.14 |
| J001 | HAZ MAT SPECIALIST I | | | \$ 32.58 | \$ 34.45 | \$ 36.43 |
| J003 | HAZ MAT SPECIALIST II | \$ 38.17 | \$ 40.36 | \$ 42.67 | \$ 45.12 | \$ 47.71 |

EXHIBIT A
AFSCME- Extra Help Unit
Salaries October 9, 2016

| | | | | | | |
|--------|---------------------------|----------|----------|----------|----------|----------|
| J004 | HAZ MAT SPECIALIST III | \$ 40.50 | \$ 42.82 | \$ 45.28 | \$ 47.87 | \$ 50.62 |
| B053 | HAZ MAT SPECIALIST III-U | \$ 40.50 | \$ 42.82 | \$ 45.28 | \$ 47.87 | \$ 50.62 |
| B052 | HAZ MAT SPECIALIST II-U | \$ 38.17 | \$ 40.36 | \$ 42.67 | \$ 45.12 | \$ 47.71 |
| B033 | HAZ MAT SPECIALIST I-U | | | \$ 32.58 | \$ 34.45 | \$ 36.43 |
| J005 | HAZ MAT SPECIALIST IV | \$ 43.73 | \$ 46.24 | \$ 48.89 | \$ 51.69 | \$ 54.66 |
| B054 | HAZ MAT SPECIALIST IV-U | \$ 43.73 | \$ 46.24 | \$ 48.89 | \$ 51.69 | \$ 54.66 |
| G085 | HEALTH EDUCATION ASSOC | \$ 27.15 | \$ 28.71 | \$ 30.36 | \$ 32.10 | \$ 33.94 |
| B115 | HEALTH EDUCATION ASSOC-U | \$ 27.15 | \$ 28.71 | \$ 30.36 | \$ 32.10 | \$ 33.94 |
| F001 | HOSPITAL CENTRAL SVC SP-E | \$ 35.33 | \$ 37.35 | \$ 39.50 | \$ 41.76 | \$ 44.16 |
| R010 | HOUSING & COMM DEV SUP | \$ 43.96 | \$ 46.48 | \$ 49.15 | \$ 51.97 | \$ 54.95 |
| R001 | HOUSING/COM DEV SPEC I | \$ 27.66 | \$ 29.25 | \$ 30.93 | \$ 32.70 | \$ 34.58 |
| R002 | HOUSING/COM DEV SPEC II | \$ 32.80 | \$ 34.68 | \$ 36.67 | \$ 38.78 | \$ 41.00 |
| R003 | HOUSING/COM DEV SPEC III | \$ 37.57 | \$ 39.72 | \$ 42.00 | \$ 44.41 | \$ 46.96 |
| G230 | HUMAN SVCS ANALYST I | \$ 28.10 | \$ 29.72 | \$ 31.42 | \$ 33.22 | \$ 35.13 |
| G231 | HUMAN SVCS ANALYST II | \$ 32.95 | \$ 34.84 | \$ 36.84 | \$ 38.96 | \$ 41.19 |
| B061 | HUMAN SVCS ANALYST II-U | \$ 32.95 | \$ 34.84 | \$ 36.84 | \$ 38.96 | \$ 41.19 |
| B062 | HUMAN SVCS ANALYST I-U | \$ 28.10 | \$ 29.72 | \$ 31.42 | \$ 33.22 | \$ 35.13 |
| G233 | HUMAN SVCS HEARINGS OFFCR | \$ 36.77 | \$ 38.88 | \$ 41.11 | \$ 43.47 | \$ 45.96 |
| B231 | HUMAN SVCS PRGRM POLICY-U | \$ 38.61 | \$ 40.82 | \$ 43.17 | \$ 45.64 | \$ 48.26 |
| G221 | HUMAN SVCS PROGRAM POLICY | \$ 38.61 | \$ 40.82 | \$ 43.17 | \$ 45.64 | \$ 48.26 |
| G232 | HUMAN SVCS SUPERVISOR-E | \$ 36.77 | \$ 38.88 | \$ 41.11 | \$ 43.47 | \$ 45.96 |
| B060 | HUMAN SVCS SUPERVISOR-U-E | \$ 36.77 | \$ 38.88 | \$ 41.11 | \$ 43.47 | \$ 45.96 |
| F081 | IMAGING SPECIALIST | \$ 48.63 | \$ 51.42 | \$ 54.37 | \$ 57.49 | \$ 60.79 |
| F081-R | IMAGING SPECIALIST-R | \$ 51.07 | \$ 54.00 | \$ 57.10 | \$ 60.38 | \$ 63.84 |
| G067 | INVESTIGATIVE ANALYST | \$ 28.02 | \$ 29.62 | \$ 31.32 | \$ 33.12 | \$ 35.02 |
| G234 | JOB DEVEL SPEC I | \$ 28.10 | \$ 29.72 | \$ 31.42 | \$ 33.22 | \$ 35.13 |
| G235 | JOB DEVEL SPEC II | \$ 32.95 | \$ 34.84 | \$ 36.84 | \$ 38.96 | \$ 41.19 |
| B141 | JOB DEVEL SPEC II-U | \$ 32.95 | \$ 34.84 | \$ 36.84 | \$ 38.96 | \$ 41.19 |
| B140 | JOB DEVEL SPEC I-U | \$ 28.10 | \$ 29.72 | \$ 31.42 | \$ 33.22 | \$ 35.13 |
| F152 | LAB SUPPORT SVCS SUPV | \$ 28.50 | \$ 30.14 | \$ 31.87 | \$ 33.70 | \$ 35.63 |
| F156 | LABORATORY ASSISTANT II | \$ 21.81 | \$ 23.06 | \$ 24.38 | \$ 25.78 | \$ 27.26 |
| F156-R | LABORATORY ASSISTANT II-R | \$ 22.88 | \$ 24.19 | \$ 25.58 | \$ 27.05 | \$ 28.60 |
| B159 | LABORATORY ASSISTANT II-U | \$ 21.81 | \$ 23.06 | \$ 24.38 | \$ 25.78 | \$ 27.26 |
| B158 | LABORATORY ASSISTANT I-U | \$ 10.26 | \$ 10.85 | \$ 11.48 | \$ 12.13 | \$ 12.83 |
| F076 | LD CNTRAL SVCS & SUPPLY A | \$ 22.77 | \$ 24.07 | \$ 25.46 | \$ 26.92 | \$ 28.46 |
| G051 | LD CRIME ANALYST | \$ 38.37 | \$ 40.57 | \$ 42.90 | \$ 45.36 | \$ 47.96 |
| E359 | LD MED INTERPRETOR/TRANS | \$ 28.88 | \$ 30.54 | \$ 32.29 | \$ 34.14 | \$ 36.10 |
| F061 | LD PHARMACY TECHNICIAN | \$ 27.10 | \$ 28.66 | \$ 30.30 | \$ 32.04 | \$ 33.88 |
| B007 | LEAD CRIME ANALYST-U | \$ 38.37 | \$ 40.57 | \$ 42.90 | \$ 45.36 | \$ 47.96 |
| T076 | LEAD CUSTODIAN | \$ 21.82 | \$ 23.07 | \$ 24.39 | \$ 25.79 | \$ 27.27 |
| F045 | LEAD ELECTROGRAPH TECH | \$ 28.50 | \$ 30.14 | \$ 31.87 | \$ 33.70 | \$ 35.63 |
| J041 | LEAD ENVIR HLTH TECHNICA | \$ 27.83 | \$ 29.43 | \$ 31.12 | \$ 32.90 | \$ 34.79 |
| L005 | LEAD GARDENER | \$ 32.22 | \$ 34.06 | \$ 36.02 | \$ 38.09 | \$ 40.27 |
| F082 | LEAD IMAGING SPECIALIST | \$ 52.30 | \$ 55.30 | \$ 58.47 | \$ 61.82 | \$ 65.37 |
| F160 | LEAD PH LABORATORY TECHNI | \$ 27.83 | \$ 29.43 | \$ 31.12 | \$ 32.90 | \$ 34.79 |
| F090 | LEAD PHARMACIST | \$ 57.83 | \$ 61.15 | \$ 64.66 | \$ 68.37 | \$ 72.29 |
| F118 | LEAD RADIOLOGIC TECH | \$ 44.22 | \$ 46.76 | \$ 49.44 | \$ 52.28 | \$ 55.28 |
| E478 | LEAD TELEPHONE OPERATOR | \$ 25.26 | \$ 26.71 | \$ 28.25 | \$ 29.87 | \$ 31.58 |
| T104 | LEAD TRANSPORTATION OFFCR | \$ 22.89 | \$ 24.20 | \$ 25.59 | \$ 27.06 | \$ 28.61 |

EXHIBIT A
AFSCME- Extra Help Unit
Salaries October 9, 2016

| | | | | | | |
|--------|---------------------------|----------|----------|----------|----------|----------|
| F120 | LICENSED PSYCH TECH | \$ 27.91 | \$ 29.51 | \$ 31.21 | \$ 33.00 | \$ 34.89 |
| F120-R | LICENSED PSYCH TECH-R | \$ 29.30 | \$ 30.98 | \$ 32.75 | \$ 34.63 | \$ 36.62 |
| B154 | LICENSED PSYCH TECH-U | \$ 27.91 | \$ 29.51 | \$ 31.21 | \$ 33.00 | \$ 34.89 |
| B154-R | LICENSED PSYCH TECH-U-R | \$ 29.30 | \$ 30.98 | \$ 32.75 | \$ 34.63 | \$ 36.62 |
| F020 | LICENSED VOC NURSE | | \$ 29.51 | \$ 31.21 | \$ 33.00 | \$ 34.89 |
| F020-R | LICENSED VOC NURSE-R | \$ 29.30 | \$ 30.98 | \$ 32.75 | \$ 34.63 | \$ 36.62 |
| B155 | LICENSED VOC NURSE-U | | \$ 29.51 | \$ 31.21 | \$ 33.00 | \$ 34.89 |
| S003 | LINEN HOUSEKEEPG SVC SP-E | \$ 24.34 | \$ 25.74 | \$ 27.22 | \$ 28.78 | \$ 30.43 |
| G121 | MAR AND FAM THERAPIST I | \$ 32.30 | \$ 34.16 | \$ 36.12 | \$ 38.19 | \$ 40.38 |
| G120 | MAR AND FAM THERAPIST II | \$ 36.23 | \$ 38.31 | \$ 40.51 | \$ 42.83 | \$ 45.29 |
| B109 | MAR AND FAM THERAPST II-U | \$ 36.23 | \$ 38.31 | \$ 40.51 | \$ 42.83 | \$ 45.29 |
| B110 | MAR AND FAM THERAPST I-U | \$ 32.30 | \$ 34.16 | \$ 36.12 | \$ 38.19 | \$ 40.38 |
| E360 | MEDICAL INTERPRETOR/TRANS | \$ 24.26 | \$ 25.65 | \$ 27.12 | \$ 28.67 | \$ 30.32 |
| F157 | MEDICAL LAB TECH | \$ 28.50 | \$ 30.14 | \$ 31.87 | \$ 33.70 | \$ 35.63 |
| E305 | MEDICAL RECORDS CODER I | \$ 22.07 | \$ 23.34 | \$ 24.68 | \$ 26.09 | \$ 27.59 |
| E306 | MEDICAL RECORDS CODER II | \$ 29.81 | \$ 31.52 | \$ 33.33 | \$ 35.24 | \$ 37.26 |
| E305-R | MEDICAL RECORDS CODER I-R | \$ 23.16 | \$ 24.49 | \$ 25.89 | \$ 27.38 | \$ 28.95 |
| E306-R | MEDICAL RECORDS CODR II-R | \$ 31.31 | \$ 33.11 | \$ 35.01 | \$ 37.02 | \$ 39.14 |
| E304 | MEDICAL RECORDS TECH I | \$ 22.07 | \$ 23.34 | \$ 24.68 | \$ 26.09 | \$ 27.59 |
| E303 | MEDICAL RECORDS TECH II | \$ 25.92 | \$ 27.41 | \$ 28.98 | \$ 30.64 | \$ 32.40 |
| E303-R | MEDICAL RECORDS TECH II-R | \$ 27.22 | \$ 28.79 | \$ 30.44 | \$ 32.18 | \$ 34.03 |
| E304-R | MEDICAL RECORDS TECH I-R | \$ 23.16 | \$ 24.49 | \$ 25.89 | \$ 27.38 | \$ 28.95 |
| F077 | MEDICAL SERVICES ASST I | \$ 18.40 | \$ 19.46 | \$ 20.57 | \$ 21.75 | \$ 23.00 |
| F079 | MEDICAL SERVICES ASST II | \$ 21.45 | \$ 22.68 | \$ 23.98 | \$ 25.36 | \$ 26.81 |
| B081 | MEDICAL SERVICES ASST I-U | \$ 18.40 | \$ 19.46 | \$ 20.57 | \$ 21.75 | \$ 23.00 |
| B082 | MEDICAL SERVICES ASSTII-U | \$ 21.45 | \$ 22.68 | \$ 23.98 | \$ 25.36 | \$ 26.81 |
| G119 | MENTAL HLTH COUNSLR I | \$ 26.22 | \$ 27.73 | \$ 29.32 | \$ 31.00 | \$ 32.78 |
| G118 | MENTAL HLTH COUNSLR II | \$ 29.62 | \$ 31.32 | \$ 33.12 | \$ 35.02 | \$ 37.03 |
| B105 | MENTAL HLTH COUNSLR II-U | \$ 29.62 | \$ 31.32 | \$ 33.12 | \$ 35.02 | \$ 37.03 |
| B104 | MENTAL HLTH COUNSLR I-U | \$ 26.22 | \$ 27.73 | \$ 29.32 | \$ 31.00 | \$ 32.78 |
| G081 | MENTAL HLTH PROG SPEC | \$ 39.18 | \$ 41.42 | \$ 43.80 | \$ 46.31 | \$ 48.97 |
| G083 | MENTAL HLTH PROG SPEC-E | \$ 39.18 | \$ 41.42 | \$ 43.80 | \$ 46.31 | \$ 48.97 |
| B156 | MENTAL HLTH PROG SPEC-U | \$ 39.18 | \$ 41.42 | \$ 43.80 | \$ 46.31 | \$ 48.97 |
| F174 | OCC THERAPIST I | \$ 35.69 | \$ 37.74 | \$ 39.90 | \$ 42.19 | \$ 44.61 |
| F184 | OCC THERAPIST I, CCS | \$ 35.69 | \$ 37.74 | \$ 39.90 | \$ 42.19 | \$ 44.61 |
| F175 | OCC THERAPIST II | \$ 39.99 | \$ 42.29 | \$ 44.71 | \$ 47.28 | \$ 49.99 |
| F185 | OCC THERAPIST II, CCS | \$ 39.99 | \$ 42.29 | \$ 44.71 | \$ 47.28 | \$ 49.99 |
| B065 | OCC THERAPIST II-U | \$ 39.99 | \$ 42.29 | \$ 44.71 | \$ 47.28 | \$ 49.99 |
| B064 | OCC THERAPIST I-U | \$ 35.69 | \$ 37.74 | \$ 39.90 | \$ 42.19 | \$ 44.61 |
| F084 | OPERATING ROOM TECH | \$ 27.91 | \$ 29.51 | \$ 31.21 | \$ 33.00 | \$ 34.89 |
| F084-R | OPERATING ROOM TECH-R | \$ 29.30 | \$ 30.98 | \$ 32.75 | \$ 34.63 | \$ 36.62 |
| F004 | OPTOMETRIST | \$ 45.67 | \$ 48.29 | \$ 51.06 | \$ 53.99 | \$ 57.09 |
| F068 | ORTHOPEDIC TECHNICIAN | \$ 23.59 | \$ 24.95 | \$ 26.38 | \$ 27.89 | \$ 29.49 |
| L046 | PARK AIDE-EH | \$ 13.41 | \$ 14.18 | \$ 14.99 | \$ 15.85 | \$ 16.76 |
| L040 | PARK RANGER I | \$ 25.92 | \$ 27.41 | \$ 28.98 | \$ 30.64 | \$ 32.40 |
| L041 | PARK RANGER II | \$ 29.35 | \$ 31.04 | \$ 32.82 | \$ 34.70 | \$ 36.69 |
| L039 | PARK RANGER III | \$ 33.62 | \$ 35.55 | \$ 37.59 | \$ 39.75 | \$ 42.03 |
| L025 | PARK RANGER IV-E | \$ 38.10 | \$ 40.28 | \$ 42.59 | \$ 45.04 | \$ 47.62 |
| L014 | PARKS & OPEN SPACE EQ OP | \$ 34.95 | \$ 36.96 | \$ 39.08 | \$ 41.32 | \$ 43.69 |

EXHIBIT A
AFSCME- Extra Help Unit
Salaries October 9, 2016

| | | | | | | |
|--------|---------------------------|----------|----------|----------|----------|----------|
| L043 | PARKS ELECTR & MAINT WKR | \$ 35.43 | \$ 37.46 | \$ 39.61 | \$ 41.89 | \$ 44.29 |
| G115 | PEER SUPP WORKER I | \$ 20.50 | \$ 21.67 | \$ 22.92 | \$ 24.23 | \$ 25.62 |
| G116 | PEER SUPP WORKER II | \$ 22.63 | \$ 23.93 | \$ 25.30 | \$ 26.76 | \$ 28.29 |
| B187 | PEER SUPP WORKER II-UNC | \$ 22.63 | \$ 23.93 | \$ 25.30 | \$ 26.76 | \$ 28.29 |
| B186 | PEER SUPP WORKER I-UNC | \$ 20.50 | \$ 21.67 | \$ 22.92 | \$ 24.23 | \$ 25.62 |
| J067 | PEST DETECTION SPEC | \$ 21.21 | \$ 22.42 | \$ 23.71 | \$ 25.07 | \$ 26.51 |
| B092 | PEST DETECTION SPEC-U | \$ 21.21 | \$ 22.42 | \$ 23.71 | \$ 25.07 | \$ 26.51 |
| J070 | PEST DETECTION SUPERVSR-E | \$ 25.82 | \$ 27.31 | \$ 28.87 | \$ 30.53 | \$ 32.28 |
| F059 | PHARMACIST | \$ 54.80 | \$ 57.94 | \$ 61.27 | \$ 64.78 | \$ 68.50 |
| F059-R | PHARMACIST-R | \$ 57.52 | \$ 60.82 | \$ 64.31 | \$ 68.00 | \$ 71.90 |
| B097 | PHARMACIST-U | \$ 54.80 | \$ 57.94 | \$ 61.27 | \$ 64.78 | \$ 68.50 |
| B097-R | PHARMACIST-U-R | \$ 57.52 | \$ 60.82 | \$ 64.31 | \$ 68.00 | \$ 71.90 |
| F060 | PHARMACY AIDE | \$ 20.92 | \$ 22.12 | \$ 23.39 | \$ 24.73 | \$ 26.15 |
| F058 | PHARMACY TECHNICIAN | \$ 25.63 | \$ 27.10 | \$ 28.66 | \$ 30.30 | \$ 32.04 |
| B098 | PHARMACY TECHNICIAN-U | \$ 25.63 | \$ 27.10 | \$ 28.66 | \$ 30.30 | \$ 32.04 |
| F171 | PHYSICAL THERPST I | \$ 35.69 | \$ 37.74 | \$ 39.90 | \$ 42.19 | \$ 44.61 |
| F181 | PHYSICAL THERPST I, CCS | \$ 35.69 | \$ 37.74 | \$ 39.90 | \$ 42.19 | \$ 44.61 |
| F172 | PHYSICAL THERPST II | \$ 39.99 | \$ 42.29 | \$ 44.71 | \$ 47.28 | \$ 49.99 |
| F182 | PHYSICAL THERPST II, CCS | \$ 39.99 | \$ 42.29 | \$ 44.71 | \$ 47.28 | \$ 49.99 |
| F109 | PHYSICIANS ASSISTANT | \$ 62.18 | \$ 65.74 | \$ 69.51 | \$ 73.50 | \$ 77.72 |
| R060 | PLANNER I | \$ 28.21 | \$ 29.83 | \$ 31.54 | \$ 33.35 | \$ 35.26 |
| R050 | PLANNER II | \$ 33.44 | \$ 35.36 | \$ 37.39 | \$ 39.53 | \$ 41.80 |
| R040 | PLANNER III | \$ 38.28 | \$ 40.48 | \$ 42.80 | \$ 45.25 | \$ 47.85 |
| B056 | PLANNER III-UNC | \$ 38.28 | \$ 40.48 | \$ 42.80 | \$ 45.25 | \$ 47.85 |
| B057 | PLANNER II-UNC | \$ 33.44 | \$ 35.36 | \$ 37.39 | \$ 39.53 | \$ 41.80 |
| B058 | PLANNER I-UNC | \$ 28.21 | \$ 29.83 | \$ 31.54 | \$ 33.35 | \$ 35.26 |
| R065 | PLANNING TECHNICIAN | \$ 24.74 | \$ 26.16 | \$ 27.66 | \$ 29.25 | \$ 30.93 |
| G106 | PROGRAM COUNSELOR I | \$ 22.63 | \$ 23.93 | \$ 25.30 | \$ 26.76 | \$ 28.29 |
| G107 | PROGRAM COUNSELOR II | \$ 26.22 | \$ 27.73 | \$ 29.32 | \$ 31.00 | \$ 32.78 |
| G040 | PSYCH SOCIAL WORKER I | \$ 32.30 | \$ 34.16 | \$ 36.12 | \$ 38.19 | \$ 40.38 |
| G035 | PSYCH SOCIAL WORKER II | \$ 36.23 | \$ 38.31 | \$ 40.51 | \$ 42.83 | \$ 45.29 |
| B111 | PSYCH SOCIAL WORKER II-U | \$ 36.23 | \$ 38.31 | \$ 40.51 | \$ 42.83 | \$ 45.29 |
| B112 | PSYCH SOCIAL WORKER I-U | \$ 32.30 | \$ 34.16 | \$ 36.12 | \$ 38.19 | \$ 40.38 |
| F116 | PSYCHOLOGIST I | \$ 39.89 | \$ 42.18 | \$ 44.60 | \$ 47.15 | \$ 49.86 |
| F050 | PSYCHOLOGIST II | \$ 43.75 | \$ 46.26 | \$ 48.92 | \$ 51.72 | \$ 54.69 |
| B046 | PSYCHOLOGIST II-U | \$ 43.75 | \$ 46.26 | \$ 48.92 | \$ 51.72 | \$ 54.69 |
| B045 | PSYCHOLOGIST I-U | \$ 39.89 | \$ 42.18 | \$ 44.60 | \$ 47.15 | \$ 49.86 |
| F057 | PUBLIC HLTH EDUCATOR | \$ 36.44 | \$ 38.53 | \$ 40.74 | \$ 43.08 | \$ 45.55 |
| B114 | PUBLIC HLTH EDUCATOR-U | \$ 36.44 | \$ 38.53 | \$ 40.74 | \$ 43.08 | \$ 45.55 |
| F158 | PUBLIC HLTH LAB TECH I | \$ 23.41 | \$ 24.75 | \$ 26.17 | \$ 27.67 | \$ 29.26 |
| F159 | PUBLIC HLTH LAB TECH II | \$ 26.33 | \$ 27.84 | \$ 29.44 | \$ 31.12 | \$ 32.91 |
| F065 | PUBLIC HLTH MICROBLGST I | \$ 37.14 | \$ 39.27 | \$ 41.53 | \$ 43.91 | \$ 46.43 |
| F066 | PUBLIC HLTH MICROBLGST II | \$ 39.32 | \$ 41.58 | \$ 43.96 | \$ 46.48 | \$ 49.15 |
| F046 | PUBLIC HLTH NUTRTIONST-E | \$ 32.82 | \$ 34.70 | \$ 36.69 | \$ 38.79 | \$ 41.02 |
| F075 | RADIOLOGIC TEC I | \$ 36.70 | \$ 38.81 | \$ 41.04 | \$ 43.39 | \$ 45.88 |
| F119 | RADIOLOGIC TEC II | \$ 38.82 | \$ 41.04 | \$ 43.40 | \$ 45.89 | \$ 48.52 |
| F125 | RADIOLOGIC TEC III | \$ 41.02 | \$ 43.37 | \$ 45.86 | \$ 48.49 | \$ 51.27 |
| F125-R | RADIOLOGIC TEC III-R | \$ 43.08 | \$ 45.55 | \$ 48.16 | \$ 50.93 | \$ 53.85 |
| B072 | RADIOLOGIC TEC III-U | \$ 41.02 | \$ 43.37 | \$ 45.86 | \$ 48.49 | \$ 51.27 |

EXHIBIT A
AFSCME- Extra Help Unit
Salaries October 9, 2016

| | | | | | | |
|--------|----------------------------|----------|----------|----------|----------|----------|
| F119-R | RADIOLOGIC TEC II-R | \$ 40.74 | \$ 43.08 | \$ 45.55 | \$ 48.17 | \$ 50.93 |
| F075-R | RADIOLOGIC TEC I-R | \$ 38.52 | \$ 40.73 | \$ 43.07 | \$ 45.54 | \$ 48.15 |
| F072 | RADIOLOGY ASSISTANT | \$ 22.70 | \$ 24.01 | \$ 25.38 | \$ 26.84 | \$ 28.38 |
| F151 | REHAB MARKETING MANAGER | \$ 37.55 | \$ 39.71 | \$ 41.98 | \$ 44.39 | \$ 46.94 |
| F150 | REHAB PRODCTN MANAGER-E | \$ 39.25 | \$ 41.50 | \$ 43.88 | \$ 46.40 | \$ 49.06 |
| F041 | REHAB PRODCTN SUPVR I | \$ 25.66 | \$ 27.13 | \$ 28.68 | \$ 30.33 | \$ 32.07 |
| F043 | REHAB PRODCTN SUPVR II | \$ 29.15 | \$ 30.82 | \$ 32.59 | \$ 34.46 | \$ 36.44 |
| F048 | REHAB PRODCTN SUPVR III | \$ 32.64 | \$ 34.51 | \$ 36.49 | \$ 38.59 | \$ 40.80 |
| B172 | REHAB PRODCTN SUPVR II-U | \$ 29.15 | \$ 30.82 | \$ 32.59 | \$ 34.46 | \$ 36.44 |
| B171 | REHAB PRODCTN SUPVR I-U | \$ 25.66 | \$ 27.13 | \$ 28.68 | \$ 30.33 | \$ 32.07 |
| G025 | RESIDENTIAL COUNSELOR I | \$ 28.04 | \$ 29.65 | \$ 31.35 | \$ 33.15 | \$ 35.05 |
| G027 | RESIDENTIAL COUNSELOR II | \$ 31.17 | \$ 32.96 | \$ 34.85 | \$ 36.85 | \$ 38.96 |
| G025-R | RESIDENTIAL COUNSELOR I-R | \$ 29.44 | \$ 31.13 | \$ 32.91 | \$ 34.80 | \$ 36.80 |
| G027-R | RESIDENTIAL COUNSELOR II-R | \$ 32.73 | \$ 34.61 | \$ 36.59 | \$ 38.69 | \$ 40.91 |
| J083 | RESOURCE CONSERV SP II | \$ 34.90 | \$ 36.91 | \$ 39.02 | \$ 41.26 | \$ 43.63 |
| J081 | RESOURCE CONSERV SP III | \$ 37.70 | \$ 39.87 | \$ 42.15 | \$ 44.57 | \$ 47.13 |
| B011 | RESOURCE CONSERV SP III-U | \$ 37.70 | \$ 39.87 | \$ 42.15 | \$ 44.57 | \$ 47.13 |
| B048 | RESOURCE CONSERV SP II-U | \$ 34.90 | \$ 36.91 | \$ 39.02 | \$ 41.26 | \$ 43.63 |
| B047 | RESOURCE CONSERV SP I-U | \$ 31.73 | \$ 33.55 | \$ 35.47 | \$ 37.51 | \$ 39.66 |
| J082 | RESOURCE CONSERV SPEC I | \$ 31.73 | \$ 33.55 | \$ 35.47 | \$ 37.51 | \$ 39.66 |
| F130 | RESPIRATORY THERAPIST I | \$ 29.63 | \$ 31.33 | \$ 33.13 | \$ 35.03 | \$ 37.04 |
| F132 | RESPIRATORY THERAPIST II | \$ 35.41 | \$ 37.44 | \$ 39.59 | \$ 41.86 | \$ 44.26 |
| F134 | RESPIRATORY THERAPIST III | \$ 39.30 | \$ 41.55 | \$ 43.93 | \$ 46.45 | \$ 49.12 |
| F130-R | RESPIRATORY THERAPIST I-R | \$ 31.11 | \$ 32.90 | \$ 34.78 | \$ 36.78 | \$ 38.89 |
| F132-R | RESPIRATORY THERAPST II-R | \$ 37.17 | \$ 39.30 | \$ 41.56 | \$ 43.94 | \$ 46.46 |
| F134-R | RESPIRATORY THERPST III-R | \$ 41.26 | \$ 43.62 | \$ 46.13 | \$ 48.77 | \$ 51.57 |
| T105 | SCHOOL BUS DRIVER | | | \$ 23.62 | \$ 24.98 | \$ 26.41 |
| S065 | SEAMSTRESS | \$ 18.90 | \$ 19.99 | \$ 21.14 | \$ 22.35 | \$ 23.63 |
| R006 | SENR CODE COMPLINC OFFC-E | \$ 39.03 | \$ 41.27 | \$ 43.64 | \$ 46.14 | \$ 48.79 |
| J045 | SENR COMCBL DISEASE INVST | \$ 31.23 | \$ 33.02 | \$ 34.92 | \$ 36.92 | \$ 39.04 |
| R020 | SENR PLANNER-E | \$ 48.35 | \$ 51.13 | \$ 54.06 | \$ 57.16 | \$ 60.44 |
| G063 | SENR SHELTER CARE COUN-E | \$ 34.61 | \$ 36.59 | \$ 38.69 | \$ 40.91 | \$ 43.26 |
| T062 | SENR UTILITY WORKER | \$ 24.56 | \$ 25.97 | \$ 27.46 | \$ 29.03 | \$ 30.70 |
| G061 | SHELTER CARE COUNSELOR I | \$ 28.04 | \$ 29.65 | \$ 31.35 | \$ 33.15 | \$ 35.05 |
| G062 | SHELTER CARE COUNSELOR II | \$ 31.17 | \$ 32.96 | \$ 34.85 | \$ 36.85 | \$ 38.96 |
| G061-R | SHELTER CARE COUNSELOR I-R | \$ 29.44 | \$ 31.13 | \$ 32.91 | \$ 34.80 | \$ 36.80 |
| G062-R | SHELTER CARE COUNSLR II-R | \$ 32.73 | \$ 34.61 | \$ 36.59 | \$ 38.69 | \$ 40.91 |
| G095 | SOCIAL WORK SUPVSR | \$ 41.13 | \$ 43.49 | \$ 45.98 | \$ 48.62 | \$ 51.41 |
| G093 | SOCIAL WORK SUPVSR-E | \$ 41.13 | \$ 43.49 | \$ 45.98 | \$ 48.62 | \$ 51.41 |
| G098 | SOCIAL WORKER I | | | \$ 29.32 | \$ 31.00 | \$ 32.78 |
| G097 | SOCIAL WORKER II | \$ 29.62 | \$ 31.32 | \$ 33.12 | \$ 35.02 | \$ 37.03 |
| G096 | SOCIAL WORKER III | \$ 34.93 | \$ 36.93 | \$ 39.05 | \$ 41.29 | \$ 43.66 |
| G096-R | SOCIAL WORKER III-R | \$ 34.77 | \$ 36.76 | \$ 38.87 | \$ 41.10 | \$ 43.46 |
| B106 | SOCIAL WORKER III-U | \$ 34.93 | \$ 36.93 | \$ 39.05 | \$ 41.29 | \$ 43.66 |
| G097-R | SOCIAL WORKER II-R | \$ 29.47 | \$ 31.16 | \$ 32.95 | \$ 34.84 | \$ 36.84 |
| B108 | SOCIAL WORKER II-U | \$ 29.62 | \$ 31.32 | \$ 33.12 | \$ 35.02 | \$ 37.03 |
| G098-R | SOCIAL WORKER I-R | | | \$ 29.18 | \$ 30.85 | \$ 32.62 |
| B107 | SOCIAL WORKER I-U | | | \$ 29.32 | \$ 31.00 | \$ 32.78 |
| F003 | SPEECH PATHOLOGIST | \$ 39.95 | \$ 42.24 | \$ 44.67 | \$ 47.23 | \$ 49.94 |

EXHIBIT A
AFSCME- Extra Help Unit
Salaries October 9, 2016

| | | | | | | |
|------|---------------------------|----------|----------|----------|----------|----------|
| F054 | SR COMM HLTH PLANNER | \$ 39.18 | \$ 41.42 | \$ 43.80 | \$ 46.31 | \$ 48.97 |
| G117 | SR COMMUNITY WORKER | \$ 26.22 | \$ 27.73 | \$ 29.32 | \$ 31.00 | \$ 32.78 |
| B273 | SR COMMUNITY WORKER-UNC | \$ 26.22 | \$ 27.73 | \$ 29.32 | \$ 31.00 | \$ 32.78 |
| F056 | SR PUBLIC HEALTH EDUCATOR | \$ 39.18 | \$ 41.42 | \$ 43.80 | \$ 46.31 | \$ 48.97 |
| T041 | STATIONARY ENGINEER I | \$ 27.94 | \$ 29.54 | \$ 31.23 | \$ 33.03 | \$ 34.92 |
| T040 | STATIONARY ENGINEER II | | | | | \$ 41.31 |
| F101 | SUPERVISING EPIDEMIOLOGST | \$ 43.54 | \$ 46.04 | \$ 48.68 | \$ 51.48 | \$ 54.43 |
| F092 | SUPERVISING PHARMACIST | \$ 61.03 | \$ 64.53 | \$ 68.24 | \$ 72.15 | \$ 76.29 |
| F191 | SUPERVNG CLIN LAB SCIENTS | \$ 46.32 | \$ 48.98 | \$ 51.79 | \$ 54.76 | \$ 57.90 |
| S020 | SUPERVNG COOK-E | | | \$ 27.86 | \$ 29.46 | \$ 31.15 |
| T060 | SUPERVNG CUSTODIAN-E | \$ 23.37 | \$ 24.71 | \$ 26.13 | \$ 27.63 | \$ 29.21 |
| G218 | SUPERVNG DPG-CNVR-E | \$ 41.13 | \$ 43.49 | \$ 45.98 | \$ 48.62 | \$ 51.41 |
| F005 | SUPERVNG MENTL HLTH CLN-E | \$ 44.82 | \$ 47.40 | \$ 50.11 | \$ 52.99 | \$ 56.03 |
| F006 | SUPERVNG MENTL HLTH PSY-E | \$ 48.79 | \$ 51.59 | \$ 54.55 | \$ 57.68 | \$ 60.99 |
| F194 | SUPERVNG PSYCHOLOGIST-E | \$ 47.06 | \$ 49.76 | \$ 52.62 | \$ 55.64 | \$ 58.83 |
| F062 | SUPERVNG PUB HLTH MICRB-E | \$ 43.29 | \$ 45.77 | \$ 48.40 | \$ 51.17 | \$ 54.11 |
| F051 | SUPERVNG PUB HLTH NST-E | \$ 36.74 | \$ 38.85 | \$ 41.08 | \$ 43.44 | \$ 45.93 |
| F126 | SUPERVNG RADIOLGC TECH-E | \$ 56.22 | \$ 59.44 | \$ 62.85 | \$ 66.46 | \$ 70.27 |
| T012 | SUPERVNG STATIONARY ENG-E | \$ 41.11 | \$ 43.47 | \$ 45.96 | \$ 48.60 | \$ 51.39 |
| F187 | SUPERVNG THERPST, CCS-E | \$ 43.38 | \$ 45.86 | \$ 48.50 | \$ 51.28 | \$ 54.22 |
| G064 | SUPERVSR FRAUD INVST-E | \$ 38.58 | \$ 40.79 | \$ 43.13 | \$ 45.60 | \$ 48.22 |
| F168 | SUPV CREATIVE ARTS THER-E | \$ 36.22 | \$ 38.29 | \$ 40.49 | \$ 42.81 | \$ 45.27 |
| S025 | SUPV DIETITIAN | \$ 36.74 | \$ 38.85 | \$ 41.08 | \$ 43.44 | \$ 45.93 |
| B329 | SUPV DPG CONSERVATOR-U-E | \$ 41.13 | \$ 43.49 | \$ 45.98 | \$ 48.62 | \$ 51.41 |
| E480 | TELEPHONE OPERATOR | \$ 20.46 | \$ 21.63 | \$ 22.87 | \$ 24.18 | \$ 25.57 |
| V053 | TELEPHONE SVCS ANALYST | \$ 30.88 | \$ 32.65 | \$ 34.52 | \$ 36.51 | \$ 38.60 |
| E477 | TELEPHONE SVCS SUPVSR-E | \$ 28.62 | \$ 30.26 | \$ 31.99 | \$ 33.83 | \$ 35.77 |
| F044 | THERAPY AIDE | \$ 22.52 | \$ 23.81 | \$ 25.18 | \$ 26.62 | \$ 28.15 |
| F166 | THERAPY ASST | \$ 28.56 | \$ 30.20 | \$ 31.93 | \$ 33.76 | \$ 35.70 |
| B059 | THERAPY ASST-U | \$ 28.56 | \$ 30.20 | \$ 31.93 | \$ 33.76 | \$ 35.70 |
| T103 | TRANSPORTATION OFFICER | | | \$ 23.62 | \$ 24.98 | \$ 26.41 |
| T064 | UTILITY WORKER I | \$ 21.13 | \$ 22.34 | \$ 23.62 | \$ 24.98 | \$ 26.41 |
| T063 | UTILITY WORKER II | \$ 22.28 | \$ 23.56 | \$ 24.91 | \$ 26.34 | \$ 27.85 |
| G100 | VOC REHAB COUNSELING SUPV | \$ 41.98 | \$ 44.38 | \$ 46.93 | \$ 49.62 | \$ 52.47 |
| G200 | VOC REHAB COUNSELOR I | \$ 26.22 | \$ 27.73 | \$ 29.32 | \$ 31.00 | \$ 32.78 |
| G013 | VOC REHAB COUNSELOR II | \$ 29.62 | \$ 31.32 | \$ 33.12 | \$ 35.02 | \$ 37.03 |
| G190 | VOC REHAB COUNSELOR III | \$ 34.93 | \$ 36.93 | \$ 39.05 | \$ 41.29 | \$ 43.66 |
| B178 | VOC REHAB COUNSELOR III-U | \$ 34.93 | \$ 36.93 | \$ 39.05 | \$ 41.29 | \$ 43.66 |
| B177 | VOC REHAB COUNSELOR II-U | \$ 29.62 | \$ 31.32 | \$ 33.12 | \$ 35.02 | \$ 37.03 |
| B176 | VOC REHAB COUNSELOR I-U | \$ 26.22 | \$ 27.73 | \$ 29.32 | \$ 31.00 | \$ 32.78 |

EXHIBIT B. SEIU - Extra-Help Unit

1. Advance Payments for Extra-Help Auditor-Appraisers. For out of town assignments for a period greater than one week, extra-help Auditor-Appraisers will be allowed up to \$2,000.00 as an advance on expenses.
2. Operational/Management Audits. Extra-help Senior Internal Auditors in the Controller's Office who are assigned to conduct operational/management audits shall receive a 10% differential for all hours worked in said assignment.

EXHIBIT B
SEIU- Extra Help Unit
Salaries October 9, 2016

| ClassCode | Class Title | A Step Hourly | B Step Hourly | C Step Hourly | D Step Hourly | E Step Hourly |
|------------------|---------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| E030 | ACCOUNTANT I | \$ 27.21 | \$ 28.77 | \$ 30.42 | \$ 32.16 | \$ 34.01 |
| E011 | ACCOUNTANT II | \$ 31.81 | \$ 33.63 | \$ 35.56 | \$ 37.60 | \$ 39.76 |
| E010 | ACCOUNTANT II-E | \$ 31.81 | \$ 33.63 | \$ 35.56 | \$ 37.60 | \$ 39.76 |
| B002 | ACCOUNTANT II-U | \$ 31.81 | \$ 33.63 | \$ 35.56 | \$ 37.60 | \$ 39.76 |
| B001 | ACCOUNTANT I-U | \$ 27.21 | \$ 28.77 | \$ 30.42 | \$ 32.16 | \$ 34.01 |
| E029 | ADMIN ASST I | \$ 29.02 | \$ 30.69 | \$ 32.45 | \$ 34.31 | \$ 36.28 |
| E089 | ADMIN ASST II-E | \$ 32.97 | \$ 34.86 | \$ 36.86 | \$ 38.97 | \$ 41.21 |
| B134 | ADMIN ASST II-U-E | \$ 32.97 | \$ 34.86 | \$ 36.86 | \$ 38.97 | \$ 41.21 |
| B131 | ADMIN ASST I-U | \$ 29.02 | \$ 30.69 | \$ 32.45 | \$ 34.31 | \$ 36.28 |
| E001 | ADMIN SECRETARY I | \$ 24.26 | \$ 25.66 | \$ 27.13 | \$ 28.68 | \$ 30.33 |
| E002 | ADMIN SECRETARY II | \$ 26.21 | \$ 27.71 | \$ 29.30 | \$ 30.98 | \$ 32.76 |
| E003 | ADMIN SECRETARY III | \$ 27.49 | \$ 29.07 | \$ 30.73 | \$ 32.50 | \$ 34.36 |
| B016 | ADMIN SECRETARY III-U | \$ 27.49 | \$ 29.07 | \$ 30.73 | \$ 32.50 | \$ 34.36 |
| B015 | ADMIN SECRETARY II-U | \$ 26.21 | \$ 27.71 | \$ 29.30 | \$ 30.98 | \$ 32.76 |
| B017 | ADMIN SECRETARY I-U | \$ 24.26 | \$ 25.66 | \$ 27.13 | \$ 28.68 | \$ 30.33 |
| V215 | ADV SYSTEMS ENGINEER | \$ 47.91 | \$ 50.66 | \$ 53.57 | \$ 56.64 | \$ 59.89 |
| V214 | ADV SYSTEMS ENGINEER-E | \$ 47.91 | \$ 50.66 | \$ 53.57 | \$ 56.64 | \$ 59.89 |
| B103 | ADV SYSTEMS ENGINEER-U | \$ 47.91 | \$ 50.66 | \$ 53.57 | \$ 56.64 | \$ 59.89 |
| U076 | APPRAISER I | | | \$ 29.87 | \$ 31.59 | \$ 33.40 |
| B304 | APPRAISER I- U | | | \$ 29.87 | \$ 31.59 | \$ 33.40 |
| U074 | APPRAISER II | \$ 33.05 | \$ 34.94 | \$ 36.95 | \$ 39.07 | \$ 41.31 |
| B305 | APPRAISER II- U | \$ 33.05 | \$ 34.94 | \$ 36.95 | \$ 39.07 | \$ 41.31 |
| E325 | ASSESSOR/REC SUPP SVCS SU | \$ 29.02 | \$ 30.69 | \$ 32.45 | \$ 34.31 | \$ 36.28 |
| E321 | ASSESSOR/RECORDER TECH I | \$ 20.24 | \$ 21.40 | \$ 22.63 | \$ 23.93 | \$ 25.30 |
| E322 | ASSESSOR/RECORDER TECH II | \$ 21.32 | \$ 22.54 | \$ 23.84 | \$ 25.20 | \$ 26.65 |
| E323 | ASSESSOR/RECORDR TECH III | \$ 24.42 | \$ 25.82 | \$ 27.30 | \$ 28.86 | \$ 30.52 |
| B126 | ASSESSOR/RECRDR TECH II-U | \$ 21.32 | \$ 22.54 | \$ 23.84 | \$ 25.20 | \$ 26.65 |
| V200 | ASSISTANT SYSTEMS ENGR | \$ 31.86 | \$ 33.68 | \$ 35.62 | \$ 37.66 | \$ 39.82 |
| V205 | ASSOCIATE SYSTEMS ENGR | \$ 37.50 | \$ 39.65 | \$ 41.92 | \$ 44.33 | \$ 46.87 |
| B127 | ASSOCIATE SYSTEMS ENGR-U | \$ 37.50 | \$ 39.65 | \$ 41.92 | \$ 44.33 | \$ 46.87 |
| U079 | AUDITOR-APPRAISER I | | | \$ 29.87 | \$ 31.59 | \$ 33.40 |
| U078 | AUDITOR-APPRAISER II | \$ 33.05 | \$ 34.94 | \$ 36.95 | \$ 39.07 | \$ 41.31 |
| E354 | BANKING & CASH MGMT SUP-E | \$ 35.22 | \$ 37.24 | \$ 39.38 | \$ 41.64 | \$ 44.03 |
| E140 | BUYER I | \$ 27.74 | \$ 29.33 | \$ 31.01 | \$ 32.79 | \$ 34.67 |
| E125 | BUYER II | \$ 31.98 | \$ 33.81 | \$ 35.75 | \$ 37.80 | \$ 39.97 |
| B218 | C/CAG TRANS PROG SPEC II- | \$ 36.28 | \$ 38.36 | \$ 40.56 | \$ 42.89 | \$ 45.35 |
| B217 | C/CAG TRANS PROG SPEC I-U | \$ 30.92 | \$ 32.69 | \$ 34.57 | \$ 36.55 | \$ 38.65 |
| E348 | CASHIER | \$ 21.03 | \$ 22.24 | \$ 23.51 | \$ 24.86 | \$ 26.29 |
| B330 | CHILD SUP CUST SV SPEC-U | \$ 24.40 | \$ 25.80 | \$ 27.28 | \$ 28.85 | \$ 30.50 |
| E436 | CHILD SUPPORT ANALYST I | \$ 27.38 | \$ 28.95 | \$ 30.61 | \$ 32.36 | \$ 34.22 |
| E435 | CHILD SUPPORT ANALYST II | \$ 28.83 | \$ 30.49 | \$ 32.24 | \$ 34.08 | \$ 36.04 |
| E437 | CHILD SUPPORT ANALYST III | \$ 30.93 | \$ 32.70 | \$ 34.58 | \$ 36.56 | \$ 38.66 |
| E439 | CHILD SUPPORT CUST SV SUP | \$ 35.94 | \$ 38.00 | \$ 40.18 | \$ 42.48 | \$ 44.92 |
| E290 | CHILD SUPPORT SPEC I | \$ 24.42 | \$ 25.82 | \$ 27.30 | \$ 28.86 | \$ 30.52 |
| E291 | CHILD SUPPORT SPEC II | \$ 26.20 | \$ 27.70 | \$ 29.29 | \$ 30.97 | \$ 32.75 |
| E294 | CHILD SUPPORT SPEC III | \$ 28.83 | \$ 30.49 | \$ 32.24 | \$ 34.08 | \$ 36.04 |

EXHIBIT B
SEIU- Extra Help Unit
Salaries October 9, 2016

| | | | | | | |
|------|---------------------------|----------|----------|----------|----------|----------|
| E434 | CHILD SUPPORT SUPVR-E | \$ 35.94 | \$ 38.00 | \$ 40.18 | \$ 42.48 | \$ 44.92 |
| B145 | CHILD SUPPORT SUPVR-U-E | \$ 35.94 | \$ 38.00 | \$ 40.18 | \$ 42.48 | \$ 44.92 |
| E432 | CHILD SUPPORT TECH | \$ 24.40 | \$ 25.80 | \$ 27.28 | \$ 28.85 | \$ 30.50 |
| E431 | CHLD SUP CUST SVC SPEC | \$ 24.40 | \$ 25.80 | \$ 27.28 | \$ 28.85 | \$ 30.50 |
| K008 | CIRCULATION SUPERVISOR-E | \$ 29.61 | \$ 31.31 | \$ 33.10 | \$ 35.00 | \$ 37.01 |
| G245 | COMM PROG ANALYST I | \$ 30.92 | \$ 32.69 | \$ 34.57 | \$ 36.55 | \$ 38.65 |
| G246 | COMM PROG ANALYST II | \$ 36.28 | \$ 38.36 | \$ 40.56 | \$ 42.89 | \$ 45.35 |
| G226 | COMM PROG SPC I | \$ 27.61 | \$ 29.19 | \$ 30.87 | \$ 32.64 | \$ 34.51 |
| G227 | COMM PROG SPC II | \$ 30.92 | \$ 32.69 | \$ 34.57 | \$ 36.55 | \$ 38.65 |
| B180 | COMM PROG SPC III-U | \$ 36.28 | \$ 38.36 | \$ 40.56 | \$ 42.89 | \$ 45.35 |
| B181 | COMM PROG SPC II-U | \$ 30.92 | \$ 32.69 | \$ 34.57 | \$ 36.55 | \$ 38.65 |
| B182 | COMM PROG SPC I-U | \$ 27.61 | \$ 29.19 | \$ 30.87 | \$ 32.64 | \$ 34.51 |
| G236 | COMM PROG SUPV | \$ 39.92 | \$ 42.21 | \$ 44.63 | \$ 47.19 | \$ 49.90 |
| E428 | COMPUTER OPERATOR I | \$ 19.44 | \$ 20.56 | \$ 21.73 | \$ 22.98 | \$ 24.30 |
| E429 | COMPUTER OPERATOR II | \$ 24.91 | \$ 26.34 | \$ 27.85 | \$ 29.45 | \$ 31.14 |
| N060 | CONSTRUCTION INSPECTOR I | \$ 31.10 | \$ 32.89 | \$ 34.78 | \$ 36.77 | \$ 38.88 |
| N062 | CONSTRUCTION INSPECTOR II | \$ 36.58 | \$ 38.67 | \$ 40.89 | \$ 43.24 | \$ 45.72 |
| G247 | CONTRACT ADMIN I | \$ 30.92 | \$ 32.69 | \$ 34.57 | \$ 36.55 | \$ 38.65 |
| G248 | CONTRACT ADMIN II | \$ 36.28 | \$ 38.36 | \$ 40.56 | \$ 42.89 | \$ 45.35 |
| E310 | COPY OPERATOR | \$ 20.52 | \$ 21.70 | \$ 22.94 | \$ 24.26 | \$ 25.65 |
| E423 | DATA ENTRY OPERATOR I | \$ 17.72 | \$ 18.74 | \$ 19.81 | \$ 20.95 | \$ 22.15 |
| E424 | DATA ENTRY OPERATOR II | \$ 20.52 | \$ 21.70 | \$ 22.94 | \$ 24.26 | \$ 25.65 |
| E426 | DATA ENTRY SUPERVISOR | \$ 25.66 | \$ 27.13 | \$ 28.68 | \$ 30.33 | \$ 32.07 |
| N017 | DELINEATOR I | \$ 29.02 | \$ 30.69 | \$ 32.45 | \$ 34.31 | \$ 36.28 |
| E531 | DEPT DATA PROC SPC | \$ 27.74 | \$ 29.34 | \$ 31.02 | \$ 32.80 | \$ 34.68 |
| V233 | DEPT SYS ANALYST | \$ 43.72 | \$ 46.23 | \$ 48.88 | \$ 51.68 | \$ 54.65 |
| E393 | DEPUTY COURT CLERK I | \$ 20.50 | \$ 21.68 | \$ 22.92 | \$ 24.24 | \$ 25.63 |
| E394 | DEPUTY COURT CLERK II | \$ 22.22 | \$ 23.49 | \$ 24.84 | \$ 26.26 | \$ 27.77 |
| Q002 | DISTRICT COORD, OES | \$ 33.05 | \$ 34.94 | \$ 36.95 | \$ 39.07 | \$ 41.31 |
| B321 | DISTRICT COORD, OES-U | \$ 33.05 | \$ 34.94 | \$ 36.95 | \$ 39.07 | \$ 41.31 |
| N053 | DRAFTING TECHNICIAN I | \$ 27.00 | \$ 28.55 | \$ 30.19 | \$ 31.92 | \$ 33.75 |
| N052 | DRAFTING TECHNICIAN II | \$ 31.66 | \$ 33.47 | \$ 35.39 | \$ 37.42 | \$ 39.57 |
| B032 | ELEC GRAPH SPEC-U | \$ 29.76 | \$ 31.47 | \$ 33.27 | \$ 35.18 | \$ 37.20 |
| E452 | ELECTION TECH | \$ 23.25 | \$ 24.58 | \$ 25.99 | \$ 27.48 | \$ 29.06 |
| E166 | ELECTIONS SPECIALIST I | \$ 22.32 | \$ 23.60 | \$ 24.95 | \$ 26.39 | \$ 27.90 |
| E167 | ELECTIONS SPECIALIST II | \$ 25.37 | \$ 26.82 | \$ 28.36 | \$ 29.99 | \$ 31.71 |
| E168 | ELECTIONS SPECIALIST III | \$ 33.80 | \$ 35.74 | \$ 37.79 | \$ 39.96 | \$ 42.25 |
| E169 | ELECTIONS SPECIALIST SPVR | \$ 38.87 | \$ 41.10 | \$ 43.46 | \$ 45.95 | \$ 48.59 |
| E443 | ESTATE PROPERTY OFFICER | \$ 24.38 | \$ 25.78 | \$ 27.26 | \$ 28.83 | \$ 30.48 |
| B327 | ESTATE PROPERTY OFFICER-U | \$ 24.38 | \$ 25.78 | \$ 27.26 | \$ 28.83 | \$ 30.48 |
| B161 | FIRST 5 PROG SPEC II-U | \$ 36.28 | \$ 38.36 | \$ 40.56 | \$ 42.89 | \$ 45.35 |
| B160 | FIRST 5 PROG SPEC I-U | \$ 30.92 | \$ 32.69 | \$ 34.57 | \$ 36.55 | \$ 38.65 |
| E346 | FISCAL OFFICE ASST I | \$ 20.24 | \$ 21.40 | \$ 22.63 | \$ 23.93 | \$ 25.30 |
| E347 | FISCAL OFFICE ASST II | \$ 21.32 | \$ 22.54 | \$ 23.84 | \$ 25.20 | \$ 26.65 |
| B020 | FISCAL OFFICE ASST II-U | \$ 21.32 | \$ 22.54 | \$ 23.84 | \$ 25.20 | \$ 26.65 |
| B042 | FISCAL OFFICE ASST I-U | \$ 20.24 | \$ 21.40 | \$ 22.63 | \$ 23.93 | \$ 25.30 |
| E534 | FISCAL OFFICE SERV SUP | \$ 29.02 | \$ 30.69 | \$ 32.45 | \$ 34.31 | \$ 36.28 |
| E351 | FISCAL OFFICE SERV SUP-E | \$ 29.02 | \$ 30.69 | \$ 32.45 | \$ 34.31 | \$ 36.28 |
| E350 | FISCAL OFFICE SPEC | \$ 24.42 | \$ 25.82 | \$ 27.30 | \$ 28.86 | \$ 30.52 |

EXHIBIT B
SEIU- Extra Help Unit
Salaries October 9, 2016

| | | | | | | |
|------|---------------------------|----------|----------|----------|----------|----------|
| B067 | FISCAL OFFICE SPEC-U | \$ 24.42 | \$ 25.82 | \$ 27.30 | \$ 28.86 | \$ 30.52 |
| N043 | GRAPHICS COMMUNCTN SPEC | \$ 36.23 | \$ 38.31 | \$ 40.51 | \$ 42.83 | \$ 45.29 |
| N041 | GRAPHICS SPECIALIST | \$ 29.02 | \$ 30.69 | \$ 32.45 | \$ 34.31 | \$ 36.28 |
| B028 | GRAPHICS SPECIALIST-U | \$ 29.02 | \$ 30.69 | \$ 32.45 | \$ 34.31 | \$ 36.28 |
| E486 | HEALTH BENEFITS SUPV | \$ 36.78 | \$ 38.89 | \$ 41.12 | \$ 43.48 | \$ 45.97 |
| E483 | HLTH BENEFITS ANALYST I | | | \$ 26.81 | \$ 28.34 | \$ 29.97 |
| E484 | HLTH BENEFITS ANALYST II | \$ 27.16 | \$ 28.72 | \$ 30.37 | \$ 32.11 | \$ 33.95 |
| E418 | HOSPITAL UNIT COORDINATOR | \$ 22.87 | \$ 24.18 | \$ 25.57 | \$ 27.04 | \$ 28.59 |
| V235 | INFO TECHNOLOGY ANALYST | \$ 43.72 | \$ 46.23 | \$ 48.88 | \$ 51.68 | \$ 54.65 |
| B152 | INFO TECHNOLOGY ANALYST-U | \$ 43.72 | \$ 46.23 | \$ 48.88 | \$ 51.68 | \$ 54.65 |
| V240 | INFO TECHNOLOGY SUPVR-E | \$ 47.91 | \$ 50.66 | \$ 53.57 | \$ 56.64 | \$ 59.89 |
| B136 | INFO TECHNOLOGY SUPV-U | \$ 47.91 | \$ 50.66 | \$ 53.57 | \$ 56.64 | \$ 59.89 |
| V230 | INFO TECHNOLOGY TECH | \$ 34.65 | \$ 36.64 | \$ 38.74 | \$ 40.96 | \$ 43.31 |
| B150 | INFO TECHNOLOGY TECH-U | \$ 34.65 | \$ 36.64 | \$ 38.74 | \$ 40.96 | \$ 43.31 |
| E095 | INTERNAL AUDITOR I | | | \$ 32.27 | \$ 34.12 | \$ 36.08 |
| E094 | INTERNAL AUDITOR II | \$ 33.70 | \$ 35.64 | \$ 37.68 | \$ 39.84 | \$ 42.13 |
| E014 | INVESTMENT SVCS SPEC I | \$ 26.25 | \$ 27.75 | \$ 29.35 | \$ 31.03 | \$ 32.81 |
| E015 | INVESTMENT SVCS SPEC II | \$ 29.64 | \$ 31.34 | \$ 33.14 | \$ 35.04 | \$ 37.05 |
| B031 | LD PATIENT SERVCS ASST-U | \$ 26.18 | \$ 27.68 | \$ 29.27 | \$ 30.94 | \$ 32.72 |
| E324 | LEAD ASSESS/RECORD TECH | \$ 23.25 | \$ 24.58 | \$ 25.99 | \$ 27.48 | \$ 29.06 |
| E124 | LEAD BUYER | \$ 35.17 | \$ 37.19 | \$ 39.32 | \$ 41.57 | \$ 43.96 |
| E438 | LEAD CHLD SUPP CUST SVCS | \$ 28.83 | \$ 30.49 | \$ 32.24 | \$ 34.08 | \$ 36.04 |
| E430 | LEAD COMPUTER OPERATOR | \$ 30.85 | \$ 32.62 | \$ 34.49 | \$ 36.47 | \$ 38.56 |
| E550 | LEAD COPY OPERATOR | \$ 23.02 | \$ 24.34 | \$ 25.74 | \$ 27.22 | \$ 28.78 |
| E395 | LEAD DEPUTY COURT CLERK | \$ 26.01 | \$ 27.50 | \$ 29.08 | \$ 30.75 | \$ 32.51 |
| E442 | LEAD ESTATE PROP OFF | \$ 26.82 | \$ 28.36 | \$ 29.99 | \$ 31.71 | \$ 33.53 |
| E349 | LEAD FISCAL OFFICE ASST | \$ 23.25 | \$ 24.58 | \$ 25.99 | \$ 27.48 | \$ 29.06 |
| B025 | LEAD FISCAL OFFICE ASST-U | \$ 23.25 | \$ 24.58 | \$ 25.99 | \$ 27.48 | \$ 29.06 |
| E485 | LEAD HLTH BENEFITS ANALYS | \$ 29.19 | \$ 30.87 | \$ 32.64 | \$ 34.51 | \$ 36.49 |
| E374 | LEAD LEGAL OFFICE ASST | \$ 26.84 | \$ 28.38 | \$ 30.01 | \$ 31.73 | \$ 33.55 |
| B030 | LEAD LEGAL OFFICE ASST-U | \$ 26.84 | \$ 28.38 | \$ 30.01 | \$ 31.73 | \$ 33.55 |
| E389 | LEAD LEGAL PROCESS TECH | \$ 24.59 | \$ 26.00 | \$ 27.49 | \$ 29.07 | \$ 30.74 |
| B073 | LEAD LEGAL PROCESS TECH-U | \$ 24.59 | \$ 26.00 | \$ 27.49 | \$ 29.07 | \$ 30.74 |
| E379 | LEAD LEGAL SECRETARY | \$ 29.75 | \$ 31.46 | \$ 33.26 | \$ 35.17 | \$ 37.19 |
| E356 | LEAD LEGAL WORD PROCESSOR | \$ 27.50 | \$ 29.07 | \$ 30.74 | \$ 32.51 | \$ 34.37 |
| E401 | LEAD MAIL SVCS DRIVER | \$ 23.02 | \$ 24.34 | \$ 25.74 | \$ 27.22 | \$ 28.78 |
| E419 | LEAD MEDICAL OFFICE ASST | \$ 25.77 | \$ 27.25 | \$ 28.81 | \$ 30.46 | \$ 32.21 |
| E336 | LEAD OFFICE ASST | \$ 22.64 | \$ 23.94 | \$ 25.31 | \$ 26.76 | \$ 28.30 |
| E413 | LEAD PATIENT SVCS ASST | \$ 26.18 | \$ 27.68 | \$ 29.27 | \$ 30.94 | \$ 32.72 |
| V102 | LEAD PRODUCTION TECH | \$ 28.66 | \$ 30.30 | \$ 32.04 | \$ 33.88 | \$ 35.82 |
| E450 | LEAD PROPERTY TRANS ASST | \$ 24.99 | \$ 26.43 | \$ 27.94 | \$ 29.54 | \$ 31.24 |
| E482 | LEAD RECORDS CENTER ASST | \$ 24.59 | \$ 26.00 | \$ 27.49 | \$ 29.07 | \$ 30.74 |
| E456 | LEAD REVENUE COLLECTOR | \$ 29.90 | \$ 31.61 | \$ 33.42 | \$ 35.34 | \$ 37.37 |
| E408 | LEAD STOREKEEPER | \$ 23.97 | \$ 25.34 | \$ 26.80 | \$ 28.33 | \$ 29.96 |
| E357 | LEAD WORD PROCESSOR | \$ 23.79 | \$ 25.16 | \$ 26.60 | \$ 28.13 | \$ 29.74 |
| E372 | LEGAL OFFICE ASST I | \$ 22.25 | \$ 23.52 | \$ 24.87 | \$ 26.30 | \$ 27.81 |
| E373 | LEGAL OFFICE ASST II | \$ 23.46 | \$ 24.80 | \$ 26.22 | \$ 27.73 | \$ 29.32 |
| B138 | LEGAL OFFICE ASST II-U | \$ 23.46 | \$ 24.80 | \$ 26.22 | \$ 27.73 | \$ 29.32 |
| B137 | LEGAL OFFICE ASST I-U | \$ 22.25 | \$ 23.52 | \$ 24.87 | \$ 26.30 | \$ 27.81 |

EXHIBIT B
SEIU- Extra Help Unit
Salaries October 9, 2016

| | | | | | | |
|------|---------------------------|----------|----------|----------|----------|----------|
| E376 | LEGAL OFFICE SERV SUPVR-E | \$ 31.94 | \$ 33.77 | \$ 35.71 | \$ 37.75 | \$ 39.92 |
| E375 | LEGAL OFFICE SPECIALIST | \$ 26.84 | \$ 28.38 | \$ 30.01 | \$ 31.73 | \$ 33.55 |
| B055 | LEGAL OFFICE SPECIALIST-U | \$ 26.84 | \$ 28.38 | \$ 30.01 | \$ 31.73 | \$ 33.55 |
| E387 | LEGAL PROCESS TECH I | \$ 20.49 | \$ 21.66 | \$ 22.91 | \$ 24.22 | \$ 25.61 |
| B071 | LEGAL PROCESS TECH I-U | \$ 20.49 | \$ 21.66 | \$ 22.91 | \$ 24.22 | \$ 25.61 |
| E377 | LEGAL SECRETARY I | \$ 24.86 | \$ 26.29 | \$ 27.80 | \$ 29.39 | \$ 31.08 |
| E378 | LEGAL SECRETARY II | \$ 27.67 | \$ 29.26 | \$ 30.94 | \$ 32.71 | \$ 34.59 |
| E355 | LEGAL WORD PROCESSOR | \$ 24.92 | \$ 26.35 | \$ 27.86 | \$ 29.46 | \$ 31.15 |
| B068 | LEGAL WORD PROCESSOR-U | \$ 24.92 | \$ 26.35 | \$ 27.86 | \$ 29.46 | \$ 31.15 |
| K001 | LIBRARIAN I | \$ 29.46 | \$ 31.15 | \$ 32.93 | \$ 34.82 | \$ 36.82 |
| K002 | LIBRARIAN II | \$ 32.12 | \$ 33.96 | \$ 35.91 | \$ 37.97 | \$ 40.15 |
| E071 | LIBRARY AIDE-EH | \$ 12.53 | \$ 13.25 | \$ 14.01 | \$ 14.81 | \$ 15.66 |
| K011 | LIBRARY ASSISTANT BKMB OP | \$ 25.73 | \$ 27.20 | \$ 28.76 | \$ 30.42 | \$ 32.16 |
| K009 | LIBRARY ASSISTANT I | | | \$ 22.54 | \$ 23.83 | \$ 25.20 |
| K010 | LIBRARY ASSISTANT II | \$ 23.81 | \$ 25.17 | \$ 26.62 | \$ 28.15 | \$ 29.76 |
| K014 | LIBRARY TECHNICIAN I | | | \$ 22.54 | \$ 23.83 | \$ 25.20 |
| K012 | LIBRARY TECHNICIAN II | \$ 23.81 | \$ 25.17 | \$ 26.62 | \$ 28.15 | \$ 29.76 |
| K007 | LITERACY SPECIALIST | \$ 29.11 | \$ 30.78 | \$ 32.55 | \$ 34.42 | \$ 36.39 |
| E399 | MAIL SERVICES AIDE | \$ 17.72 | \$ 18.74 | \$ 19.81 | \$ 20.95 | \$ 22.15 |
| E400 | MAIL SERVICES DRIVER | \$ 20.56 | \$ 21.74 | \$ 22.99 | \$ 24.31 | \$ 25.70 |
| E416 | MEDICAL OFFICE ASST I | \$ 20.63 | \$ 21.82 | \$ 23.07 | \$ 24.39 | \$ 25.79 |
| E417 | MEDICAL OFFICE ASST II | \$ 22.23 | \$ 23.51 | \$ 24.86 | \$ 26.28 | \$ 27.79 |
| B078 | MEDICAL OFFICE ASST II-U | \$ 22.23 | \$ 23.51 | \$ 24.86 | \$ 26.28 | \$ 27.79 |
| B077 | MEDICAL OFFICE ASST I-U | \$ 20.63 | \$ 21.82 | \$ 23.07 | \$ 24.39 | \$ 25.79 |
| E421 | MEDICAL OFFICE SERV SUP-E | \$ 30.66 | \$ 32.41 | \$ 34.27 | \$ 36.24 | \$ 38.32 |
| B076 | MEDICAL OFFICE SPEC - U | \$ 25.77 | \$ 27.25 | \$ 28.81 | \$ 30.46 | \$ 32.21 |
| E420 | MEDICAL OFFICE SPECIALIST | \$ 25.77 | \$ 27.25 | \$ 28.81 | \$ 30.46 | \$ 32.21 |
| E361 | MEDICAL TRANSCRIPTIONIST | \$ 24.07 | \$ 25.45 | \$ 26.91 | \$ 28.46 | \$ 30.09 |
| E396 | MICROFILM TECHNICIAN I | \$ 17.72 | \$ 18.74 | \$ 19.81 | \$ 20.95 | \$ 22.15 |
| E397 | MICROFILM TECHNICIAN II | \$ 21.42 | \$ 22.64 | \$ 23.94 | \$ 25.32 | \$ 26.77 |
| E422 | MOBILE HEALTH SVS ASST | \$ 24.19 | \$ 25.58 | \$ 27.05 | \$ 28.60 | \$ 30.24 |
| E334 | OFFICE ASSISTANT I | \$ 17.84 | \$ 18.86 | \$ 19.95 | \$ 21.09 | \$ 22.30 |
| E335 | OFFICE ASSISTANT II | \$ 20.52 | \$ 21.70 | \$ 22.94 | \$ 24.26 | \$ 25.65 |
| B070 | OFFICE ASSISTANT II-U | \$ 20.52 | \$ 21.70 | \$ 22.94 | \$ 24.26 | \$ 25.65 |
| B069 | OFFICE ASSISTANT I-U | \$ 17.84 | \$ 18.86 | \$ 19.95 | \$ 21.09 | \$ 22.30 |
| E338 | OFFICE SERVICES SUPVSR-E | \$ 27.59 | \$ 29.17 | \$ 30.85 | \$ 32.62 | \$ 34.49 |
| E337 | OFFICE SPECIALIST | \$ 22.64 | \$ 23.94 | \$ 25.31 | \$ 26.76 | \$ 28.30 |
| B019 | OFFICE SPECIALIST-U | \$ 22.64 | \$ 23.94 | \$ 25.31 | \$ 26.76 | \$ 28.30 |
| E008 | PARALEGAL | \$ 29.75 | \$ 31.46 | \$ 33.26 | \$ 35.17 | \$ 37.19 |
| B008 | PARALEGAL-U | \$ 29.75 | \$ 31.46 | \$ 33.26 | \$ 35.17 | \$ 37.19 |
| E411 | PATIENT SERVICES ASST I | \$ 21.68 | \$ 22.92 | \$ 24.24 | \$ 25.63 | \$ 27.10 |
| E412 | PATIENT SERVICES ASST II | \$ 22.87 | \$ 24.18 | \$ 25.57 | \$ 27.04 | \$ 28.59 |
| E414 | PATIENT SERVICES SPEC | \$ 26.18 | \$ 27.68 | \$ 29.27 | \$ 30.94 | \$ 32.72 |
| E415 | PATIENT SERVICES SUPVSR-E | \$ 32.53 | \$ 34.39 | \$ 36.37 | \$ 38.45 | \$ 40.66 |
| B084 | PATIENT SVCS ASST II-U | \$ 22.87 | \$ 24.18 | \$ 25.57 | \$ 27.04 | \$ 28.59 |
| B083 | PATIENT SVCS ASST I-U | \$ 21.68 | \$ 22.92 | \$ 24.24 | \$ 25.63 | \$ 27.10 |
| B085 | PATIENT SVCS SUPERVISOR-U | \$ 32.53 | \$ 34.39 | \$ 36.37 | \$ 38.45 | \$ 40.66 |
| E403 | PAYROLL/PERS SVC SPEC | \$ 24.42 | \$ 25.82 | \$ 27.30 | \$ 28.86 | \$ 30.52 |
| U045 | PRINCIPAL APPRAISER-E | \$ 44.40 | \$ 46.95 | \$ 49.64 | \$ 52.49 | \$ 55.50 |

EXHIBIT B
SEIU- Extra Help Unit
Salaries October 9, 2016

| | | | | | | |
|--------|---------------------------|----------|----------|----------|----------|----------|
| U077 | PRINCIPAL AUDITOR-APPRS-E | \$ 44.40 | \$ 46.95 | \$ 49.64 | \$ 52.49 | \$ 55.50 |
| B049 | PRINCIPAL AUDITR/APPRS-U | \$ 44.40 | \$ 46.95 | \$ 49.64 | \$ 52.49 | \$ 55.50 |
| V100 | PRODUCTION TECH I | \$ 22.54 | \$ 23.84 | \$ 25.20 | \$ 26.65 | \$ 28.18 |
| V101 | PRODUCTION TECH II | \$ 24.92 | \$ 26.35 | \$ 27.86 | \$ 29.46 | \$ 31.15 |
| G243 | PROGRAM COORDINATOR I | \$ 30.92 | \$ 32.69 | \$ 34.57 | \$ 36.55 | \$ 38.65 |
| G244 | PROGRAM COORDINATOR II | \$ 36.28 | \$ 38.36 | \$ 40.56 | \$ 42.89 | \$ 45.35 |
| G243-Y | PROGRAM COORDINATOR I-Y | | | | | \$ 39.32 |
| K006 | PROJECT READ PROGRAM DIR | \$ 34.25 | \$ 36.21 | \$ 38.29 | \$ 40.49 | \$ 42.81 |
| E018 | PROPERTY TAX SPEC | \$ 31.81 | \$ 33.63 | \$ 35.56 | \$ 37.60 | \$ 39.76 |
| E367 | PUBLIC SVCS ASSISTANT | \$ 19.03 | \$ 20.12 | \$ 21.28 | \$ 22.50 | \$ 23.79 |
| E368 | PUBLIC SVCS SPECIALIST | \$ 21.52 | \$ 22.75 | \$ 24.06 | \$ 25.44 | \$ 26.90 |
| N010 | PUBLIC WORKS TECH I | \$ 27.00 | \$ 28.55 | \$ 30.19 | \$ 31.92 | \$ 33.75 |
| N011 | PUBLIC WORKS TECH II | \$ 31.66 | \$ 33.47 | \$ 35.39 | \$ 37.42 | \$ 39.57 |
| B193 | PUBLIC WORKS TECH II-U | \$ 31.66 | \$ 33.47 | \$ 35.39 | \$ 37.42 | \$ 39.57 |
| B192 | PUBLIC WORKS TECH I-U | \$ 27.00 | \$ 28.55 | \$ 30.19 | \$ 31.92 | \$ 33.75 |
| E405 | PURCHASING TECHNICIAN | \$ 22.10 | \$ 23.36 | \$ 24.70 | \$ 26.12 | \$ 27.62 |
| U005 | REAL PROPERTY AGENT I | | | \$ 32.48 | \$ 34.34 | \$ 36.31 |
| U004 | REAL PROPERTY AGENT II | \$ 39.86 | \$ 42.15 | \$ 44.57 | \$ 47.13 | \$ 49.83 |
| U003 | REAL PROPERTY AGENT III | \$ 44.30 | \$ 46.84 | \$ 49.52 | \$ 52.37 | \$ 55.37 |
| U081 | REAL PROPERTY APPR TECH | | | \$ 25.38 | \$ 26.84 | \$ 28.38 |
| E363 | RECORDABLE DOCUMENT INDEX | \$ 22.95 | \$ 24.27 | \$ 25.66 | \$ 27.13 | \$ 28.69 |
| E459 | RECORDS CENTER ASST I | \$ 21.50 | \$ 22.74 | \$ 24.04 | \$ 25.42 | \$ 26.88 |
| E460 | RECORDS CENTER ASST II | \$ 22.64 | \$ 23.94 | \$ 25.31 | \$ 26.76 | \$ 28.30 |
| E473 | RECORDS CENTER SUPVSR-E | \$ 26.94 | \$ 28.48 | \$ 30.12 | \$ 31.84 | \$ 33.67 |
| V250 | RESOURCE SP PT FIN SVC SY | \$ 43.72 | \$ 46.23 | \$ 48.88 | \$ 51.68 | \$ 54.65 |
| E489 | RET ACCOUNTANT I | \$ 27.21 | \$ 28.77 | \$ 30.42 | \$ 32.16 | \$ 34.01 |
| E490 | RET ACCOUNTANT II | \$ 31.81 | \$ 33.63 | \$ 35.56 | \$ 37.60 | \$ 39.76 |
| E032 | RET ACCOUNTING TECH I | \$ 21.86 | \$ 23.12 | \$ 24.44 | \$ 25.85 | \$ 27.33 |
| E033 | RET ACCOUNTING TECH II | \$ 24.42 | \$ 25.82 | \$ 27.30 | \$ 28.86 | \$ 30.52 |
| E054 | RET COMMUNICATION SPEC | \$ 40.38 | \$ 42.69 | \$ 45.14 | \$ 47.73 | \$ 50.47 |
| E012 | RET SR ACCT-E | \$ 39.03 | \$ 41.27 | \$ 43.64 | \$ 46.14 | \$ 48.79 |
| E493 | RET SUPPORT SPEC | \$ 25.14 | \$ 26.59 | \$ 28.11 | \$ 29.72 | \$ 31.43 |
| V237 | RET SYS TECH | \$ 45.91 | \$ 48.55 | \$ 51.33 | \$ 54.28 | \$ 57.39 |
| E491 | RETIREMENT ANALYST | \$ 30.40 | \$ 32.14 | \$ 33.99 | \$ 35.94 | \$ 38.00 |
| E052 | RETIREMENT INV ANALYST I | \$ 36.78 | \$ 38.89 | \$ 41.12 | \$ 43.48 | \$ 45.97 |
| E053 | RETIREMENT INV ANALYST II | \$ 45.98 | \$ 48.61 | \$ 51.40 | \$ 54.35 | \$ 57.47 |
| E455 | REVENUE COLLECTION SPVR-E | \$ 35.22 | \$ 37.24 | \$ 39.38 | \$ 41.64 | \$ 44.03 |
| E458 | REVENUE COLLECTOR I | \$ 22.28 | \$ 23.56 | \$ 24.91 | \$ 26.34 | \$ 27.85 |
| E457 | REVENUE COLLECTOR II | \$ 27.54 | \$ 29.12 | \$ 30.80 | \$ 32.56 | \$ 34.43 |
| B044 | REVENUE COLLECTOR II-U | \$ 27.54 | \$ 29.12 | \$ 30.80 | \$ 32.56 | \$ 34.43 |
| B043 | REVENUE COLLECTOR I-U | \$ 22.28 | \$ 23.56 | \$ 24.91 | \$ 26.34 | \$ 27.85 |
| E017 | SENIOR PROP TAX SPEC | \$ 39.03 | \$ 41.27 | \$ 43.64 | \$ 46.14 | \$ 48.79 |
| E007 | SENR ACCOUNTANT | \$ 39.03 | \$ 41.27 | \$ 43.64 | \$ 46.14 | \$ 48.79 |
| E009 | SENR ACCOUNTANT-E | \$ 39.03 | \$ 41.27 | \$ 43.64 | \$ 46.14 | \$ 48.79 |
| B003 | SENR ACCOUNTANT-U-E | \$ 39.03 | \$ 41.27 | \$ 43.64 | \$ 46.14 | \$ 48.79 |
| U068 | SENR APPRAISER | \$ 37.52 | \$ 39.67 | \$ 41.95 | \$ 44.36 | \$ 46.90 |
| B088 | SENR APPRAISER-U | \$ 37.52 | \$ 39.67 | \$ 41.95 | \$ 44.36 | \$ 46.90 |
| U063 | SENR AUDITOR-APPRAISER | \$ 37.52 | \$ 39.67 | \$ 41.95 | \$ 44.36 | \$ 46.90 |
| N051 | SENR DRAFTING TECHNICIAN | \$ 35.47 | \$ 37.51 | \$ 39.66 | \$ 41.93 | \$ 44.34 |

EXHIBIT B
SEIU- Extra Help Unit
Salaries October 9, 2016

| | | | | | | |
|------|---------------------------|----------|----------|----------|----------|----------|
| V238 | SENR GRAPHICS SPEC | \$ 35.35 | \$ 37.38 | \$ 39.52 | \$ 41.79 | \$ 44.19 |
| V234 | SENR INFO TECH ANALYST | \$ 44.60 | \$ 47.16 | \$ 49.86 | \$ 52.73 | \$ 55.75 |
| B153 | SENR INFO TECH ANLYST-U | \$ 44.60 | \$ 47.16 | \$ 49.86 | \$ 52.73 | \$ 55.75 |
| V231 | SENR INFO TECHNOLOGY TECH | \$ 35.35 | \$ 37.38 | \$ 39.52 | \$ 41.79 | \$ 44.19 |
| E093 | SENR INTERNAL AUDITOR | \$ 43.26 | \$ 45.75 | \$ 48.37 | \$ 51.15 | \$ 54.08 |
| K017 | SENR LIBRARY ASST | \$ 25.24 | \$ 26.69 | \$ 28.22 | \$ 29.84 | \$ 31.55 |
| K016 | SENR LIBRARY TECH | \$ 25.24 | \$ 26.69 | \$ 28.22 | \$ 29.84 | \$ 31.55 |
| V225 | SENR SYS ENGINEER | \$ 52.17 | \$ 55.16 | \$ 58.33 | \$ 61.67 | \$ 65.21 |
| E447 | SHERIFF'S CRIM RD SUPV-E | \$ 30.65 | \$ 32.41 | \$ 34.27 | \$ 36.23 | \$ 38.31 |
| E445 | SHERIFF'S CRIM RD TECH I | \$ 22.09 | \$ 23.36 | \$ 24.70 | \$ 26.11 | \$ 27.61 |
| E446 | SHERIFF'S CRIM RD TECH II | \$ 23.38 | \$ 24.73 | \$ 26.14 | \$ 27.64 | \$ 29.23 |
| G228 | SR COMMUNITY PROG SPEC | \$ 36.28 | \$ 38.36 | \$ 40.56 | \$ 42.89 | \$ 45.35 |
| K003 | SR LIBRARIAN | \$ 34.36 | \$ 36.33 | \$ 38.42 | \$ 40.62 | \$ 42.95 |
| E492 | SR RET ANALYST | \$ 35.66 | \$ 37.70 | \$ 39.86 | \$ 42.15 | \$ 44.57 |
| E406 | STOREKEEPER I | \$ 18.13 | \$ 19.17 | \$ 20.27 | \$ 21.43 | \$ 22.66 |
| E407 | STOREKEEPER II | \$ 22.10 | \$ 23.36 | \$ 24.70 | \$ 26.12 | \$ 27.62 |
| E410 | STOREKEEPING SPVSR-E | \$ 26.94 | \$ 28.48 | \$ 30.12 | \$ 31.84 | \$ 33.67 |
| B331 | STOREKEEPING SUPV-U-E | \$ 26.94 | \$ 28.48 | \$ 30.12 | \$ 31.84 | \$ 33.67 |
| Q005 | SUPERVNG DIST COORD,OES-E | \$ 38.65 | \$ 40.87 | \$ 43.21 | \$ 45.69 | \$ 48.31 |
| E380 | SUPERVNG LEGAL SECRETRY-E | \$ 34.22 | \$ 36.18 | \$ 38.25 | \$ 40.45 | \$ 42.77 |
| N035 | SUPERVNG PUBLIC WORKS TEC | \$ 40.41 | \$ 42.73 | \$ 45.18 | \$ 47.77 | \$ 50.51 |
| E409 | SURPLUS PROPERTY OFFCR | \$ 27.74 | \$ 29.33 | \$ 31.01 | \$ 32.79 | \$ 34.67 |
| V210 | SYSTEMS ENGINEER | \$ 44.60 | \$ 47.16 | \$ 49.86 | \$ 52.73 | \$ 55.75 |
| B128 | SYSTEMS ENGINEER-U | \$ 44.60 | \$ 47.16 | \$ 49.86 | \$ 52.73 | \$ 55.75 |
| V252 | SYSTEM SUPP SPEC | \$ 43.72 | \$ 46.23 | \$ 48.88 | \$ 51.68 | \$ 54.65 |
| E352 | WORD PROCESSOR I | \$ 20.59 | \$ 21.77 | \$ 23.02 | \$ 24.34 | \$ 25.74 |
| E353 | WORD PROCESSOR II | \$ 21.90 | \$ 23.16 | \$ 24.49 | \$ 25.89 | \$ 27.38 |

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 17, Hospitalization and Medical Care 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 Manager'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 17, Hospitalization and Medical Care 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 Manager'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 workers are not covered by Section 17, Hospitalization and Medical Care. Hours Limitations:

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