

**Memorandum of Understanding
Master Agreement**

**Between the County of Siskiyou and the
Organized Employees of Siskiyou County
Including Miscellaneous, Professional and
Management Units**

May 5, 2020 through May 4, 2022

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Organized Employees of Siskiyou County Master Agreement

This is a Memorandum of Understanding Master Agreement between the Organized Employees of Siskiyou County (OESC) Association, which includes represented employees of the Miscellaneous, Management and Professional Units and the County of Siskiyou.

W I T N E S S E T H

Section 1. General Provisions – Definitions

1. **Employer:** The term "employer" as used herein shall refer to the County of Siskiyou.
2. **Association:** The term "Association" as used herein shall refer to Organized Employees of Siskiyou County.
3. **Employee:** The term "employee" as used herein shall mean all regular employees of the unit or units represented by the Association as established under the provisions of Siskiyou County Resolution No. 143, Book 11, as amended unless and except if specifically provided otherwise.

Section 2. Authorized Agents

1. Authorized agents for the purpose of administering the terms and conditions of this Memorandum of Understanding shall be:

Representing the County of Siskiyou
County Administrator
P.O. Box 750
Yreka, California 96097

Organized Employees of Siskiyou County
President
PO Box 962
Yreka CA 96097

Section 3. Effect of Prior Memorandums of Understanding

This Memorandum of Understanding Master Agreement shall supersede and replace all prior Memorandums of Understanding, and this Memorandum of Understanding Master Agreement and attachments shall be the full, final, and only agreement between the County and OESC. It is the intent of the parties hereto that the provisions of this Memorandum of Understanding Master Agreement and Addendums (MOU) shall supersede all prior agreements and Memorandums of Understanding, or contrary salary, and or personnel resolutions, oral or written, express or implied, between the parties, and shall govern the entire relationship and shall be the sole source of any and all rights which may be asserted hereunder.

Section 4. Recognition

Association Recognition. The employer hereby recognizes the Association as the only organization entitled to meet and confer on matters within the scope of representation for the above mentioned units provided that nothing contained in this MOU shall prevent employer from recognizing a unit properly formed pursuant to Resolution No. 143, Book 11.

Section 5. County Rights

The rights of the County include, but are not limited to, the exclusive right to determine the mission of its constituent departments, commissions and boards; set standards of service; determine the procedures and standards of selection for employment and promotion; direct employees; take disciplinary action; relieve employees from duty because of lack of work or for other legitimate reasons; maintain the efficiency of governmental operation; determine the methods, means and personnel by which government operations are to be conducted; determine the content of job classifications; take all necessary action to carry out its mission in emergencies and exercise complete control and discretion over its organization and the technology of performing its work.

Section 6. Association Rights

1. Employees of the County shall have the right to form, join, and participate in the activities of employee organizations of their own choosing for the purpose of representation on all matters of employer-employee relations including but not limited to wages, hours, and other terms and conditions of employment.
2. Employees of the County also shall have the right to refuse to join or participate in the activities of employee organizations. No employee shall be interfered with, intimidated, restrained, coerced, or discriminated against by the County or by any employee organization because of his/her exercise of these rights.

Section 7. Bulletin Boards

The Association shall be allowed by a County department in which it represents employees, use of available bulletin board space for communications having to do with official organizational business (meeting notices, etc.). Such use may not interfere with the needs of the department.

All posted notices are subject to County approval (not prior), must have clearly indicated removal dates, and may not contain any inflammatory or derogatory statements.

Section 8. Discrimination

The County shall not discriminate against Association members or Association represented employees due to employees engaging in protected activities.

Section 9. Stewards

1. The Association shall designate a reasonable number of Stewards, who shall have the right to assist employees in resolving grievances, appeals and other work-related problems, and shall notify the County Administrator in writing of the individuals designated to perform Steward functions, and the areas they represent. Changes to the listing of Stewards shall be provided by the Association as soon as they occur. The County shall recognize as Stewards only those employees named on the current list.
2. It is understood that a designated Steward may represent employees in other departments or units, however, Stewards from the Miscellaneous and Professional unit will not represent Management unit employees.
3. The maximum number of designated Stewards shall be twenty-one (21). Except by mutual agreement of the parties, no more than one (1) Steward may assist in the processing of a specific grievance. Workload shall be rotated amongst Stewards.
4. Stewards may be released from their assigned work duties by their supervisors for a reasonable period of time to process specific grievances or appeals on behalf of employees or the Association, and to fulfill their duties herein. The Steward shall request such time from his/her supervisor as soon as the need for it is known. Release time shall be scheduled so as to minimize disruption of the work of the Steward and the Unit; however, request for such time may not be unreasonably denied. Where the supervisor cannot approve the specific time requested, he/she shall inform the Steward of the reason and establish an alternate time when the Steward can be released. The County and the Association shall agree upon a Release Time Request Form to be used by Stewards and supervisors or managers for this process.
5. Stewards shall be permanent employees and shall retain all the normal duties and responsibilities of the positions to which they are assigned. Stewards shall not receive overtime for time spent performing Steward functions.
6. An employee is allowed a reasonable amount of time to contact his/her Steward during work hours to report a grievance, violation of this Memorandum or applicable rules in a manner that does not materially disturb the employee's work. A Steward shall obtain permission from the employee's supervisor or manager before contacting an employee on work time or in the work area.
7. When an employee is required to meet with a supervisor or manager and the 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.

8. Confidentiality shall be observed by both Stewards and supervisors or managers in processing and representation matters relating to pending or current disciplinary action.
9. Stewards shall not conduct Association business on County time, except as specifically authorized by this Memorandum of Understanding.
10. Some employees designated as Union Stewards may be allowed up to forty (40) minutes of release time to present Association information and materials during new employee orientation. The employees must receive approval from their Director or designee to ensure the time spent during orientation does not interrupt work or public service.
11. The Union will agree to have at least four Stewards from different departments trained to conduct orientation so the employees can rotate this assignment monthly and not significantly impact any one department. The County understands one Steward may present at orientation more than initially scheduled due to absences of the other stewards.

Section 10. Employee Lists

Upon written request by the Association, the County shall provide the Association with a listing of all employees in represented bargaining units; including both members and non-members, by Unit. The County is required to provide the Association with the name, job title, department, home or personal contact telephone numbers, work email and home address of new employees within 30 days of hire or the first pay period of the month after hire. The employer must provide the Association with this information for all employees it represents at least every 120 days. Employees have the ability to opt out in writing of the disclosure of their home address, home telephone number, personal cellular telephone number and personal email address on file with the employer.

Section 11. Non-Discrimination

Neither the County nor the Association shall discriminate against any applicant for employment on the basis of race, color, national origin or ethnic background, religious creed, medical condition, sex, age, disability, political opinion, legitimate Association activity nor lack of Association activity, or exercise of rights under this MOU.

Section 12. Employee Orientation

The County agrees to inform new employees that a representative from the Association will provide Association information during the County's new employee orientation.

Section 13. Insurance

1. Health Insurance

- a. Effective November 15, 2020 for the January 2021 premium, the County agrees to contribute a dollar amount equal to 100% of the PERS Select health plan premium to the employee's selection of the CalPERS health plan options.

Employees opting for a health plan other than PERS Select, shall be responsible for the additional costs of the premium.

- b. These amounts are to be prorated for permanent part-time employees.

2. **Retiree Health Insurance**

- a. For employees retiring during the term of this memorandum of understanding, who elect to continue the health and dental insurance plans with the County, the County agrees to pay a monthly amount as determined by the Board of Supervisors towards the payment of the retired or retiring member's health and dental insurance premium.
- b. For employees hired into County service after September 1, 2020 the County contribution to their health insurance premium in retirement will be the minimum employer contribution required by CalPERS under the Public Employees' Medical and Hospital Act (PEHMCA).

3. **Dental Insurance**

- a. Effective April 19, 2020 deductions will start for the June 2020 premium, employees will contribute as noted in the table below and the County and employee contribution may be adjusted annually based on fund balance.

Premium	Employee Only \$75 per month	Employee +1 \$90 per month	Employee + Family \$125 per month
Flat cap	Employee - \$11.25 per month Employer - \$63.75 per month	Employee - \$13.50 per month Employer - \$76.50 per month	Employee - \$18.75 per month Employer - \$106.25 per month

4. **Vision Insurance**

- a. The County agrees to maintain the Vision Health Plan for eligible employees and dependents as follows:
 - i. Effective May 3, 2020 deductions will start for the June 2020 premium. The County will pay \$7.50 per month and the Employee pays \$1.50 per month

5. **Life Insurance**

See attached Addendums for specific unit information.

6. Disability Insurance

- a. The County shall maintain in effect, the County paid long term disability insurance program for Association employees. The Monthly Income Benefit is calculated as follows:
 - i. The lesser of 60% of your Basic Monthly Earnings or \$4,000, minus other income.
 - ii. Benefit waiting period is 90 days.
- b. The County shall maintain in effect, the County paid short-term disability insurance program for Association employees.

Section 14. Compensation

1. Salary Adjustments

- a. Approved Current Salary table as of March 17, 2020 – see specific Unit Addendum (attached); and
- b. 2.75% Salary increase effective May 3, 2020 – see specific Unit Addendum (attached); and
- c. 2.0% Salary increase effective May 2, 2021 – see specific Unit addendum (attached); and
- d. Longevity Pay - Step 6 provides a 2.5% increase to employees after 2 years at Step 5.

2. Salary Survey

- a. The County agrees to conduct a market salary survey of benchmark classifications. The salary survey will be conducted starting in January 2021 and will include the Counties of Tehama, Shasta, Lake and Del Norte.
- b. The results of the salary survey will be shared with OESC following completion in March 2021 and used as a point of discussions during the parties 2021 MOU negotiations.

3. Bilingual Pay

The County shall, upon the written recommendation of the department head, pay a differential of 5% for the ability to speak a language other than English fluently. The department must demonstrate a need for frequent and substantial use of that particular language. The employee must demonstrate the ability to communicate in that language fluently, and must respond to any request from the County to use that bilingual skill in the performance of County business. The employee shall be tested to determine the level of knowledge in that language, and such test shall be administered through the Personnel Office.

4. **Behavioral Health/Social Services-Recovery Time**

- a. Behavioral Health/Social Services staff will be compensated for covering after-hour crisis work, in excess of three hours, during certain periods of time.
- b. Staff (excluding extra-help) who perform after-hour crisis work (5150 responses at a medical facility or Jail/Juvenile Hall) or after hours CPS/APS emergency responses at a home or other location, who spend three hours or more working the hours between 9:00 p.m. & 8:00 a.m. on a Sunday - Thursday, will be granted a four-hour period of "recovery time", to be used the following work day only. This recovery time will be paid at the normal rate of pay. If this recovery time is not utilized the following workday, the time will be lost. Employee is responsible for leaving a voicemail message with their supervisor, informing them of their intention of using the "recovery time" and not reporting to work at their normal start time the next workday.
- c. This four-hour recovery time is in addition to any overtime earned during the 5150 response call and stand-by pay.
- d. As an example, a BH Clinician who responds to a 5150 emergency call and spends the hours of 11:30 p.m. – 3:00 a.m. in a local medical facility, on a work night, would be able to utilize the 4 hours of recovery time, and not report to work the following day until 1:00 p.m. (assuming the normal workday is 8:00 a.m. to 5:00 p.m. with a one-hour lunch between Noon – 1:00 p.m.). No leave balances would be used to cover these four hours of absence.

5. **Shift Differential**

- a. The County shall pay a differential of 2.5% per shift, for compensation for shifts worked other than the daytime shift. In order to qualify for the differential at least 50% of the shift worked must be during the hours of 4:00 p.m. through 6:00 a.m. The entire shift will be compensated at the differential rate, including hours worked on a County designated holiday. The differential does not include call back assignments, or apply to vacation, sick, or other earned leave.
- b. The position of Janitor and Lead Janitor shall be provided a 5% shift differential. In order to qualify for the differential at least 50% of the shift worked must be during the hours of 4:00 p.m. through 6:00 a.m., including hours worked on a county designated holiday. The entire shift will be compensated at the differential rate. The differential does not include call back assignments, or apply to vacation, sick, holiday or other earned leave.

6. **Standby / Callback Pay**

- a. **Standby Pay.** Any positions/classifications in the unit may be eligible for standby pay. Classifications will be designated and authorized by the Department Head in consultation with the Personnel Manager. While on standby status such employee shall remain at his/her home or any nearby location approved by the department head or the designee and shall be ready and able to respond to duty within fifteen (15) minutes of receiving a call to duty.

- i. The determination of qualified for purposes of this section shall be made solely by the Department Head involved. Time spent in this standby status will be compensated at a rate as follows:

Per Workday	\$45
Per Weekend Day	\$60
Per County Designated Holiday	\$75

 No Standby provided if on sick leave.
- ii. Standby pay for nurse classifications shall be on a voluntary basis. If there are no volunteers, the Health and Human Services Director, or designee, shall designate an employee for standby.
- iii. Time spent on standby status will not be considered overtime for classifications eligible for overtime and will not be computed in determining total hours worked in the workweek for overtime purposes.
- b. **Call Back Pay.** Employees duly called back to work and who “work” as a result of that call back (providing those hours are not contiguous to his/her normal work shift), shall receive a minimum of two (2) hours compensation on weekdays and three (3) hours compensation on scheduled days off, holidays and weekends. This time will be paid at straight time unless overtime is applicable in accordance with the provision of this MOU/FLSA.

7. **Uniform Allowance**

See specific Unit Addendum (attached).

8. **Work Out of Class**

Any qualified non probationary employee assigned by the Department Head to work in a higher classification due to the extended absence of the incumbent (excluding holidays and vacation time) shall be eligible for the working out of class stipend after ten (10) consecutive workings days in the higher classification. On the eleventh day, the employee working shall be compensated 5% above the employee's current salary, or step one (1) of the new classification, whichever is greater. The increase in pay shall be retroactive to the first day worked in the higher classification.

9. **Overtime and Compensating Time Off**

- a. Non-exempt (covered) full time employees shall be entitled to be compensated for hours worked in excess of forty (40) hours per week by either compensation time or pay at the rate of time and one half (1-1/2). No one shall be allowed to have a balance of more than 100 hours. Any Compensatory Time earned over the maximum shall be paid on the next bi-weekly paycheck with the exception of the following classifications within the Agriculture Department assigned to perform duties in the Tulalake/Butte Valley area: Agriculture & Standards Technician, Agriculture and Standards Inspectors I & II, employees may exceed the max during the calendar year (up to 240 hours). CT hours remaining over one hundred (100) hours shall be paid to the employee no later than the first full

pay period in April at the employee's rate of pay as of December 31st. The Department Head will notify Payroll of the position(s) assigned to the Butte Valley/Tulelake area.

- b. The form of overtime compensation shall be determined by the County.
- c. Compensatory Time Off only may be taken by an employee upon the reasonable advance request of the employee, with the consent of the department head or an authorized department supervisor, and whenever the needs of the department permit.
- d. All hours of compensating time earned, taken or paid for must be logged, kept as a department record, and reported to the County Auditor on a periodic basis as presently is the County practice for payroll reporting.

Section 15. Retirement Benefits

The County currently contracts with CalPERS for a defined benefit retirement program. Retirement benefits are calculated using a member's years of service credit, age at retirement and final compensation (average salary for a defined period of employment). The retirement formula employees may be eligible for will be determined by a variety of factors in accordance with the County's current CalPERS contract and CalPERS regulations.

1. Benefit Formulas

- a. Please contact Personnel or CalPERS to determine which one of the following benefit formulas apply to you. The benefit formulas are as follows:
 - i. 2% at 55 years of age and single highest year calculation for final compensation (generally for employees hired prior to 11/02/12)
 - ii. 2% at 60 years of age, and highest three year average for final compensation (generally for employees hired between 11/02/12 & 12/31/12)
 - iii. 2% @ 62 years of age and highest three year average final compensation (generally for employees hired on or after 1/1/13 pursuant to the California Public Employee's Pension Reform Act of 2013)

2. Member Contribution

- a. Employee PERS contribution shall be (7%). Employee contribution shall be on a pre-tax basis.
- b. Pursuant to the California Public Employee's Pension Reform Act of 2013 and all applicable amendments thereto, for employees newly hired on or after January 1, 2013 the employee member contribution will be 50% of the total normal cost (as determined by CalPERS), and the County shall not contribute to the member contribution/employee share. The member contribution will not exceed 8%, in accordance with the California Public Employee's Pension Reform Act of 2013.
- c. The County agrees to allow for military service credit in accordance with CalPERS Code Section 21024.

Section 16. Leaves

1. Holidays

- a. Holidays to be authorized in accordance with Personnel Policy, Section 7.2.

2. Vacation

- a. Employees shall be entitled to accrue and utilize vacation in accordance with County Personnel Policy Section 7.1 except as outlined below.
- b. Vacation hours above the accrual maximum at the end of the calendar year will not be eliminated. Employees will be allowed to accrue above their vacation accrual limits (listed below) during the calendar year. Accrual maximums will be enforced, however, on the last day of the first full pay period in January of the new calendar year. Employees who, on the last day of the first full pay period in January, exceed the vacation maximum listed below shall not earn vacation until the vacation accrual is reduced to the limit allowed.
- c. An employee may not accumulate more than 192 hours during the first 130 pay periods of continuous employment and shall not accumulate more than 272 hours of vacation after 131 pay periods of continuous employment.
- d. Employee requests for leave shall not be unreasonably denied, with the understanding that vacation leave approvals shall be made only when the needs of the County operations are not adversely affected.

3. Administrative Leave

See specific Unit Addendum (attached).

4. Sick Leave

Authorization shall be in accordance with County Personnel Policy, Section 7.9. Immediate family shall be defined in accordance with County Personnel Policy.

5. Bereavement

Authorization shall be in accordance with County Personnel Policy, Section 7.4.

6. Medical Leave Policy/Family Medical Leave

Medical Leave Policy/Family Medical Leave will be authorized in accordance with section 7.6 County's Family Medical Leave of Absence of the County Personnel Policies.

7. Military Leave

The County and the Association agree military leave will be administered in accordance with Section 7.1 Military Leave of the Personnel Rules.

Section 17. Mileage Reimbursement

In accordance with the County travel policy, County employees utilizing their personal vehicle on County business shall receive reimbursement for mileage.

Section 18. Book and Tuition Reimbursement

The County shall maintain a book and tuition reimbursement program for all permanent Unit employees. Upon the approval of the County Administrator, employees will be reimbursed for the cost of books and tuition for pre-approved classes, courses, seminars, and conferences which would enhance their job skills or qualifications for promotion or transfer, up to a maximum of \$500.00 per employee per fiscal year. Total cost under this program shall not exceed \$10,000.00 per fiscal year. To be eligible for reimbursement, classes must be attended outside of the employee's normal working hours.

Section 19. License/Certification Fees for Certified Alcohol and Drug Counselors

See specific Unit Addendum (attached).

Section 20. Commercial Driver's License

1. County will reimburse employees up to \$125.00 for the costs associated with a medical exam in order to maintain a commercial drivers' license OR the County will pay for a medical exam for an employee to maintain a commercial license directly to the medical provider if the medical exam is conducted with a provider that has an *established contract* with the County.
2. County will reimburse employees the additional costs of a Class A or B Driver's License for any classification required to maintain such commercial drivers' licenses, including any Departmental required endorsements, such as Hazardous Materials, etc. and for other classifications as determined by the Department Head to need such license or endorsement.

Section 21. Volunteers / Contracting Out

1. The County has an existing practice of using volunteers. Should the County intend to significantly expand the use of volunteers and as a result cause the displacement of Unit employees, the County will so notice the Association and upon request, meet and confer with the Association on the impact of the expanded volunteer use.
2. In those instances where the County elects to contract out or has elected to contract out such work, activities, or services as determined to be in the County's best interest,

and which do not displace any current, represented employee(s) the County shall not be obligated to provide any notice or any information to the Association.

3. The County reserves the right to contract out at its sole discretion.

Section 22. Hours of Work / Word Periods

1. The standard work period for County employees shall be a seven (7) day period beginning on Sunday at 12:01 a.m. and continuing to Saturday at 12:00 a.m. (midnight), except as provided below.
2. Alternative work periods may be established by the Department Head with concurrence from the Personnel Manager and are fixed until further action from the Department Head with concurrence from Personnel.
3. For the purposes of computing fractions of hours worked, the time shall be computed to the nearest six (6) minutes.
4. For the purposes of computing overtime fractions of hours worked, the time shall be computed to the nearest six (6) minutes.

Section 23. Reinstatement

The County agrees that employees reinstated pursuant to County Personnel Policy, Section 6.4, within two (2) years of a resignation in good standing shall have seniority reinstated for purposes of County service for layoffs, leave accruals, salary step placement, etc.

Section 24. Grievance Procedure

1. **Grievance and Complaint Procedures.** The purpose of these procedures is to afford employees simple means of obtaining consideration of their grievance or complaint by informal means at the department head level and review of the department head's decision without the use of legalistic forms and procedures.

A grievance or complaint may be filed if a management interpretation or application of a law, ordinance, resolution, regulation, or rule adversely affects the employee's wage, hours, or conditions of employment.

Excluded from the grievance procedure are performance evaluations and actions of the Board of Supervisors. This is not intended to limit the right of any employee or employee representative to approach the Board of Supervisors on any matter.

- a. **Procedural Steps:** All grievances or complaints shall be filed on a form provided by the Personnel Manager under the following procedure:
 - i. Step 1: Immediate Supervisor
 1. Each employee believing, he or she has a grievance or complaint, before filing the same in writing, shall discuss his or her problem or complaint with the immediate supervisor in an attempt to resolve the matter as simply and informally as possible. Said grievance or complaint must be discussed with the immediate supervisor within fifteen (15) working days of the situation giving

rise to the grievance or from the date the employee should reasonably have expected to know of the situation giving rise to the grievance or complaint.

2. If the grievance or complaint has not been resolved at the immediate supervisor level within ten (10) working days after the discussion, the grievance or complaint may be submitted to the next management level.

ii. Step 2: Appointing Authority/Department Head

1. If the grievance or complaint is not resolved under Step 1, it may be submitted to the appointing authority/department head. The grievance or complaint shall be submitted within fifteen (15) working days after the verbal decision of Step 1. Within five (5) working days after submission, the employee shall meet with the appointing authority or a designated representative, and within ten (10) working days after said meeting a written decision shall be delivered to the employee.

iii. Step 3: County Grievance Panel

1. If the grievance or complaint is not resolved under Step 2, it may be submitted to a County Mediation Panel within ten (10) working days of the employee's receipt of the above decision. The panel will consist of the County Administrator or his/her designee and the County Personnel Manager or his/her designee and two (2) representatives of the employee association. Within ten (10) working days after submission, the employee shall meet with the Mediation Panel and within five (5) working days after said meeting a written recommendation shall be delivered to the Personnel Manager. The Personnel Manager shall provide the employee and the appointing authority a written decision within five (5) working days after receiving the Panel's recommendation.

iv. Step 4: State Mediation

1. If the grievance or complaint is not resolved under Step 2/3, it shall be submitted to Personnel. Within five (5) working days after receipt the Personnel Manager shall contact the State Mediation and Conciliation Service and a mediation date will be scheduled at the soonest possible date.

v. Step 5: (a) Board of Supervisors

1. If the grievance or complaint is not resolved under Step 4, it may be appealed to the Board of Supervisors. Such appeal shall be filed in writing with the Clerk of the Board of Supervisors within ten (10) working days from the time a decision was rendered in Step 4. The Clerk of the Board of Supervisors shall advise the Board of

the grievance or complaint appeal within fifteen (15) working days. As soon as practicable thereafter, the Board of Supervisors shall hear the grievance or complaint in accordance with the rules for hearing established by the Board and make a written decision which shall be binding on all parties involved.

- b. If an employee does not appeal the decision rendered regarding the grievance or complaint within the time limits, the grievance or complaint shall be considered resolved.
- c. If a County representative does not render a decision to the employee within the time limitations, the employee may, within five (5) working days thereafter, appeal to the next step in the procedure.
- d. If the management representative does not feel he or she has the authority to resolve the grievance or complaint, the grievance or complaint may be referred to the next step in the procedure.
- e. The Personnel Manager may temporarily suspend the grievance processing on a unit, division, department, or county-wide basis in an emergency situation. A formally recognized employee organization that represents employees in a unit that has had the grievance or complaint processing suspended may appeal to the Board of Supervisors.
- f. By agreement in writing, the parties may extend any and all time limitations of this procedure.
- g. Any grievance or complaint petition resolved at any step of the grievance procedure shall be final and binding on the County and the grievant.
- h. Any grievance or complaint may be withdrawn by the grievant at any time, in writing, without prejudice.
- i. Upon consent of the person hearing the grievance or complaint petition and the grievant, a petition may be re-submitted to a lower step in the procedure for reconsideration.
- j. This provision will supersede the grievance language in the Employer-Employee relations policy.

Section 25. Reasonable Advance Written Notice

- 1. Except in cases of emergency as provided below in this subsection the Association, if affected, shall be given reasonable advance written notice of any ordinance, resolution, rule or regulations 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 appropriate management representatives prior to adoption.
- 2. Reasonable advance written notice consists of a minimum of two weeks' notice, prior to the placement of any issue on the Board agenda. Notice will be given for any item that comes under the scope of representation including, but not limited to,

reclassifications, new classifications, and new and/or revised policies. The Unit shall be given the opportunity to meet with appropriate management representatives prior to adoption.

3. 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 Association shall be provided with the notice described in the preceding paragraph and be given an opportunity to meet with the appropriate management representatives.

Section 26. Layoffs

1. Layoff Defined

Layoff is termination of an employee by the County for lack of work, lack of funds, reorganization, economic or other reasons as deemed necessary by the Board of Supervisors or appointing authority.

2. Layoff Process

- a. The appointing authority, in consultation with the County Administrator and/or Personnel Manager, shall make a determination of the classification (s) subject to layoff and the number of employees in the affected class to be laid off in accordance with the criteria specified in the following provisions of this Memorandum of Understanding.
- b. Work schedules shall be planned to keep periodic or recurring layoffs to a minimum. Every effort will be made to transfer an employee to other departments at the discretion of the appointing authority when a position is open for which the employee is qualified.

3. Voluntary Layoff

- a. Layoff may be voluntary in the event an employee having more seniority, as defined below, elects, with department head approval, to accept layoff in lieu of the layoff of a less senior employee

4. Order of Layoff by Status

- a. The order of termination for layoff shall be by employee job classification and shall be as follows:
 - i. First, Extra help employees
 - ii. Next, Probationary employees in inverse order of seniority
 - iii. Next, Permanent part-time employees working less than 20 hours a week, based on seniority.
 - iv. Next, Permanent part-time employees working more than 20 hours week, based on seniority.
 - v. Next, Permanent full-time employees, based on seniority.

5. **Seniority Defined**

- a. Seniority rights shall be based on all continuous County employment in a permanent position without a break due to separation, subject to the provisions contained in these policies.

6. **Computation of Seniority/Seniority Calculations.**

- a. Seniority shall be determined by the allocation of one employment service point for each month of continuous employment in a permanent position.
- b. For the purpose of this section, the computation of each month of continuous employment begins on the date of employee's appointment to a permanent position (which includes probationary period).
- c. Seniority of affected part-time employees shall be determined by pro-rating the service point based on the employees' assigned (budgeted) full-time equivalency. Part-time employees shall receive a portion of a service point for each month of continuous employment. If the employee works 20 hours per week or is a .5 FTE they will receive one half of a service point per month of continuous employment. If the employee works 32 hours per week or .8 FTE they will receive .8 of a service point per month of continuous employment.
- d. A full-time or part-time employee shall be allocated $\frac{1}{2}$ of one point when employed 15 to 29 days in a month, and shall be allocated zero points when employed less than 15 days in a month
- e. Seniority credit shall not be granted for those periods an employee is on leave of absence without pay in excess of thirty (30) calendar days, due to layoff, or other periods of uncompensated leave, when an employee is in extra help status, or not otherwise occupying a permanent position.

7. **Tie Breaking**

- a. When two or more employees have the same seniority, the tie shall be broken and preference given in the following sequence:
 - i. Employees with the greatest seniority in the class series in the department in which the layoff is being made.
 - ii. Names drawn by lot.

8. **Bumping Rights**

- a. Bumping occurs when an employee, with seniority in a previously held class, bumps an employee out of a different classification in the same department.
- b. The employee who is proposed for layoff has the right to bump an employee from another classification, if the employee proposed for layoff had previously obtained permanent status in the classification and **has more seniority (as defined in this section)** than the person in the other classification. The right to bump shall be within the employee's department only. The employee must

submit a written request to bump an employee from another class in order for the County to consider his/her request. The County shall grant the request, if the rules of this section are met.

- c. An employee bumped out of a permanent position due to this section, shall also have the right to bump, per this section.

9. **Transfer**

- a. A transfer occurs when an employee proposed for a layoff moves to the same or different classification in a different department or a different class in the same department, when that classification is vacant.
- b. The employee who is proposed for layoff may submit a written request to be considered for transfer into any vacant position in a classification for which the employee meets the minimum qualifications as provided in the job specification and as determined by the Personnel Officer provided such class has an equivalent or lower salary range. Equivalent salary range means a range with a maximum salary which is not more than the salary range for the class from which the transfer is sought. Approval of the appointing authority in that position is required, and the appropriate probationary period will be in effect.
- c. If no vacancy exists in the same department, the employee has the right to transfer to a vacancy in the same or lower level classification previously held with permanent status county-wide. A more senior employee may displace the least senior employee in the same department in a classification previously held with permanent status.

10. **Notification Process / Reinstatement**

- a. The County shall provide an employee with at least twenty-one calendar days prior notice and will make every attempt to provide for a longer notice period. A laid off employee shall keep the County informed of the mailing address and telephone number where he or she can be contacted.
- b. If the County wishes to recall an employee and is unable to contact the employee via the U.S. mail to the last known mailing address within fourteen (14) calendar days, the County's obligation to recall the employee shall terminate. The County shall have no obligation to recall an employee after he or she has been on continuous layoff for more than two (2) calendar years. Should an employee not return to work when recalled, the County shall have no further obligation to recall him or her.
- c. An employee reinstated to the same position or a position in the same class following layoff from the County will have his or her anniversary period extended by the same length of time as the duration of the layoff.
- d. Each laid off employee shall be included in an interdepartmental re-employment list for all classifications with an equal or lower maximum salary in the class currently assigned or when permanency has been established.

- e. The County shall not remove any employee from a re-employment list due to his/her declining an offer of a job less than twenty (20) hours per week in a different geographic location from his/her previous position.
- f. Whenever a reduction in work hours is approved by the Board, the employees occupying positions affected by the reduction in hours shall be subject to the provisions contained in this section.
- g. Employees subject to reduced hours in excess of twenty-five (25%) percent of their normal work hours or reduction of the normal work hours to less than fifty (50%) percent of full time shall have the right to transfer and/or demote, subject to the provisions as stated in the Personnel Policies.
- h. Employees subject to reduced hours of twenty-five (25%) percent or less of their normal work hours, and their normal work hours remain fifty (50%) percent or more of full time, shall not be subject to the provisions as stated in the Personnel Policies.
- i. An employee who is laid off from County employment shall be placed on the reinstatement list for a minimum of two years, subject to the provisions as stated in the Personnel Policies.
- j. Laid off employees reinstated to their jobs pursuant to County rules shall have their accrued sick leave as of their day of layoff reinstated. Employees shall not earn sick leave for the time that they were off work, however.
- k. Layoffs for County job classifications covered by Merit System shall be administered in accordance with Local Agency Personnel Standards.

Section 27. Flexible Work Hours

1. The County allows alternative/flexible working hours when it does not reduce service to the public. Not all County Departments allow alternative/flexible work schedules. Flexible working hours gives employees flexibility and helps create high morale.
2. The department head or designee may approve flexible working hours for affected employees. Such approval shall be based upon the Department Head's affirmative recommendation and justified on a basis of economy and efficiency of service.
3. Requests for alternative/flexible work schedule shall be submitted on the County form. Such alternate work hour schedule may be revoked by the Department Head or County Administrator or designee with a fourteen (14) calendar day notice (absent an emergency situation) and such revocation shall be based upon the needs of the departmental operations as determined by the Department Head, County Administrator, or designee. Denials and revocations shall be put in writing on the County form with the reason listed for the denial or revocation. Employees may appeal a denial or revocation to the CAO for review and possible intervention. The CAO's determination shall be final. This appeal mechanism shall terminate upon expiration /new MOU unless extended by the parties.

4. Flexible schedules shall require the working of the normal number of hours. When a paid holiday occurs within a pay period, the alternate work hours shall be one of the following during the bi-weekly pay period:
5. 4/10's work three ten-hour days for a total of thirty (30) hours and either work or take leave for two (2) hours.
6. 9/80's during the forty-five (45) hour week, work one additional hour or take leave for one hour when the holiday falls during this period.
7. 9/80's during the thirty-five (35) hour week, work one additional hour or take one additional hour of leave when the holiday falls during this week. When the holiday falls on the day taken off, take an additional eight hours off.

Section 28. Flexibly Staffed Classifications

1. Flexible staffing is used to designate classifications in a promotional series in which both the entry and journey level classes are assigned the same kinds of duties, the difference being the range of duties performed, the level of skill required, and the amount of supervision received.
2. Eligibility requirements include: the employee must have successfully completed the probationary period for the entry-level classification, have completed the time in the current classification as required for advancement to the higher level positions, and meets the minimum experience qualifications in the classification specification for the higher level classification. Experience within and outside County employment may be used.
3. The employee must be currently assigned the full range of duties associated with the higher-level classification and demonstrating the potential to succeed at this level.
4. Employees will be flexed to the next highest class in the series as soon as they are eligible, unless Personnel is previously notified that the employee does not meet the above criteria.

Section 29. IRC-125 Program

An IRC-125 program for unreimbursed medical expenses and childcare reimbursement shall remain in effect for the term of this agreement.

Section 30. Personnel Files

The County shall maintain one official personnel file for each Unit employee. This file shall be considered confidential in accordance with state law. The employee shall have the right to inspect his/her personnel file at any reasonable time during the regular business hours of the County; excepting any reference letters/checks or background investigations which are exempt from review by the employee or his/her representative. No adverse comment shall be entered into the employee's personnel file without the employee first given the opportunity to read and sign the document except the document may be entered into the file if the employee refuses to sign the document, which shall be so noted.

The employee shall have the right to submit a reasonable amount of rebuttal information and response to any information being entered into the file with which the employee disagrees. The employee shall be responsible for compiling the rebuttal material and shall do so within 30 days of reading and signing (or declining to sign) information being entered into the file.

Should the employee wish to have a representative review his/her personnel file in his/her absence, he/she shall, in writing, provide authorization for the review. Written authorization shall be provided to the County prior to the review.

Section 31. Probationary Period

The County and the Association agree the Probationary Period will be administered in accordance with section 6.2 Probationary Period of the Personnel Rules as amended herein.

1. The County will attempt to use the best possible methods, within the complete discretion of the supervisors and the County, to provide the probationary employee with appropriate training to perform the duties of the job satisfactorily.
2. The probationary period shall be regarded as an integral part of the selection examination process and shall be utilized for closely observing the newly hired or promoted employee's work abilities and performance.
3. Employees shall remain eligible to utilize vacation after completion of 13 pay periods of employment.
4. A newly hired employee may be released at any time during the initial probationary period when the individual's work performance is found not to meet the required standards for the position or for any other job-related reason. The appointing authority shall provide proper notification to the employee and a separation report to the Personnel Manager.
5. All new employees will serve a one-year probationary period.
6. An employee who is promoted shall serve a thirteen (13) consecutive biweekly pay period probation in the higher classification except as outlined below.
7. An employee who is promoted (within a class series or to a similar classification) shall serve a probationary period of thirteen (13) consecutive bi-weekly pay periods (six (6) months) in the higher classification.
8. When an employee promotes or transfers to a different classification/series the employee shall serve a new probationary period of twenty-six (26) pay periods (one (1) year).
9. Examples:
 - a. Juvenile Correctional Officer I promoted to a Juvenile Correctional Officer II, will serve a probationary period of 13 pay periods.
 - b. Administrative Support Assistant II promoted to an Administrative Support Assistant III, will serve a probationary period of 13 pay periods.

- c. Senior Legal Secretary in the District Attorney's Office promoted to an Executive Secretary in the Confidential Unit will serve a new probationary period of 26 pay periods.
 - d. Health Assistant III in Behavioral Health promoted to a Fiscal Assistant in Behavioral Health, will serve a new probationary period of 26 pay periods.
10. The Personnel Manager in conjunction with the Appointing Authority (Department Head who is making the decision to hire/promote) shall determine if the promoting employee should serve a thirteen or twenty-six pay period probationary period, when it is not clear if the new classification is in a different series.
 11. During a probationary period an employee who had permanent status in a lower class shall be regarded as still having permanent status in that class.
 12. If an employee's performance does not meet the required standards for the class in which the individual was promoted, the employee shall have the right, in lieu of termination, to voluntarily demote back to the former class in which permanent status is held.
 13. An employee shall attain permanent status unless notified in writing of release prior to the completion of the probationary period.
 14. The following section of Personnel Rule 6.2 is no longer valid: A transfer from one department to another during the probationary period may extend the probationary period. The total probationary period; however, shall not exceed twenty-six pay periods.

Section 32. Employee Recognition Program

The County and Association agree to maintain an employee appreciation program to recognize exceptional contributions by one or more County employees.

Section 33. Employee Performance Evaluations

1. Every employee shall be reevaluated at least once a year. A formal evaluation shall be completed for each permanent employee and usually immediately prior to his/her anniversary date (step increase date).
2. Probationary employees shall be rated at least twice during the probationary period, once at mid-point and again prior to the completion of the employee's probationary period.
3. Other performance evaluations may be required under special circumstances.

Section 34. Mediation and Appeal of Disciplinary Matters

Prior to the submittal of an appeal of disciplinary action to the Board of Supervisors pursuant to the Employer Employee Relations Policy, the employee may submit the matter to a voluntary, non-binding, advisory mediation step, utilizing the State Mediation Service. The initial appeal of disciplinary action shall be changed from 10-day appeal deadline to a 15-day appeal deadline.

Section 35. Release Time for Negotiations and Mediation

Association members participating in a mediation panel shall be allowed reasonable County paid release time only for the time spent participating on the panel during regular working hours. Members participating in bargaining preparation as well as bargaining shall have reasonable release time.

Section 36. Employee Suggestion Program

The County will maintain an employee suggestion program. Employees shall have the right to submit suggestions to the County Administrator's office. Suggestions shall be made in writing and need not be signed. The County Administrator will review all suggestions, discuss them with the appropriate department head and, when appropriate, submit them to the Board.

Section 37. FLSA Class Changes

The County and Association agree FLSA exempt status for all classifications in the Units shall be determined by the Personnel Manager.

The Personnel Manager, as requested or necessary will review identified classifications (job duties & description) and will have the authority to change the FLSA exempt status in consultation with the respective Department Head. The Personnel Manager will provide notice of the change to the employee and Association Representative at least **thirty calendar days** prior to the date the status change is effective. An employee who is changed from exempt to non-exempt will no longer receive Admin leave and if an employee is changed from non-exempt to exempt, they will be eligible for Admin leave as defined in this MOU.

Section 38. Association Payroll Deduction

1. Representation Obligation

Association agrees that it has a duty to provide fair and nondiscriminatory representation to all employees in these Units.

2. Payroll Deduction

The County shall deduct Association dues from employee's payroll warrants as certified by the OESC in accordance with SBB66. Employees will be directed to OESC for enrollment or withdrawal/cancellation of such dues and/or fees.

3. Indemnify and Hold Harmless

OESC fully indemnifies and holds harmless and agrees to defend the County, its officers, agents, and employees acting on behalf of the County against any and all claims, demands, suits and from liabilities of any nature which may arise out of or by reason of any action taken or not taken by the County under provisions of this Section, including the payment to the County of reasonable attorneys' fees and costs incurred by the County in defending any claims, demands or suits.

Section 39. Smoking Cessation

The County and the Association agrees to pursue smoking cessation programs for Association members.

Section 40. Blood Bank Donations

Employees will be allowed to donate blood during work hours, limited to a maximum of two (2) hour per donation and eight (8) hours per calendar year.

Section 41. Pay Parity

At the request of the Association, the County and the Association agree to meet and consult on Pay Parity issues. Meet and consult as used here is defined as meeting and exchanging ideas and information without the obligation on either party to reach agreement and the agreement to meet and consult in no way obligates the County to implement any pay parity issue.

Section 42. Reclassifications

The County shall notify OESC with the name(s) of employee(s) subject to a reclassification request in an OESC bargaining unit. OESC will be given a minimum of a 30-day notice of the County's intent to take a reclassification to the Board of Supervisors with the opportunity to meet and confer on such reclassification if requested after receiving notice.

Reclassifications will be processed in accordance with County Personnel Policy Section 5.2.

The decision by the Personnel Manager as to whether an employee is properly classified or is to be reclassified including an increase or decrease in compensation is excluded from the grievance process.

Requests for reclassification may be made during the budget preparation process in the months of January through March.

Section 43. Concerted Activities

1. Peaceful Performance Clause

The parties to this Memorandum recognize and acknowledge that the services performed by the County employees covered by this Agreement are essential to the public health, safety and general welfare of the residents of the County of Siskiyou. The Association agrees that under no circumstances will it recommend, encourage, cause or permit its members to initiate, participate in, nor will any member of the bargaining unit take part in, any strike, sit-down, stay-in, sick-out, slow-down, or picketing (hereinafter collectively referred to as work stoppage), in any office or department of the Employer, nor to curtail any work or restrict any production, or interfere with any operation of the County. Picketing shall be prohibited on matters involving wages, insurance coverage and leaves from work during the term of the MOU. In the event of any such work stoppage by any member of the bargaining

unit, the County shall not be required to negotiate on the merits of any dispute which may have given rise to such work stoppage until the work stoppage has ceased.

The County agrees not to lock out employees.

In the event of any work stoppage during the term of this Memorandum of Understanding, whether by the Association or any member of the bargaining unit, the Association through its officers, shall immediately declare in writing and publicize that such work stoppage is illegal and unauthorized, and further direct its members in writing to cease the said conduct and resume work. Copies of such written notice shall be served upon the Employer. If in the event of any work stoppage the Association promptly and in good faith performs the obligations of this paragraph, providing the Association has not otherwise authorized, permitted or encourages such work stoppage, the Association shall not be liable for any damages caused by the violation of this provision. However, the Employer shall have the right to discipline, to include discharge, any employee who instigates, participates in, or gives leadership to, any work stoppage activity herein prohibited, and the Employer shall also have the right to seek full legal redress, including damages, against any employee.

It is understood that employees so disciplined retain appeal rights under the County's Employer Employee Relations policies and California law.

Section 44. Completion of Negotiations

This Memorandum of Understanding Master Agreement and attached Unit Addendums concludes negotiations on salary, fringe benefits, working conditions and for all those items which may be part of the meet and confer process as required by California Government Code Section 3500 et seq., until commencement of the meet and confer process for the period beginning May, 5, 2022, except for such conferences as may be necessary to interpret this Memorandum. The parties may, by mutual agreement in writing, agree to meet and confer about any matter during the term of the MOU.

Section 45. Compliance with Memorandum of Understanding Master Agreement

Upon ratification, the terms of this Memorandum of Understanding Master Agreement are binding upon the County and the Association. In the event of any violation of the terms of this MOU, responsible and authorized representatives of the Association or the employer, or any individual department head as the case may be, shall promptly take such affirmative action as is within their power to correct and terminate such violation for the purpose of bringing such unauthorized persons into compliance with the terms of this MOU. Individuals acting or conducting themselves in violation of the terms of this MOU shall be subject to discipline up to and including discharge. The employer shall enforce the terms of this MOU on the part of its supervisory personnel; the Association shall enforce the terms of this MOU on the part of its members.

Section 46. Ratification of This Memorandum of Understanding Master Agreement

This MOU is subject to ratification by the members of the Association and the Siskiyou County Board of Supervisors prior to implementation and shall not be in full force and effect until such happens. Association members ratified this Agreement on April 24, 2020.

Section 47. Separability

Should any provision of this MOU be found to be inoperative, void, or invalid by a court of competent jurisdiction, all other provisions of this MOU shall be in full force and effect.

Section 48. Term of Agreement

This MOU shall be effective and remain in effect until Midnight of the 5th day of May 2022.

Section 49. Addendums

- 1. Miscellaneous
- 2. Management
- 3. Professional

Agreed to on this 5th Day of May 2020 by:

Angela Davis, Representative
Siskiyou County Board of Supervisors

Ann Merkle
Personnel Manager

Teresa Scott, OESC President

_____,
OESC Negotiation Team Member

OESC Negotiation Team Member

OESC Negotiation Team Member

Miscellaneous Unit Addendum

Section 1. Life Insurance

The County will maintain life insurance for Unit employees covered by this agreement at \$25,000 per employee

Section 2. Uniform Allowance

1. Communications Dispatchers, Senior Communication Dispatchers Criminal Records Technicians, Civil Processor and the Fiscal Technician assigned to the Civil/Training Division will be required to wear a Polo shirt with embroidered logo, at all times.
2. Communications Dispatchers, Senior Communications Dispatchers, Criminal Records Technicians, Civil Processor, Animal Control Technicians, Bus Drivers and the Fiscal Technician assigned to the Civil/Training Division shall receive a Uniform Allowance of \$225 annually, pro-rated on a pay period basis (\$8.65 per pay period).
3. Newly hired employees shall receive Two Hundred Twenty Five Dollars (\$225.00) Uniform allowance payment. The payment represents an advance of the employee's first year's uniform allowance. Subsequent payments shall commence after the employee has worked a full year and will be appropriately pro-rated on a pay period basis.
4. All Animal Control Officers: Chief Animal Control Officer & Animal Control Officer will be required to wear a uniform at all times. Uniform to consist of boots, black pants and black shirt with logo.
5. Effective the first pay period following adoption, Animal Control Officers shall receive five hundred dollars (\$500.00 annually) in Uniform Allowance, at the rate of nineteen dollars and twenty-three cents (\$19.23) per pay period.
6. Newly hired employees shall receive five hundred (\$500.00) dollars. The payment represents an advance of the employee's first year's uniform allowance. Subsequent payments shall commence after the employee has worked a full year and will be appropriately pro-rated on a pay period basis.
7. The amounts payable under the Uniform Allowance are for the expressed purpose of providing for adequate funds for employees to purchase their own uniforms. The Association hereby acknowledges that the County has no obligation, past, present or future, to provide uniforms independently of payment of this allowance. Employees shall continue to be governed by applicable department policies in selecting the types of uniforms to be used.
8. Pursuant to the California Public Employee's Pension Reform Act of 2013 and all applicable amendments thereto for employees newly hired on or after January 1, 2013 uniform allowance is not considered "pensionable-compensation."

Section 3. License/Certification Fees for Certified Alcohol and Drug Counselors

The County shall pay Unit employees or state agency for County-required professional license fees, testing fees (required to obtain state licensure) or other fees associated with obtaining or renewing state licensure (for example fingerprint fees).

The County reimbursement/payment shall cover license/certifications required by the County or the State. Optional or extra certifications requested to be covered may only be covered at the discretion of the Department Head in consultation with the Personnel Manager.

If Unit employee's state licensure or credentials require continuing education units (CEU's) in order to maintain currently/active status, the County will reimburse the employee or pay directly for the cost of such CEU's. These will be covered above and beyond the professional license fees.

Unit employees may be reimbursed for other license, testing or education fees associated with their position or licensure at the discretion of the Department Head and County Administrator.

The Auditor may pay license/certification and/or reimbursement claims to the employee or agency issuing license based on the County Department's authorized claim.

The County shall reimburse Certified Alcohol and Drug Counselors working in the Alcohol and Other Drug Program or a State Agency for County required certification license fees. The Auditor shall reimburse the employee after proof of payment.

Optional or extra certifications requested to be covered may only be covered at the discretion of the Department Head in consultation with the Personnel Manager.

Section 4. Compensatory Time for Employees Called Back After Hours/During Paid Holidays (Maintenance/Treasurer)

Employees working in the Maintenance/Facilities Division of the Public Works Department who are designated by the Public Works Director or designee to perform specific Maintenance duties and who are required to report to work after hours, on weekends or on County designated holidays and for Treasurer-Tax Collector's office who are designated by the Treasurer-Tax Collector to perform specific Treasury duties and who are required to work on County designated holidays for fraud protection purposes when the County's bank is required to remain open, shall receive comp time at the time-and-a-half rate (as opposed other the regular rate) or shall be allowed to the paid time off at another time during the pay period. The designated County holidays that these employee(s) are typically required to work are Caesar Chavez Day, the Friday after Thanksgiving and the day after Christmas.

Section 5. Salary Tables for Term of MOU

Current Salary Table for the Miscellaneous Unit effective May 5, 2020

JOB CLASSIFICATION	Range	MOU	Unit	FLSA	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
ACCOUNTANT/AUDITOR II	44	Misc.	IG	CO	\$20.03	\$21.04	\$22.09	\$23.17	\$24.33	\$24.93
ACCOUNTANT/AUDITOR III	50	Misc.	IG	CO	\$22.83	\$23.98	\$25.17	\$26.43	\$27.78	\$28.47
ACCOUNTING SPECIALIST	42	Misc.	IG	CO	\$19.07	\$20.03	\$21.04	\$22.09	\$23.17	\$23.76
ADMIN SUPPORT ASSISTANT	26	Misc.	IG	CO	\$12.97	\$13.60	\$14.30	\$15.00	\$15.79	\$16.16
AGR & STANDARDS TECHNICIAN	36	Misc.	IG	CO	\$16.55	\$17.38	\$18.24	\$19.16	\$20.12	\$20.62
AGRICULTURE TECH II	42	Misc.	IG	CO	\$19.07	\$20.03	\$21.04	\$22.09	\$23.17	\$23.76
AIR POLLUTION SPECIALIST I	43	Misc.	IG	CO	\$19.55	\$20.51	\$21.54	\$22.60	\$23.73	\$24.33
AIR POLLUTION SPECIALIST II	47	Misc.	IG	CO	\$21.22	\$22.27	\$23.38	\$24.56	\$25.80	\$26.44
ANIMAL CONTROL OFFICER	34	Misc.	IG	CO	\$15.79	\$16.55	\$17.38	\$18.24	\$19.16	\$19.65
ANIMAL SHELTER COORDINATOR	30	Misc.	IG	CO	\$14.30	\$15.00	\$15.79	\$16.55	\$17.38	\$17.82
ANIMAL SHELTER TECHNICIAN	26	Misc.	IG	CO	\$12.97	\$13.60	\$14.30	\$15.00	\$15.79	\$16.16
ASSESSOR-RECORDER ASSISTANT	27	Misc.	IG	CO	\$13.29	\$13.95	\$14.63	\$15.37	\$16.15	\$16.55
ASSESSOR-RECORDER TECHNICIAN	33	Misc.	IG	CO	\$15.37	\$16.15	\$16.95	\$17.79	\$18.70	\$19.16
ASSOCIATE PLANNER	46	Misc.	IG	CO	\$20.73	\$21.76	\$22.83	\$23.98	\$25.17	\$25.81
ASST PLANNER	42	Misc.	IG	CO	\$19.07	\$20.03	\$21.04	\$22.09	\$23.17	\$23.76
ASST PUBLIC ADMINISTRATOR	34	Misc.	IG	CO	\$15.79	\$16.55	\$17.38	\$18.24	\$19.16	\$19.65
BEHAV HEALTH CLINICIAN I (Enrolled in Graduate Program) (unlicensed))	42	Misc.	IG	CO	\$19.07	\$20.03	\$21.04	\$22.09	\$23.17	\$23.76
BEHAV HEALTH CRISIS WORKER I	44	Misc.	IG	CO	\$20.03	\$21.04	\$22.09	\$23.17	\$24.33	\$24.93
BEHAV HEALTH CRISIS WORKER II	49	Misc.	IG	CO	\$22.27	\$23.38	\$24.56	\$25.80	\$27.08	\$27.76
BEHAV HEALTH PEER SPECIALIST	32	Misc.	IG	CO	\$15.00	\$15.79	\$16.55	\$17.38	\$18.24	\$18.70
BEHAV HEALTH SVCS ASSISTANT	24	Misc.	IG	CO	\$12.34	\$12.97	\$13.60	\$14.30	\$15.00	\$15.40
BEHAV HEALTH SVCS SPECIALIST I	36	Misc.	IG	CO	\$16.55	\$17.38	\$18.24	\$19.16	\$20.12	\$20.62
BEHAV HEALTH SVCS SPECIALIST II	42	Misc.	IG	CO	\$19.07	\$20.03	\$21.04	\$22.09	\$23.17	\$23.76
BOARD CLERK	28	Misc.	IG	CO	\$13.60	\$14.30	\$15.00	\$15.79	\$16.55	\$16.96
BRANCH LIBRARY ASSISTANT I	29	Misc.	IG	CO	\$13.95	\$14.63	\$15.37	\$16.15	\$16.95	\$17.38
BRANCH LIBRARY ASSISTANT II	31	Misc.	IG	CO	\$14.63	\$15.37	\$16.15	\$16.95	\$17.79	\$18.24
BUILDING INFORMATION ASSISTANT	34	Misc.	IG	CO	\$15.79	\$16.55	\$17.38	\$18.24	\$19.16	\$19.65
BUILDING INSPECTOR I	40	Misc.	IG	CO	\$18.15	\$19.07	\$20.03	\$21.04	\$22.09	\$22.63
BUILDING INSPECTOR II	44	Misc.	IG	CO	\$20.03	\$21.04	\$22.09	\$23.17	\$24.33	\$24.93
BUILDING INSPECTOR III	53	Misc.	IG	CO	\$24.56	\$25.80	\$27.08	\$28.44	\$29.85	\$30.59

BUILDING MAINTENANCE WORKER I	30	Misc.	IG	CO	\$14.30	\$15.00	\$15.79	\$16.55	\$17.38	\$17.82
BUILDING MAINTENANCE WORKER II	34	Misc.	IG	CO	\$15.79	\$16.55	\$17.38	\$18.24	\$19.16	\$19.65
BUILDING MAINTENANCE WORKER III	37	Misc.	IG	CO	\$16.95	\$17.79	\$18.70	\$19.64	\$20.60	\$21.13
BUS DRIVER	32	Misc.	IG	CO	\$15.00	\$15.79	\$16.55	\$17.38	\$18.24	\$18.70
CADASTRAL MAPPING TECH	32	Misc.	IG	CO	\$15.00	\$15.79	\$16.55	\$17.38	\$18.24	\$18.70
CERTIFIED AOD COUNSELOR I	41	Misc.	IG	CO	\$18.60	\$19.55	\$20.51	\$21.54	\$22.60	\$23.16
CERTIFIED AOD COUNSELOR II	43	Misc.	IG	CO	\$19.55	\$20.51	\$21.54	\$22.60	\$23.73	\$24.33
CHIEF ANIMAL CONTROL OFFICER	40	Misc.	IG	CO	\$18.15	\$19.07	\$20.03	\$21.04	\$22.09	\$22.63
CHILD SUPPORT SPECIALIST I	34	Misc.	IG	CO	\$15.79	\$16.55	\$17.38	\$18.24	\$19.16	\$19.65
CHILD SUPPORT SPECIALIST II	37	Misc.	IG	CO	\$16.95	\$17.79	\$18.70	\$19.64	\$20.60	\$21.13
CHILD SUPPORT SPECIALIST III	40	Misc.	IG	CO	\$18.15	\$19.07	\$20.03	\$21.04	\$22.09	\$22.63
CIVIL ENGINEER ASSISTANT	58	Misc.	IG	CO	\$27.78	\$29.17	\$30.63	\$32.16	\$33.77	\$34.62
CIVIL SERVICE PROCESS COORDINATOR	40	Misc.	IG	CO	\$18.15	\$19.07	\$20.03	\$21.04	\$22.09	\$22.63
CIVIL SERVICE PROCESSOR I	32	Misc.	IG	CO	\$15.00	\$15.79	\$16.55	\$17.38	\$18.24	\$18.70
CODE ENFORCEMENT OFFICER	46	Misc.	IG	CO	\$20.73	\$21.76	\$22.83	\$23.98	\$25.17	\$25.81
COMMUNICATIONS DISPATCHER I	32	Misc.	IG	CO	\$15.00	\$15.79	\$16.55	\$17.38	\$18.24	\$18.70
COMMUNICATIONS DISPATCHER II	38	Misc.	IG	CO	\$17.38	\$18.24	\$19.16	\$20.12	\$21.14	\$21.64
COMMUNITY OUTREACH COORDINATOR I	34	Misc.	IG	CO	\$15.79	\$16.55	\$17.38	\$18.24	\$19.16	\$19.65
COMMUNITY OUTREACH COORDINATOR II	38	Misc.	IG	CO	\$17.38	\$18.24	\$19.16	\$20.12	\$21.14	\$21.64
COMPUTER MAPPING SPECIALIST	40	Misc.	IG	CO	\$18.15	\$19.07	\$20.03	\$21.04	\$22.09	\$22.63
COOPERATIVE EXT COORDINATOR	34	Misc.	IG	CO	\$15.79	\$16.55	\$17.38	\$18.24	\$19.16	\$19.65
COUNTY TRAPPER	42	Misc.	IG	CO	\$19.07	\$20.03	\$21.04	\$22.09	\$23.17	\$23.76
CRIME ANALYST	42	Misc.	IG	CO	\$19.07	\$20.03	\$21.04	\$22.09	\$23.17	\$23.76
CRIMINAL RECORDS TECHNICIAN I	30	Misc.	IG	CO	\$14.30	\$15.00	\$15.79	\$16.55	\$17.38	\$17.82
CRIMINAL RECORDS TECHNICIAN II	32	Misc.	IG	CO	\$15.00	\$15.79	\$16.55	\$17.38	\$18.24	\$18.70
DEPUTY PUBLIC GUARD/CONS ASST	134	Misc.	IG	CO	\$17.18	\$18.04	\$18.95	\$19.87	\$20.90	\$21.43
DRIVER	24	Misc.	IG	CO	\$12.34	\$12.97	\$13.60	\$14.30	\$15.00	\$15.40
DRUG COURT ASST	30	Misc.	IG	CO	\$14.30	\$15.00	\$15.79	\$16.55	\$17.38	\$17.82
ELDER ABUSE ADVOCATE	37	Misc.	IG	CO	\$16.95	\$17.79	\$18.70	\$19.64	\$20.60	\$21.13
ELECTIONS/BOARD CLERK I	29	Misc.	IG	CO	\$13.95	\$14.63	\$15.37	\$16.15	\$16.95	\$17.38
ELECTIONS/BOARD CLERK II	32	Misc.	IG	CO	\$15.00	\$15.79	\$16.55	\$17.38	\$18.24	\$18.70
ELIGIBILITY/SOCIAL SERVICES ASSISTANT I	26	Misc.	IG	CO	\$12.97	\$13.60	\$14.30	\$15.00	\$15.79	\$16.16
ELIGIBILITY/SOCIAL SERVICES ASSISTANT II	28	Misc.	IG	CO	\$13.60	\$14.30	\$15.00	\$15.79	\$16.55	\$16.96

ELIGIBILITY/SOCIAL SERVICES ASSISTANT III	32	Misc.	IG	CO	\$15.00	\$15.79	\$16.55	\$17.38	\$18.24	\$18.70
ELIGIBILITY WORKER I	36	Misc.	IG	CO	\$16.55	\$17.38	\$18.24	\$19.16	\$20.12	\$20.62
ELIGIBILITY WORKER II	39	Misc.	IG	CO	\$17.70	\$18.60	\$19.55	\$20.51	\$21.54	\$22.08
ELIGIBILITY WORKER III	42	Misc.	IG	CO	\$19.07	\$20.03	\$21.04	\$22.09	\$23.17	\$23.76
EMERGENCY RESPONSE SPECIALIST	41	Misc.	IG	CO	\$18.60	\$19.55	\$20.51	\$21.54	\$22.60	\$23.16
EMERGENCY SERVICE OFFICER	41	Misc.	IG	CO	\$18.60	\$19.55	\$20.51	\$21.54	\$22.60	\$23.16
EMPLOYMENT & TRAINING WORKER I	36	Misc.	IG	CO	\$16.55	\$17.38	\$18.24	\$19.16	\$20.12	\$20.62
EMPLOYMENT & TRAINING WORKER II	39	Misc.	IG	CO	\$17.70	\$18.60	\$19.55	\$20.51	\$21.54	\$22.08
EMPLOYMENT & TRAINING WORKER III	42	Misc.	IG	CO	\$19.07	\$20.03	\$21.04	\$22.09	\$23.17	\$23.76
ENGINEERING TECHNICIAN I	38	Misc.	IG	CO	\$17.38	\$18.24	\$19.16	\$20.12	\$21.14	\$21.64
ENGINEERING TECHNICIAN II	44	Misc.	IG	CO	\$20.03	\$21.04	\$22.09	\$23.17	\$24.33	\$24.93
ENGINEERING TECHNICIAN III	48	Misc.	IG	CO	\$21.76	\$22.83	\$23.98	\$25.17	\$26.43	\$27.09
ENVIRONMENTAL COMPLIANCE SPECIALIST	54	Misc.	IG	CO	\$25.17	\$26.43	\$27.78	\$29.12	\$30.58	\$31.34
EVIDENCE ROOM COORDINATOR	43	Misc.	IG	CO	\$19.55	\$20.51	\$21.54	\$22.60	\$23.73	\$24.33
EVIDENCE/PROPERTY COORDINATOR	43	Misc.	IG	CO	\$19.55	\$20.51	\$21.54	\$22.60	\$23.73	\$24.33
EXECUTIVE SECRETARY	38	Misc.	IG	CO	\$17.38	\$18.24	\$19.16	\$20.12	\$21.14	\$21.64
FISCAL ASSISTANT	28	Misc.	IG	CO	\$13.60	\$14.30	\$15.00	\$15.79	\$16.55	\$16.96
FISCAL SUPPORT COORDINATOR	38	Misc.	IG	CO	\$17.38	\$18.24	\$19.16	\$20.12	\$21.14	\$21.64
FISCAL TECHNICIAN I	34	Misc.	IG	CO	\$15.79	\$16.55	\$17.38	\$18.24	\$19.16	\$19.65
FISCAL TECHNICIAN II	37	Misc.	IG	CO	\$16.95	\$17.79	\$18.70	\$19.64	\$20.60	\$21.13
FISCAL TECHNICIAN III	40	Misc.	IG	CO	\$18.15	\$19.07	\$20.03	\$21.04	\$22.09	\$22.63
FLEET COORDINATOR/INFORMATION SYSTEM SPECIALIST	42	Misc.	IG	CO	\$19.07	\$20.03	\$21.04	\$22.09	\$23.17	\$23.76
FORENSIC TECHNICIAN	41	Misc.	IG	CO	\$18.60	\$19.55	\$20.51	\$21.54	\$22.60	\$23.16
GENERAL SERVICES RECYCLE/GRANT COORDINATOR	34	Misc.	IG	CO	\$15.79	\$16.55	\$17.38	\$18.24	\$19.16	\$19.65
GEOGRAPHIC INFORM SYSTEMS SPECIALIST	50	Misc.	IG	CO	\$22.83	\$23.98	\$25.17	\$26.43	\$27.78	\$28.47
HEALTH SUPPORT ASSISTANT	28	Misc.	IG	CO	\$13.60	\$14.30	\$15.00	\$15.79	\$16.55	\$16.96
HEALTH ASSISTANT	32	Misc.	IG	CO	\$15.00	\$15.79	\$16.55	\$17.38	\$18.24	\$18.70
HEALTH EDUCATOR	55	Misc.	IG	CO	\$25.80	\$27.10	\$28.47	\$29.85	\$31.34	\$32.12
HEALTH INFORMATION ASSISTANT	34	Misc.	IG	CO	\$15.79	\$16.55	\$17.38	\$18.24	\$19.16	\$19.65
HEALTH NAVIGATOR	32	Misc.	IG	CO	\$15.00	\$15.79	\$16.55	\$17.38	\$18.24	\$18.70
HUMAN SERVICES AGENCY PERSONNEL ASSISTANT	33	Misc.	IG	CO	\$15.37	\$16.15	\$16.95	\$17.79	\$18.70	\$19.16
INFORMATION SYSTEM SPEC I	42	Misc.	IG	CO	\$19.07	\$20.03	\$21.04	\$22.09	\$23.17	\$23.76
INFORMATION SYSTEM SPEC II	46	Misc.	IG	CO	\$20.73	\$21.76	\$22.83	\$23.98	\$25.17	\$25.81

INFORMATION SYSTEM SPEC III	50	Misc.	IG	CO	\$22.83	\$23.98	\$25.17	\$26.43	\$27.78	\$28.47
INFORMATION SYSTEM SPEC IV	53	Misc.	IG	CO	\$24.56	\$25.80	\$27.08	\$28.44	\$29.85	\$30.59
INFORMATION SYSTEM TECHNICIAN	38	Misc.	IG	CO	\$17.38	\$18.24	\$19.16	\$20.12	\$21.14	\$21.64
INSTITUTIONAL COOK	30	Misc.	IG	CO	\$14.30	\$15.00	\$15.79	\$16.55	\$17.38	\$17.82
INTEGRATED CASE WORKER I	36	Misc.	IG	CO	\$16.55	\$17.38	\$18.24	\$19.16	\$20.12	\$20.62
INTEGRATED CASE WORKER II	39	Misc.	IG	CO	\$17.70	\$18.60	\$19.55	\$20.51	\$21.54	\$22.08
INTEGRATED CASE WORKER III	42	Misc.	IG	CO	\$19.07	\$20.03	\$21.04	\$22.09	\$23.17	\$23.76
INVESTIGATIVE TECHNICIAN	43	Misc.	IG	CO	\$19.55	\$20.51	\$21.54	\$22.60	\$23.73	\$24.33
JANITOR	23	Misc.	IG	CO	\$12.05	\$12.66	\$13.29	\$13.95	\$14.63	\$15.00
JUNIOR CIVIL ENGINEER	50	Misc.	IG	CO	\$22.83	\$23.98	\$25.17	\$26.43	\$27.78	\$28.47
LEAD ADMIN SUPPORT ASSISTANT (previously Admin Support Asst III)	28	Misc.	IG	CO	\$13.60	\$14.30	\$15.00	\$15.79	\$16.55	\$16.96
LEAD JANITOR	26	Misc.	IG	CO	\$12.97	\$13.60	\$14.30	\$15.00	\$15.79	\$16.16
LEGAL ASSISTANT	40	Misc.	IG	CO	\$18.15	\$19.07	\$20.03	\$21.04	\$22.09	\$22.63
LEGAL OFFICE COODINATOR	42	Misc.	IG	CO	\$19.07	\$20.03	\$21.04	\$22.09	\$23.17	\$23.76
LEGAL SECRETARY	31	Misc.	IG	CO	\$14.63	\$15.37	\$16.15	\$16.95	\$17.79	\$18.24
LIBRARY TECHNICIAN	31	Misc.	IG	CO	\$14.63	\$15.37	\$16.15	\$16.95	\$17.79	\$18.24
MANAGEMENT ANALYST I	42	Misc.	IG	CO	\$19.07	\$20.03	\$21.04	\$22.09	\$23.17	\$23.76
MUSEUM COORDINATOR	46	Misc.	IG	CO	\$20.73	\$21.76	\$22.83	\$23.98	\$25.17	\$25.81
NATURAL RESOURCES SPECIALIST	46	Misc.	IG	CO	\$20.73	\$21.76	\$22.83	\$23.98	\$25.17	\$25.81
NUTRITION ASSISTANT	32	Misc.	IG	CO	\$15.00	\$15.79	\$16.55	\$17.38	\$18.24	\$18.70
NUTRITION/LACTATION COORDINATOR	41	Misc.	IG	CO	\$18.60	\$19.55	\$20.51	\$21.54	\$22.60	\$23.16
NUTRITION SUPPORT ASSISTANT	28	Misc.	IG	CO	\$13.60	\$14.30	\$15.00	\$15.79	\$16.55	\$16.96
PATIENT RIGHTS ADVOCATE	40	Misc.	IG	CO	\$18.15	\$19.07	\$20.03	\$21.04	\$22.09	\$22.63
PATIENT RIGHTS ADVOCATE/HEALTH ASSISTANT	37	Misc.	IG	CO	\$16.95	\$17.79	\$18.70	\$19.64	\$20.60	\$21.13
PAYROLL TECHNICIAN	41	Misc.	IG	CO	\$18.60	\$19.55	\$20.51	\$21.54	\$22.60	\$23.16
PERMIT TECHNICIAN	35	Misc.	IG	CO	\$16.15	\$16.95	\$17.79	\$18.70	\$19.64	\$20.13
PLANNING TECHNICIAN	35	Misc.	IG	CO	\$16.15	\$16.95	\$17.79	\$18.70	\$19.64	\$20.13
PROBATION AIDE	34	Misc.	IG	CO	\$15.79	\$16.55	\$17.38	\$18.24	\$19.16	\$19.65
PROBATION COLLECTIONS OFFICER	30	Misc.	IG	CO	\$14.30	\$15.00	\$15.79	\$16.55	\$17.38	\$17.82
PROGRAM COORDINATOR (BHS)	46	Misc.	IG	CO	\$20.73	\$21.76	\$22.83	\$23.98	\$25.17	\$25.81
SECRETARY	34	Misc.	IG	CO	\$15.79	\$16.55	\$17.38	\$18.24	\$19.16	\$19.65
SENIOR ASSESSOR-RECORDER TECHNICIAN	136	Misc.	IG	CO	\$17.96	\$18.85	\$19.76	\$20.79	\$21.80	\$22.35

SENIOR BOARD CLERK	32	Misc.	IG	CO	\$15.00	\$15.79	\$16.55	\$17.38	\$18.24	\$18.70
SENIOR BUS DRIVER	34	Misc.	IG	CO	\$15.79	\$16.55	\$17.38	\$18.24	\$19.16	\$19.65
SENIOR CADASTRAL MAPPING TECH	38	Misc.	IG	CO	\$17.38	\$18.24	\$19.16	\$20.12	\$21.14	\$21.64
SENIOR COMMUNICATIONS DISPATCHER	40	Misc.	IG	CO	\$18.15	\$19.07	\$20.03	\$21.04	\$22.09	\$22.63
SENIOR FORENSIC TECHNICIAN	45	Misc.	IG	CO	\$20.51	\$21.54	\$22.60	\$23.73	\$24.93	\$25.56
SENIOR LEGAL SECRETARY	34	Misc.	IG	CO	\$15.79	\$16.55	\$17.38	\$18.24	\$19.16	\$19.65
SHERIFF/JAIL CORRECTIONS SERVICE SPECIALIST	30	Misc.	IG	CO	\$14.30	\$15.00	\$15.79	\$16.55	\$17.38	\$17.82
SOCIAL WORKER ASSISTANT	130	Misc.	IG	CO	\$15.51	\$16.33	\$17.18	\$18.04	\$18.95	\$19.41
SOCIAL WORKER I	136	Misc.	IG	CO	\$17.96	\$18.85	\$19.76	\$20.79	\$21.80	\$22.35
SOCIAL WORKER II	139	Misc.	IG	CO	\$19.31	\$20.28	\$21.28	\$22.33	\$23.45	\$24.05
SOCIAL WORKER III	142	Misc.	IG	CO	\$20.79	\$21.80	\$22.89	\$24.08	\$25.25	\$25.88
STAFF SERVICES ANALYST I	42	Misc.	IG	CO	\$19.07	\$20.03	\$21.04	\$22.09	\$23.17	\$23.76
STAFF SERVICES ANALYST II	45	Misc.	IG	CO	\$20.51	\$21.54	\$22.60	\$23.73	\$24.93	\$25.56
SUPPORT SERVICES TECHNICIAN	32	Misc.	IG	CO	\$15.00	\$15.79	\$16.55	\$17.38	\$18.24	\$18.70
SUPPORT SERVICES WORKER	30	Misc.	IG	CO	\$14.30	\$15.00	\$15.79	\$16.55	\$17.38	\$17.82
SYSTEM SUPPORT ANALYST	40	Misc.	IG	CO	\$18.15	\$19.07	\$20.03	\$21.04	\$22.09	\$22.63
TAX COLLECTION TECHNICIAN	34	Misc.	IG	CO	\$15.79	\$16.55	\$17.38	\$18.24	\$19.16	\$19.65
TRANSPORTATION ANALYST I	32	Misc.	IG	CO	\$15.00	\$15.79	\$16.55	\$17.38	\$18.24	\$18.70
TRANSPORTATION ANALYST II	37	Misc.	IG	CO	\$16.95	\$17.79	\$18.70	\$19.64	\$20.60	\$21.13
TRANSPORTATION SERVICES COORDINATOR	46	Misc.	IG	CO	\$20.73	\$21.76	\$22.83	\$23.98	\$25.17	\$25.81
TREASURY/TAX COLLECTOR SPEC I	44	Misc.	IG	CO	\$20.03	\$21.04	\$22.09	\$23.17	\$24.33	\$24.93
TREASURY/TAX COLLECTOR SPEC II	50	Misc.	IG	CO	\$22.83	\$23.98	\$25.17	\$26.43	\$27.78	\$28.47
VEGETATION CONTROL SPECIALIST	30	Misc.	IG	CO	\$14.30	\$15.00	\$15.79	\$16.55	\$17.38	\$17.82
VETERANS SERVICE OFFICER	33	Misc.	IG	CO	\$15.37	\$16.15	\$16.95	\$17.79	\$18.70	\$19.16
VETERANS SVCS REPRESENTATIVE I	28	Misc.	IG	CO	\$13.60	\$14.30	\$15.00	\$15.79	\$16.55	\$16.96
VETERANS SVCS REPRESENTATIVE II	33	Misc.	IG	CO	\$15.37	\$16.15	\$16.95	\$17.79	\$18.70	\$19.16
VICTIM/WITNESS ADVOCATE I	34	Misc.	IG	CO	\$15.79	\$16.55	\$17.38	\$18.24	\$19.16	\$19.65
VICTIM/WITNESS ADVOCATE II	37	Misc.	IG	CO	\$16.95	\$17.79	\$18.70	\$19.64	\$20.60	\$21.13
WELFARE INVESTIGATOR I	43	Misc.	IG	CO	\$19.55	\$20.51	\$21.54	\$22.60	\$23.73	\$24.33
WELFARE INVESTIGATOR II	47	Misc.	IG	CO	\$21.22	\$22.27	\$23.38	\$24.56	\$25.80	\$26.44

Salary Table with 2.75% COLA effective May 3, 2020

JOB CLASSIFICATION	Range	MOU	Unit	FLSA	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
ACCOUNTANT/AUDITOR II	44	Misc.	IG	CO	20.58	21.62	22.70	23.81	25.00	25.62
ACCOUNTANT/AUDITOR III	50	Misc.	IG	CO	23.46	24.64	25.86	27.16	28.54	29.25
ACCOUNTING SPECIALIST	42	Misc.	IG	CO	19.59	20.58	21.62	22.70	23.81	24.41
ADMIN SUPPORT ASSISTANT	26	Misc.	IG	CO	13.33	13.97	14.69	15.41	16.22	16.60
AGR & STANDARDS TECHNICIAN	36	Misc.	IG	CO	17.01	17.86	18.74	19.69	20.67	21.19
AGRICULTURE TECH II	42	Misc.	IG	CO	19.59	20.58	21.62	22.70	23.81	24.41
AIR POLLUTION SPECIALIST I	43	Misc.	IG	CO	20.09	21.07	22.13	23.22	24.38	25.00
AIR POLLUTION SPECIALIST II	47	Misc.	IG	CO	21.80	22.88	24.02	25.24	26.51	27.17
ANIMAL CONTROL OFFICER	34	Misc.	IG	CO	16.22	17.01	17.86	18.74	19.69	20.19
ANIMAL SHELTER COORDINATOR	30	Misc.	IG	CO	14.69	15.41	16.22	17.01	17.86	18.31
ANIMAL SHELTER TECHNICIAN	26	Misc.	IG	CO	13.33	13.97	14.69	15.41	16.22	16.60
ASSESSOR-RECORDER ASSISTANT	27	Misc.	IG	CO	13.66	14.33	15.03	15.79	16.59	17.01
ASSESSOR-RECORDER TECHNICIAN	33	Misc.	IG	CO	15.79	16.59	17.42	18.28	19.21	19.69
ASSOCIATE PLANNER	46	Misc.	IG	CO	21.30	22.36	23.46	24.64	25.86	26.52
ASST PLANNER	42	Misc.	IG	CO	19.59	20.58	21.62	22.70	23.81	24.41
ASST PUBLIC ADMINISTRATOR	34	Misc.	IG	CO	16.22	17.01	17.86	18.74	19.69	20.19
BEHAV HEALTH CLINICIAN I (Enrolled in Graduate Program) (unlicensed))	42	Misc.	IG	CO	19.59	20.58	21.62	22.70	23.81	24.41
BEHAV HEALTH CRISIS WORKER I	44	Misc.	IG	CO	20.58	21.62	22.70	23.81	25.00	25.62
BEHAV HEALTH CRISIS WORKER II	49	Misc.	IG	CO	22.88	24.02	25.24	26.51	27.82	28.52
BEHAV HEALTH PEER SPECIALIST	32	Misc.	IG	CO	15.41	16.22	17.01	17.86	18.74	19.21
BEHAV HEALTH SVCS ASSISTANT	24	Misc.	IG	CO	12.68	13.33	13.97	14.69	15.41	15.82
BEHAV HEALTH SVCS SPECIALIST I	36	Misc.	IG	CO	17.01	17.86	18.74	19.69	20.67	21.19
BEHAV HEALTH SVCS SPECIALIST II	42	Misc.	IG	CO	19.59	20.58	21.62	22.70	23.81	24.41
BOARD CLERK	28	Misc.	IG	CO	13.97	14.69	15.41	16.22	17.01	17.43
BRANCH LIBRARY ASSISTANT I	29	Misc.	IG	CO	14.33	15.03	15.79	16.59	17.42	17.86
BRANCH LIBRARY ASSISTANT II	31	Misc.	IG	CO	15.03	15.79	16.59	17.42	18.28	18.74
BUILDING INFORMATION ASSISTANT	34	Misc.	IG	CO	16.22	17.01	17.86	18.74	19.69	20.19
BUILDING INSPECTOR I	40	Misc.	IG	CO	18.65	19.59	20.58	21.62	22.70	23.25
BUILDING INSPECTOR II	44	Misc.	IG	CO	20.58	21.62	22.70	23.81	25.00	25.62
BUILDING INSPECTOR III	53	Misc.	IG	CO	25.24	26.51	27.82	29.22	30.67	31.43

BUILDING MAINTENANCE WORKER I	30	Misc.	IG	CO	14.69	15.41	16.22	17.01	17.86	18.31
BUILDING MAINTENANCE WORKER II	34	Misc.	IG	CO	16.22	17.01	17.86	18.74	19.69	20.19
BUILDING MAINTENANCE WORKER III	37	Misc.	IG	CO	17.42	18.28	19.21	20.18	21.17	21.71
BUS DRIVER	32	Misc.	IG	CO	15.41	16.22	17.01	17.86	18.74	19.21
CADASTRAL MAPPING TECH	32	Misc.	IG	CO	15.41	16.22	17.01	17.86	18.74	19.21
CERTIFIED AOD COUNSELOR I	41	Misc.	IG	CO	19.11	20.09	21.07	22.13	23.22	23.80
CERTIFIED AOD COUNSELOR II	43	Misc.	IG	CO	20.09	21.07	22.13	23.22	24.38	25.00
CHIEF ANIMAL CONTROL OFFICER	40	Misc.	IG	CO	18.65	19.59	20.58	21.62	22.70	23.25
CHILD SUPPORT SPECIALIST I	34	Misc.	IG	CO	16.22	17.01	17.86	18.74	19.69	20.19
CHILD SUPPORT SPECIALIST II	37	Misc.	IG	CO	17.42	18.28	19.21	20.18	21.17	21.71
CHILD SUPPORT SPECIALIST III	40	Misc.	IG	CO	18.65	19.59	20.58	21.62	22.70	23.25
CIVIL ENGINEER ASSISTANT	58	Misc.	IG	CO	28.54	29.97	31.47	33.04	34.70	35.57
CIVIL SERVICE PROCESS COORDINATOR	40	Misc.	IG	CO	18.65	19.59	20.58	21.62	22.70	23.25
CIVIL SERVICE PROCESSOR I	32	Misc.	IG	CO	15.41	16.22	17.01	17.86	18.74	19.21
CODE ENFORCEMENT OFFICER	46	Misc.	IG	CO	21.30	22.36	23.46	24.64	25.86	26.52
COMMUNICATIONS DISPATCHER I	32	Misc.	IG	CO	15.41	16.22	17.01	17.86	18.74	19.21
COMMUNICATIONS DISPATCHER II	38	Misc.	IG	CO	17.86	18.74	19.69	20.67	21.72	22.24
COMMUNITY OUTREACH COORDINATOR I	34	Misc.	IG	CO	16.22	17.01	17.86	18.74	19.69	20.19
COMMUNITY OUTREACH COORDINATOR II	38	Misc.	IG	CO	17.86	18.74	19.69	20.67	21.72	22.24
COMPUTER MAPPING SPECIALIST	40	Misc.	IG	CO	18.65	19.59	20.58	21.62	22.70	23.25
COOPERATIVE EXT COORDINATOR	34	Misc.	IG	CO	16.22	17.01	17.86	18.74	19.69	20.19
COUNTY TRAPPER	42	Misc.	IG	CO	19.59	20.58	21.62	22.70	23.81	24.41
CRIME ANALYST	42	Misc.	IG	CO	19.59	20.58	21.62	22.70	23.81	24.41
CRIMINAL RECORDS TECHNICIAN I	30	Misc.	IG	CO	14.69	15.41	16.22	17.01	17.86	18.31
CRIMINAL RECORDS TECHNICIAN II	32	Misc.	IG	CO	15.41	16.22	17.01	17.86	18.74	19.21
DEPUTY PUBLIC GUARD/CONS ASST	134	Misc.	IG	CO	17.65	18.54	19.47	20.42	21.47	22.02
DRIVER	24	Misc.	IG	CO	12.68	13.33	13.97	14.69	15.41	15.82
DRUG COURT ASST	30	Misc.	IG	CO	14.69	15.41	16.22	17.01	17.86	18.31
ELDER ABUSE ADVOCATE	37	Misc.	IG	CO	17.42	18.28	19.21	20.18	21.17	21.71
ELECTIONS/BOARD CLERK I	29	Misc.	IG	CO	14.33	15.03	15.79	16.59	17.42	17.86
ELECTIONS/BOARD CLERK II	32	Misc.	IG	CO	15.41	16.22	17.01	17.86	18.74	19.21
ELIGIBILITY/SOCIAL SERVICES ASSISTANT I	26	Misc.	IG	CO	13.33	13.97	14.69	15.41	16.22	16.60
ELIGIBILITY/SOCIAL SERVICES ASSISTANT II	28	Misc.	IG	CO	13.97	14.69	15.41	16.22	17.01	17.43

ELIGIBILITY/SOCIAL SERVICES ASSISTANT III	32	Misc.	IG	CO	15.41	16.22	17.01	17.86	18.74	19.21
ELIGIBILITY WORKER I	36	Misc.	IG	CO	17.01	17.86	18.74	19.69	20.67	21.19
ELIGIBILITY WORKER II	39	Misc.	IG	CO	18.19	19.11	20.09	21.07	22.13	22.69
ELIGIBILITY WORKER III	42	Misc.	IG	CO	19.59	20.58	21.62	22.70	23.81	24.41
EMERGENCY RESPONSE SPECIALIST	41	Misc.	IG	CO	19.11	20.09	21.07	22.13	23.22	23.80
EMERGENCY SERVICE OFFICER	41	Misc.	IG	CO	19.11	20.09	21.07	22.13	23.22	23.80
EMPLOYMENT & TRAINING WORKER I	36	Misc.	IG	CO	17.01	17.86	18.74	19.69	20.67	21.19
EMPLOYMENT & TRAINING WORKER II	39	Misc.	IG	CO	18.19	19.11	20.09	21.07	22.13	22.69
EMPLOYMENT & TRAINING WORKER III	42	Misc.	IG	CO	19.59	20.58	21.62	22.70	23.81	24.41
ENGINEERING TECHNICIAN I	38	Misc.	IG	CO	17.86	18.74	19.69	20.67	21.72	22.24
ENGINEERING TECHNICIAN II	44	Misc.	IG	CO	20.58	21.62	22.70	23.81	25.00	25.62
ENGINEERING TECHNICIAN III	48	Misc.	IG	CO	22.36	23.46	24.64	25.86	27.16	27.83
ENVIRONMENTAL COMPLIANCE SPECIALIST	54	Misc.	IG	CO	25.86	27.16	28.54	29.92	31.42	32.20
EVIDENCE ROOM COORDINATOR	43	Misc.	IG	CO	20.09	21.07	22.13	23.22	24.38	25.00
EVIDENCE/PROPERTY COORDINATOR	43	Misc.	IG	CO	20.09	21.07	22.13	23.22	24.38	25.00
EXECUTIVE SECRETARY	38	Misc.	IG	CO	17.86	18.74	19.69	20.67	21.72	22.24
FISCAL ASSISTANT	28	Misc.	IG	CO	13.97	14.69	15.41	16.22	17.01	17.43
FISCAL SUPPORT COORDINATOR	38	Misc.	IG	CO	17.86	18.74	19.69	20.67	21.72	22.24
FISCAL TECHNICIAN I	34	Misc.	IG	CO	16.22	17.01	17.86	18.74	19.69	20.19
FISCAL TECHNICIAN II	37	Misc.	IG	CO	17.42	18.28	19.21	20.18	21.17	21.71
FISCAL TECHNICIAN III	40	Misc.	IG	CO	18.65	19.59	20.58	21.62	22.70	23.25
FLEET COORDINATOR/INFORMATION SYSTEM SPECIALIST	42	Misc.	IG	CO	19.59	20.58	21.62	22.70	23.81	24.41
FORENSIC TECHNICIAN	41	Misc.	IG	CO	19.11	20.09	21.07	22.13	23.22	23.80
GENERAL SERVICES RECYCLE/GRANT COORDINATOR	34	Misc.	IG	CO	16.22	17.01	17.86	18.74	19.69	20.19
GEOGRAPHIC INFORM SYSTEMS SPECIALIST	50	Misc.	IG	CO	23.46	24.64	25.86	27.16	28.54	29.25
HEALTH SUPPORT ASSISTANT	28	Misc.	IG	CO	13.97	14.69	15.41	16.22	17.01	17.43
HEALTH ASSISTANT	32	Misc.	IG	CO	15.41	16.22	17.01	17.86	18.74	19.21
HEALTH EDUCATOR	55	Misc.	IG	CO	26.51	27.85	29.25	30.67	32.20	33.00
HEALTH INFORMATION ASSISTANT	34	Misc.	IG	CO	16.22	17.01	17.86	18.74	19.69	20.19
HEALTH NAVIGATOR	32	Misc.	IG	CO	15.41	16.22	17.01	17.86	18.74	19.21
HUMAN SERVICES AGENCY PERSONNEL ASSISTANT	33	Misc.	IG	CO	15.79	16.59	17.42	18.28	19.21	19.69
INFORMATION SYSTEM SPEC I	42	Misc.	IG	CO	19.59	20.58	21.62	22.70	23.81	24.41
INFORMATION SYSTEM SPEC II	46	Misc.	IG	CO	21.30	22.36	23.46	24.64	25.86	26.52

INFORMATION SYSTEM SPEC III	50	Misc.	IG	CO	23.46	24.64	25.86	27.16	28.54	29.25
INFORMATION SYSTEM SPEC IV	53	Misc.	IG	CO	25.24	26.51	27.82	29.22	30.67	31.43
INFORMATION SYSTEM TECHNICIAN	38	Misc.	IG	CO	17.86	18.74	19.69	20.67	21.72	22.24
INSTITUTIONAL COOK	30	Misc.	IG	CO	14.69	15.41	16.22	17.01	17.86	18.31
INTEGRATED CASE WORKER I	36	Misc.	IG	CO	17.01	17.86	18.74	19.69	20.67	21.19
INTEGRATED CASE WORKER II	39	Misc.	IG	CO	18.19	19.11	20.09	21.07	22.13	22.69
INTEGRATED CASE WORKER III	42	Misc.	IG	CO	19.59	20.58	21.62	22.70	23.81	24.41
INVESTIGATIVE TECHNICIAN	43	Misc.	IG	CO	20.09	21.07	22.13	23.22	24.38	25.00
JANITOR	23	Misc.	IG	CO	12.38	13.01	13.66	14.33	15.03	15.41
JUNIOR CIVIL ENGINEER	50	Misc.	IG	CO	23.46	24.64	25.86	27.16	28.54	29.25
LEAD ADMIN SUPPORT ASSISTANT (previously Admin Support Asst III)	28	Misc.	IG	CO	13.97	14.69	15.41	16.22	17.01	17.43
LEAD JANITOR	26	Misc.	IG	CO	13.33	13.97	14.69	15.41	16.22	16.60
LEGAL ASSISTANT	40	Misc.	IG	CO	18.65	19.59	20.58	21.62	22.70	23.25
LEGAL OFFICE COODINATOR	42	Misc.	IG	CO	19.59	20.58	21.62	22.70	23.81	24.41
LEGAL SECRETARY	31	Misc.	IG	CO	15.03	15.79	16.59	17.42	18.28	18.74
LIBRARY TECHNICIAN	31	Misc.	IG	CO	15.03	15.79	16.59	17.42	18.28	18.74
MANAGEMENT ANALYST I	42	Misc.	IG	CO	19.59	20.58	21.62	22.70	23.81	24.41
MUSEUM COORDINATOR	46	Misc.	IG	CO	21.30	22.36	23.46	24.64	25.86	26.52
NATURAL RESOURCES SPECIALIST	46	Misc.	IG	CO	21.30	22.36	23.46	24.64	25.86	26.52
NUTRITION ASSISTANT	32	Misc.	IG	CO	15.41	16.22	17.01	17.86	18.74	19.21
NUTRITION/LACTATION COORDINATOR	41	Misc.	IG	CO	19.11	20.09	21.07	22.13	23.22	23.80
NUTRITION SUPPORT ASSISTANT	28	Misc.	IG	CO	13.97	14.69	15.41	16.22	17.01	17.43
PATIENT RIGHTS ADVOCATE	40	Misc.	IG	CO	18.65	19.59	20.58	21.62	22.70	23.25
PATIENT RIGHTS ADVOCATE/HEALTH ASSISTANT	37	Misc.	IG	CO	17.42	18.28	19.21	20.18	21.17	21.71
PAYROLL TECHNICIAN	41	Misc.	IG	CO	19.11	20.09	21.07	22.13	23.22	23.80
PERMIT TECHNICIAN	35	Misc.	IG	CO	16.59	17.42	18.28	19.21	20.18	20.68
PLANNING TECHNICIAN	35	Misc.	IG	CO	16.59	17.42	18.28	19.21	20.18	20.68
PROBATION AIDE	34	Misc.	IG	CO	16.22	17.01	17.86	18.74	19.69	20.19
PROBATION COLLECTIONS OFFICER	30	Misc.	IG	CO	14.69	15.41	16.22	17.01	17.86	18.31
PROGRAM COORDINATOR (BHS)	46	Misc.	IG	CO	21.30	22.36	23.46	24.64	25.86	26.52
SECRETARY	34	Misc.	IG	CO	16.22	17.01	17.86	18.74	19.69	20.19
SENIOR ASSESSOR-RECORDER TECHNICIAN	136	Misc.	IG	CO	18.45	19.37	20.30	21.36	22.40	22.96

SENIOR BOARD CLERK	32	Misc.	IG	CO	15.41	16.22	17.01	17.86	18.74	19.21
SENIOR BUS DRIVER	34	Misc.	IG	CO	16.22	17.01	17.86	18.74	19.69	20.19
SENIOR CADASTRAL MAPPING TECH	38	Misc.	IG	CO	17.86	18.74	19.69	20.67	21.72	22.24
SENIOR COMMUNICATIONS DISPATCHER	40	Misc.	IG	CO	18.65	19.59	20.58	21.62	22.70	23.25
SENIOR FORENSIC TECHNICIAN	45	Misc.	IG	CO	21.07	22.13	23.22	24.38	25.62	26.26
SENIOR LEGAL SECRETARY	34	Misc.	IG	CO	16.22	17.01	17.86	18.74	19.69	20.19
SHERIFF/JAIL CORRECTIONS SERVICE SPECIALIST	30	Misc.	IG	CO	14.69	15.41	16.22	17.01	17.86	18.31
SOCIAL WORKER ASSISTANT	130	Misc.	IG	CO	15.94	16.78	17.65	18.54	19.47	19.94
SOCIAL WORKER I	136	Misc.	IG	CO	18.45	19.37	20.30	21.36	22.40	22.96
SOCIAL WORKER II	139	Misc.	IG	CO	19.84	20.84	21.87	22.94	24.09	24.71
SOCIAL WORKER III	142	Misc.	IG	CO	21.36	22.40	23.52	24.74	25.94	26.59
STAFF SERVICES ANALYST I	42	Misc.	IG	CO	19.59	20.58	21.62	22.70	23.81	24.41
STAFF SERVICES ANALYST II	45	Misc.	IG	CO	21.07	22.13	23.22	24.38	25.62	26.26
SUPPORT SERVICES TECHNICIAN	32	Misc.	IG	CO	15.41	16.22	17.01	17.86	18.74	19.21
SUPPORT SERVICES WORKER	30	Misc.	IG	CO	14.69	15.41	16.22	17.01	17.86	18.31
SYSTEM SUPPORT ANALYST	40	Misc.	IG	CO	18.65	19.59	20.58	21.62	22.70	23.25
TAX COLLECTION TECHNICIAN	34	Misc.	IG	CO	16.22	17.01	17.86	18.74	19.69	20.19
TRANSPORTATION ANALYST I	32	Misc.	IG	CO	15.41	16.22	17.01	17.86	18.74	19.21
TRANSPORTATION ANALYST II	37	Misc.	IG	CO	17.42	18.28	19.21	20.18	21.17	21.71
TRANSPORTATION SERVICES COORDINATOR	46	Misc.	IG	CO	21.30	22.36	23.46	24.64	25.86	26.52
TREASURY/TAX COLLECTOR SPEC I	44	Misc.	IG	CO	20.58	21.62	22.70	23.81	25.00	25.62
TREASURY/TAX COLLECTOR SPEC II	50	Misc.	IG	CO	23.46	24.64	25.86	27.16	28.54	29.25
VEGETATION CONTROL SPECIALIST	30	Misc.	IG	CO	14.69	15.41	16.22	17.01	17.86	18.31
VETERANS SERVICE OFFICER	33	Misc.	IG	CO	15.79	16.59	17.42	18.28	19.21	19.69
VETERANS SVCS REPRESENTATIVE I	28	Misc.	IG	CO	13.97	14.69	15.41	16.22	17.01	17.43
VETERANS SVCS REPRESENTATIVE II	33	Misc.	IG	CO	15.79	16.59	17.42	18.28	19.21	19.69
VICTIM/WITNESS ADVOCATE I	34	Misc.	IG	CO	16.22	17.01	17.86	18.74	19.69	20.19
VICTIM/WITNESS ADVOCATE II	37	Misc.	IG	CO	17.42	18.28	19.21	20.18	21.17	21.71
WELFARE INVESTIGATOR I	43	Misc.	IG	CO	20.09	21.07	22.13	23.22	24.38	25.00
WELFARE INVESTIGATOR II	47	Misc.	IG	CO	21.80	22.88	24.02	25.24	26.51	27.17

Salary Table with 2% COLA effective May 2, 2021

JOB CLASSIFICATION	Range	MOU	Unit	FLSA	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
ACCOUNTANT/AUDITOR II	44	Misc.	IG	CO	20.99	22.05	23.15	24.28	25.50	26.13
ACCOUNTANT/AUDITOR III	50	Misc.	IG	CO	23.93	25.13	26.38	27.70	29.11	29.84
ACCOUNTING SPECIALIST	42	Misc.	IG	CO	19.99	20.99	22.05	23.15	24.28	24.90
ADMIN SUPPORT ASSISTANT	26	Misc.	IG	CO	13.59	14.25	14.99	15.72	16.55	16.94
AGR & STANDARDS TECHNICIAN	36	Misc.	IG	CO	17.35	18.22	19.12	20.08	21.09	21.61
AGRICULTURE TECH II	42	Misc.	IG	CO	19.99	20.99	22.05	23.15	24.28	24.90
AIR POLLUTION SPECIALIST I	43	Misc.	IG	CO	20.49	21.50	22.57	23.69	24.87	25.50
AIR POLLUTION SPECIALIST II	47	Misc.	IG	CO	22.24	23.34	24.50	25.74	27.04	27.71
ANIMAL CONTROL OFFICER	34	Misc.	IG	CO	16.55	17.35	18.22	19.12	20.08	20.59
ANIMAL SHELTER COORDINATOR	30	Misc.	IG	CO	14.99	15.72	16.55	17.35	18.22	18.68
ANIMAL SHELTER TECHNICIAN	26	Misc.	IG	CO	13.59	14.25	14.99	15.72	16.55	16.94
ASSESSOR-RECORDER ASSISTANT	27	Misc.	IG	CO	13.93	14.62	15.33	16.11	16.93	17.35
ASSESSOR-RECORDER TECHNICIAN	33	Misc.	IG	CO	16.11	16.93	17.76	18.64	19.60	20.08
ASSOCIATE PLANNER	46	Misc.	IG	CO	21.73	22.81	23.93	25.13	26.38	27.05
ASST PLANNER	42	Misc.	IG	CO	19.99	20.99	22.05	23.15	24.28	24.90
ASST PUBLIC ADMINISTRATOR	34	Misc.	IG	CO	16.55	17.35	18.22	19.12	20.08	20.59
BEHAV HEALTH CLINICIAN I (Enrolled in Graduate Program) (unlicensed))	42	Misc.	IG	CO	19.99	20.99	22.05	23.15	24.28	24.90
BEHAV HEALTH CRISIS WORKER I	44	Misc.	IG	CO	20.99	22.05	23.15	24.28	25.50	26.13
BEHAV HEALTH CRISIS WORKER II	49	Misc.	IG	CO	23.34	24.50	25.74	27.04	28.38	29.09
BEHAV HEALTH PEER SPECIALIST	32	Misc.	IG	CO	15.72	16.55	17.35	18.22	19.12	19.60
BEHAV HEALTH SVCS ASSISTANT	24	Misc.	IG	CO	12.93	13.59	14.25	14.99	15.72	16.14
BEHAV HEALTH SVCS SPECIALIST I	36	Misc.	IG	CO	17.35	18.22	19.12	20.08	21.09	21.61
BEHAV HEALTH SVCS SPECIALIST II	42	Misc.	IG	CO	19.99	20.99	22.05	23.15	24.28	24.90
BOARD CLERK	28	Misc.	IG	CO	14.25	14.99	15.72	16.55	17.35	17.77
BRANCH LIBRARY ASSISTANT I	29	Misc.	IG	CO	14.62	15.33	16.11	16.93	17.76	18.22
BRANCH LIBRARY ASSISTANT II	31	Misc.	IG	CO	15.33	16.11	16.93	17.76	18.64	19.12
BUILDING INFORMATION ASSISTANT	34	Misc.	IG	CO	16.55	17.35	18.22	19.12	20.08	20.59
BUILDING INSPECTOR I	40	Misc.	IG	CO	19.02	19.99	20.99	22.05	23.15	23.72

BUILDING INSPECTOR II	44	Misc.	IG	CO	20.99	22.05	23.15	24.28	25.50	26.13
BUILDING INSPECTOR III	53	Misc.	IG	CO	25.74	27.04	28.38	29.81	31.28	32.06
BUILDING MAINTENANCE WORKER I	30	Misc.	IG	CO	14.99	15.72	16.55	17.35	18.22	18.68
BUILDING MAINTENANCE WORKER II	34	Misc.	IG	CO	16.55	17.35	18.22	19.12	20.08	20.59
BUILDING MAINTENANCE WORKER III	37	Misc.	IG	CO	17.76	18.64	19.60	20.58	21.59	22.15
BUS DRIVER	32	Misc.	IG	CO	15.72	16.55	17.35	18.22	19.12	19.60
CADASTRAL MAPPING TECH	32	Misc.	IG	CO	15.72	16.55	17.35	18.22	19.12	19.60
CERTIFIED AOD COUNSELOR I	41	Misc.	IG	CO	19.49	20.49	21.50	22.57	23.69	24.27
CERTIFIED AOD COUNSELOR II	43	Misc.	IG	CO	20.49	21.50	22.57	23.69	24.87	25.50
CHIEF ANIMAL CONTROL OFFICER	40	Misc.	IG	CO	19.02	19.99	20.99	22.05	23.15	23.72
CHILD SUPPORT SPECIALIST I	34	Misc.	IG	CO	16.55	17.35	18.22	19.12	20.08	20.59
CHILD SUPPORT SPECIALIST II	37	Misc.	IG	CO	17.76	18.64	19.60	20.58	21.59	22.15
CHILD SUPPORT SPECIALIST III	40	Misc.	IG	CO	19.02	19.99	20.99	22.05	23.15	23.72
CIVIL ENGINEER ASSISTANT	58	Misc.	IG	CO	29.11	30.57	32.10	33.71	35.39	36.28
CIVIL SERVICE PROCESS COORDINATOR	40	Misc.	IG	CO	19.02	19.99	20.99	22.05	23.15	23.72
CIVIL SERVICE PROCESSOR I	32	Misc.	IG	CO	15.72	16.55	17.35	18.22	19.12	19.60
CODE ENFORCEMENT OFFICER	46	Misc.	IG	CO	21.73	22.81	23.93	25.13	26.38	27.05
COMMUNICATIONS DISPATCHER I	32	Misc.	IG	CO	15.72	16.55	17.35	18.22	19.12	19.60
COMMUNICATIONS DISPATCHER II	38	Misc.	IG	CO	18.22	19.12	20.08	21.09	22.16	22.68
COMMUNITY OUTREACH COORDINATOR I	34	Misc.	IG	CO	16.55	17.35	18.22	19.12	20.08	20.59
COMMUNITY OUTREACH COORDINATOR II	38	Misc.	IG	CO	18.22	19.12	20.08	21.09	22.16	22.68
COMPUTER MAPPING SPECIALIST	40	Misc.	IG	CO	19.02	19.99	20.99	22.05	23.15	23.72
COOPERATIVE EXT COORDINATOR	34	Misc.	IG	CO	16.55	17.35	18.22	19.12	20.08	20.59
COUNTY TRAPPER	42	Misc.	IG	CO	19.99	20.99	22.05	23.15	24.28	24.90
CRIME ANALYST	42	Misc.	IG	CO	19.99	20.99	22.05	23.15	24.28	24.90
CRIMINAL RECORDS TECHNICIAN I	30	Misc.	IG	CO	14.99	15.72	16.55	17.35	18.22	18.68
CRIMINAL RECORDS TECHNICIAN II	32	Misc.	IG	CO	15.72	16.55	17.35	18.22	19.12	19.60
DEPUTY PUBLIC GUARD/CONS ASST	134	Misc.	IG	CO	18.01	18.91	19.86	20.82	21.90	22.46
DRIVER	24	Misc.	IG	CO	12.93	13.59	14.25	14.99	15.72	16.14
DRUG COURT ASST	30	Misc.	IG	CO	14.99	15.72	16.55	17.35	18.22	18.68
ELDER ABUSE ADVOCATE	37	Misc.	IG	CO	17.76	18.64	19.60	20.58	21.59	22.15
ELECTIONS/BOARD CLERK I	29	Misc.	IG	CO	14.62	15.33	16.11	16.93	17.76	18.22
ELECTIONS/BOARD CLERK II	32	Misc.	IG	CO	15.72	16.55	17.35	18.22	19.12	19.60

ELIGIBILITY/SOCIAL SERVICES ASSISTANT I	26	Misc.	IG	CO	13.59	14.25	14.99	15.72	16.55	16.94
ELIGIBILITY/SOCIAL SERVICES ASSISTANT II	28	Misc.	IG	CO	14.25	14.99	15.72	16.55	17.35	17.77
ELIGIBILITY/SOCIAL SERVICES ASSISTANT III	32	Misc.	IG	CO	15.72	16.55	17.35	18.22	19.12	19.60
ELIGIBILITY WORKER I	36	Misc.	IG	CO	17.35	18.22	19.12	20.08	21.09	21.61
ELIGIBILITY WORKER II	39	Misc.	IG	CO	18.55	19.49	20.49	21.50	22.57	23.14
ELIGIBILITY WORKER III	42	Misc.	IG	CO	19.99	20.99	22.05	23.15	24.28	24.90
EMERGENCY RESPONSE SPECIALIST	41	Misc.	IG	CO	19.49	20.49	21.50	22.57	23.69	24.27
EMERGENCY SERVICE OFFICER	41	Misc.	IG	CO	19.49	20.49	21.50	22.57	23.69	24.27
EMPLOYMENT & TRAINING WORKER I	36	Misc.	IG	CO	17.35	18.22	19.12	20.08	21.09	21.61
EMPLOYMENT & TRAINING WORKER II	39	Misc.	IG	CO	18.55	19.49	20.49	21.50	22.57	23.14
EMPLOYMENT & TRAINING WORKER III	42	Misc.	IG	CO	19.99	20.99	22.05	23.15	24.28	24.90
ENGINEERING TECHNICIAN I	38	Misc.	IG	CO	18.22	19.12	20.08	21.09	22.16	22.68
ENGINEERING TECHNICIAN II	44	Misc.	IG	CO	20.99	22.05	23.15	24.28	25.50	26.13
ENGINEERING TECHNICIAN III	48	Misc.	IG	CO	22.81	23.93	25.13	26.38	27.70	28.39
ENVIRONMENTAL COMPLIANCE SPECIALIST	54	Misc.	IG	CO	26.38	27.70	29.11	30.52	32.05	32.85
EVIDENCE ROOM COORDINATOR	43	Misc.	IG	CO	20.49	21.50	22.57	23.69	24.87	25.50
EVIDENCE/PROPERTY COORDINATOR	43	Misc.	IG	CO	20.49	21.50	22.57	23.69	24.87	25.50
EXECUTIVE SECRETARY	38	Misc.	IG	CO	18.22	19.12	20.08	21.09	22.16	22.68
FISCAL ASSISTANT	28	Misc.	IG	CO	14.25	14.99	15.72	16.55	17.35	17.77
FISCAL SUPPORT COORDINATOR	38	Misc.	IG	CO	18.22	19.12	20.08	21.09	22.16	22.68
FISCAL TECHNICIAN I	34	Misc.	IG	CO	16.55	17.35	18.22	19.12	20.08	20.59
FISCAL TECHNICIAN II	37	Misc.	IG	CO	17.76	18.64	19.60	20.58	21.59	22.15
FISCAL TECHNICIAN III	40	Misc.	IG	CO	19.02	19.99	20.99	22.05	23.15	23.72
FLEET COORDINATOR/INFORMATION SYSTEM SPECIALIST	42	Misc.	IG	CO	19.99	20.99	22.05	23.15	24.28	24.90
FORENSIC TECHNICIAN	41	Misc.	IG	CO	19.49	20.49	21.50	22.57	23.69	24.27
GENERAL SERVICES RECYCLE/GRANT COORDINATOR	34	Misc.	IG	CO	16.55	17.35	18.22	19.12	20.08	20.59
GEOGRAPHIC INFORM SYSTEMS SPECIALIST	50	Misc.	IG	CO	23.93	25.13	26.38	27.70	29.11	29.84
HEALTH SUPPORT ASSISTANT	28	Misc.	IG	CO	14.25	14.99	15.72	16.55	17.35	17.77
HEALTH ASSISTANT	32	Misc.	IG	CO	15.72	16.55	17.35	18.22	19.12	19.60
HEALTH EDUCATOR	55	Misc.	IG	CO	27.04	28.40	29.84	31.28	32.85	33.66
HEALTH INFORMATION ASSISTANT	34	Misc.	IG	CO	16.55	17.35	18.22	19.12	20.08	20.59
HEALTH NAVIGATOR	32	Misc.	IG	CO	15.72	16.55	17.35	18.22	19.12	19.60
HUMAN SERVICES AGENCY PERSONNEL ASSISTANT	33	Misc.	IG	CO	16.11	16.93	17.76	18.64	19.60	20.08

INFORMATION SYSTEM SPEC I	42	Misc.	IG	CO	19.99	20.99	22.05	23.15	24.28	24.90
INFORMATION SYSTEM SPEC II	46	Misc.	IG	CO	21.73	22.81	23.93	25.13	26.38	27.05
INFORMATION SYSTEM SPEC III	50	Misc.	IG	CO	23.93	25.13	26.38	27.70	29.11	29.84
INFORMATION SYSTEM SPEC IV	53	Misc.	IG	CO	25.74	27.04	28.38	29.81	31.28	32.06
INFORMATION SYSTEM TECHNICIAN	38	Misc.	IG	CO	18.22	19.12	20.08	21.09	22.16	22.68
INSTITUTIONAL COOK	30	Misc.	IG	CO	14.99	15.72	16.55	17.35	18.22	18.68
INTEGRATED CASE WORKER I	36	Misc.	IG	CO	17.35	18.22	19.12	20.08	21.09	21.61
INTEGRATED CASE WORKER II	39	Misc.	IG	CO	18.55	19.49	20.49	21.50	22.57	23.14
INTEGRATED CASE WORKER III	42	Misc.	IG	CO	19.99	20.99	22.05	23.15	24.28	24.90
INVESTIGATIVE TECHNICIAN	43	Misc.	IG	CO	20.49	21.50	22.57	23.69	24.87	25.50
JANITOR	23	Misc.	IG	CO	12.63	13.27	13.93	14.62	15.33	15.72
JUNIOR CIVIL ENGINEER	50	Misc.	IG	CO	23.93	25.13	26.38	27.70	29.11	29.84
LEAD ADMIN SUPPORT ASSISTANT (previously Admin Support Asst III)	28	Misc.	IG	CO	14.25	14.99	15.72	16.55	17.35	17.77
LEAD JANITOR	26	Misc.	IG	CO	13.59	14.25	14.99	15.72	16.55	16.94
LEGAL ASSISTANT	40	Misc.	IG	CO	19.02	19.99	20.99	22.05	23.15	23.72
LEGAL OFFICE COODINATOR	42	Misc.	IG	CO	19.99	20.99	22.05	23.15	24.28	24.90
LEGAL SECRETARY	31	Misc.	IG	CO	15.33	16.11	16.93	17.76	18.64	19.12
LIBRARY TECHNICIAN	31	Misc.	IG	CO	15.33	16.11	16.93	17.76	18.64	19.12
MANAGEMENT ANALYST I	42	Misc.	IG	CO	19.99	20.99	22.05	23.15	24.28	24.90
MUSEUM COORDINATOR	46	Misc.	IG	CO	21.73	22.81	23.93	25.13	26.38	27.05
NATURAL RESOURCES SPECIALIST	46	Misc.	IG	CO	21.73	22.81	23.93	25.13	26.38	27.05
NUTRITION ASSISTANT	32	Misc.	IG	CO	15.72	16.55	17.35	18.22	19.12	19.60
NUTRITION/LACTATION COORDINATOR	41	Misc.	IG	CO	19.49	20.49	21.50	22.57	23.69	24.27
NUTRITION SUPPORT ASSISTANT	28	Misc.	IG	CO	14.25	14.99	15.72	16.55	17.35	17.77
PATIENT RIGHTS ADVOCATE	40	Misc.	IG	CO	19.02	19.99	20.99	22.05	23.15	23.72
PATIENT RIGHTS ADVOCATE/HEALTH ASSISTANT	37	Misc.	IG	CO	17.76	18.64	19.60	20.58	21.59	22.15
PAYROLL TECHNICIAN	41	Misc.	IG	CO	19.49	20.49	21.50	22.57	23.69	24.27
PERMIT TECHNICIAN	35	Misc.	IG	CO	16.93	17.76	18.64	19.60	20.58	21.10
PLANNING TECHNICIAN	35	Misc.	IG	CO	16.93	17.76	18.64	19.60	20.58	21.10
PROBATION AIDE	34	Misc.	IG	CO	16.55	17.35	18.22	19.12	20.08	20.59
PROBATION COLLECTIONS OFFICER	30	Misc.	IG	CO	14.99	15.72	16.55	17.35	18.22	18.68
PROGRAM COORDINATOR (BHS)	46	Misc.	IG	CO	21.73	22.81	23.93	25.13	26.38	27.05

SECRETARY	34	Misc.	IG	CO	16.55	17.35	18.22	19.12	20.08	20.59
SENIOR ASSESSOR-RECORDER TECHNICIAN	136	Misc.	IG	CO	18.82	19.76	20.71	21.79	22.85	23.42
SENIOR BOARD CLERK	32	Misc.	IG	CO	15.72	16.55	17.35	18.22	19.12	19.60
SENIOR BUS DRIVER	34	Misc.	IG	CO	16.55	17.35	18.22	19.12	20.08	20.59
SENIOR CADASTRAL MAPPING TECH	38	Misc.	IG	CO	18.22	19.12	20.08	21.09	22.16	22.68
SENIOR COMMUNICATIONS DISPATCHER	40	Misc.	IG	CO	19.02	19.99	20.99	22.05	23.15	23.72
SENIOR FORENSIC TECHNICIAN	45	Misc.	IG	CO	21.50	22.57	23.69	24.87	26.13	26.79
SENIOR LEGAL SECRETARY	34	Misc.	IG	CO	16.55	17.35	18.22	19.12	20.08	20.59
SHERIFF/JAIL CORRECTIONS SERVICE SPECIALIST	30	Misc.	IG	CO	14.99	15.72	16.55	17.35	18.22	18.68
SOCIAL WORKER ASSISTANT	130	Misc.	IG	CO	16.26	17.11	18.01	18.91	19.86	20.34
SOCIAL WORKER I	136	Misc.	IG	CO	18.82	19.76	20.71	21.79	22.85	23.42
SOCIAL WORKER II	139	Misc.	IG	CO	20.24	21.25	22.30	23.40	24.58	25.21
SOCIAL WORKER III	142	Misc.	IG	CO	21.79	22.85	23.99	25.24	26.46	27.12
STAFF SERVICES ANALYST I	42	Misc.	IG	CO	19.99	20.99	22.05	23.15	24.28	24.90
STAFF SERVICES ANALYST II	45	Misc.	IG	CO	21.50	22.57	23.69	24.87	26.13	26.79
SUPPORT SERVICES TECHNICIAN	32	Misc.	IG	CO	15.72	16.55	17.35	18.22	19.12	19.60
SUPPORT SERVICES WORKER	30	Misc.	IG	CO	14.99	15.72	16.55	17.35	18.22	18.68
SYSTEM SUPPORT ANALYST	40	Misc.	IG	CO	19.02	19.99	20.99	22.05	23.15	23.72
TAX COLLECTION TECHNICIAN	34	Misc.	IG	CO	16.55	17.35	18.22	19.12	20.08	20.59
TRANSPORTATION ANALYST I	32	Misc.	IG	CO	15.72	16.55	17.35	18.22	19.12	19.60
TRANSPORTATION ANALYST II	37	Misc.	IG	CO	17.76	18.64	19.60	20.58	21.59	22.15
TRANSPORTATION SERVICES COORDINATOR	46	Misc.	IG	CO	21.73	22.81	23.93	25.13	26.38	27.05
TREASURY/TAX COLLECTOR SPEC I	44	Misc.	IG	CO	20.99	22.05	23.15	24.28	25.50	26.13
TREASURY/TAX COLLECTOR SPEC II	50	Misc.	IG	CO	23.93	25.13	26.38	27.70	29.11	29.84
VEGETATION CONTROL SPECIALIST	30	Misc.	IG	CO	14.99	15.72	16.55	17.35	18.22	18.68
VETERANS SERVICE OFFICER	33	Misc.	IG	CO	16.11	16.93	17.76	18.64	19.60	20.08
VETERANS SVCS REPRESENTATIVE I	28	Misc.	IG	CO	14.25	14.99	15.72	16.55	17.35	17.77
VETERANS SVCS REPRESENTATIVE II	33	Misc.	IG	CO	16.11	16.93	17.76	18.64	19.60	20.08
VICTIM/WITNESS ADVOCATE I	34	Misc.	IG	CO	16.55	17.35	18.22	19.12	20.08	20.59
VICTIM/WITNESS ADVOCATE II	37	Misc.	IG	CO	17.76	18.64	19.60	20.58	21.59	22.15
WELFARE INVESTIGATOR I	43	Misc.	IG	CO	20.49	21.50	22.57	23.69	24.87	25.50
WELFARE INVESTIGATOR II	47	Misc.	IG	CO	22.24	23.34	24.50	25.74	27.04	27.71

Management Unit Addendum

Section 1. Life Insurance

The County will maintain life insurance Unit employees covered by this agreement at \$30,000 per employee.

Section 2. Professional License Fees

The County shall pay Unit employees or state agency for County-required professional license fees, testing fees (required to obtain state licensure) or other fees associated with obtaining or renewing state licensure (for example fingerprint fees).

The County reimbursement/payment shall cover license/certifications required by the County or the State. Optional or extra certifications requested to be covered may only be covered at the discretion of the Department Head in consultation with the Personnel Manager.

If Unit employee's state licensure or credentials require continuing education units (CEU's) in order to maintain currently/active status, the County will reimburse the employee or pay directly for the cost of such CEU's. These will be covered above and beyond the professional license fees.

Unit employees may be reimbursed for other license, testing or education fees associated with their position or licensure at the discretion of the Department Head and County Administrator.

Professional license fees for staff psychologist, psychiatrist, medical doctor/health Officer and attorney classifications, which have licensing, re-licensing, CEC certification, and /or state bar fees shall be paid in full by the Auditor.

The Auditor may pay license/certification and/or reimbursement claims to the employee or agency issuing license based on the County Department's authorized claim.

Section 3. Overtime Pay/Compensatory Time for Exempt Employees During "Shelters"

1. Regular employees in classifications exempt from overtime compensation and therefore, not otherwise eligible for overtime pursuant to this resolution shall be compensated for overtime worked when assigned to work an after-hours shelter as follows:
2. The County agrees to compensate Health and Human Services Agency employees assigned by their manager or director to staff shelters (this does not include being on standby to "staff" a shelter) outside of their regular work hours. Overtime compensation shall be compensated at the rate of time and one-half for all hours of overtime worked if the employee worked a full schedule prior to being called to staff the emergency shelters.

- a. Any exempt position/classification in the Agency may be eligible for this overtime pay. Classifications will be assigned and authorized by the Department Head or their designee.
- b. The Department Head shall determine whether the employee is to receive overtime pay or compensatory time.

Section 4. Overtime Pay/Compensatory Time for Exempt Employees During “Emergencies”

- 1. Overtime may be authorized for a “Local Emergency” only where:
 - a. A local emergency has been formally declared in Siskiyou County by the Board of Supervisors and funding reimbursement is approved by the appropriate federal or state authorities; and
 - b. When an association unit employee is assigned by his/her supervisor to perform work in response to the Local Emergency either before or after the Local Emergency has been formally declared by the appropriate authorities.
- 2. Such overtime pay will only apply to hours worked as follows:
 - a. For hours worked in response to the Local Emergency that exceed 40 hours during the Association unit employee’s scheduled workweek; and
 - b. For hours worked in response to the Local Emergency on an Association unit employee’s scheduled day off.
 - c. For purposes of calculating overtime pay, Association unit employees shall record and track all hours worked in response to the Local Emergency

Section 5. Overtime for Exempt Employees on Crisis Team and Call Back

The County agrees to provide overtime compensation to certain exempt employees as defined below.

- a. **Health and Human Services Agency – Behavioral Health Division.** The County agrees to compensate employees working on the Crisis Team at the rate of one and one half (1 and 1/2) times the base rate. The employee may choose to receive overtime pay or compensatory time at one- and one-half times his/her regular rate of pay.
- b. **Health and Human Services Agency – Community Development Agency.** The County agrees to compensate agency exempt employees working in the Health and Human Services Agency/Community Development Agency at the rate of one and one half (1 and 1/2) times the base rate when called back to work outside of regular work hours. The Department Head shall determine whether the employee is to receive overtime pay or compensatory time. The employee’s classifications determined eligible will be determined by the Department Head in consultation with the Personnel Manager.

Section 6. Exempt Employees/Use of Leave Accruals

It is acknowledged that Exempt employees covered by the MOU may be required to or of their own volition, perform work above and beyond the scope of duties normally expected of their positions during the usual forty (40) hours work week. For that reason, they may be allowed some flexibility in their working schedules. This flexibility of scheduling is intended to recognize extraordinary work performance and shall not be construed to constitute compensatory time off or overtime compensation. It will be implemented only in cases when the employee's additional work is clearly far beyond the normal scope of their duties and the amount of time provided in lieu of overtime in the form of administrative leave. The flexibility of scheduling is subject to the absolute discretion of the Department Head and is not subject to appeal, unless such scheduling is determined to be in conflict with any other section of this Memorandum.

Exempt employees shall utilize accrued sick leave or other accrued leave for absences including partial day absences. *(except as outlined below) Instances where an employee is on an approved Family Medical Leave/Short-Term Disability, and the employee has exhausted their accrued leave, the employee may be placed in an unpaid status for any time not worked. This unpaid status would include any reduced work schedules or partial day absence while the employee is out on an approved Family Medical Leave/short-term disability leave.

Exempt employees who have no accrued benefit time and want to take a partial day absence will be docked for such time off, meaning they will not be paid for such absence.

*The employee's Department Head, may authorize "exempt time" (paid time for a partial day absence), where the Department Head determines the employee worked an excessive number of hours during that quarter (three month period) prior to the exempt time being authorized. *This exempt time must be used within ninety (90) calendar days of the excessive hours being worked.* It is anticipated that excessive work will be associated with emergencies and extenuating circumstances.

It is the intent of the County Administrator's office to evaluate the classifications designated as exempt from overtime, and where appropriate, convert to hourly (eligible for overtime). FLSA exempt status for all classifications in the Bargaining Unit shall be determined by the Personnel Manager. The Personnel Manager, as requested or necessary will review identified classifications (job duties & description) and will have the authority to change the FLSA exempt status in consultation with the respective Department Head. The Personnel Manager will provide notice of the change to the employee and Association Representative at least thirty calendar days prior to the date the status change is effective.

An employee who is changed from exempt to non-exempt will no longer receive Administrative Leave. If an employee is changed from non-exempt to exempt they will be eligible for Administrative Leave as defined in this MOU.

Section 7. Administrative Leave for Exempt

1. Unless otherwise specified, exempt members of this unit shall not receive overtime compensation, but shall be entitled to a total of forty-eight (48) hours administrative leave per calendar. Employees may be paid out (cashed out) for up to 8 hours of Administrative Leave annually and if they opt for cash out it shall be paid in the first full pay period in January. Administrative leave days must be taken during the calendar year in which they are earned.
2. Employees hired or terminated during the calendar year shall receive prorated administrative leave hours with the hours being rounded to the nearest one-third (4 months) of the year. Employees hired during the year shall have the appropriate number of hours credited to their leave accruals. Employees terminated during the year shall have the appropriate number of hours deducted from their leave accruals, or, if necessary, from accrued pay.

Section 8. Fair Labor Standards Act Class Changes

1. The County and Association agree FLSA exempt status for all classifications in the Bargaining Unit shall be determined by the Personnel Manager.
2. The Personnel Manager, as requested or necessary will review identified classifications (job duties & description) and will have the authority to change the FLSA exempt status in consultation with the respective Department Head. The Personnel Manager will provide notice of the change to the employee and Association Representative at least thirty calendar days prior to the date the status change is effective. An employee who is changed from exempt to non-exempt will no longer receive Administrative Leave as defined in this MOU.

Section 9. Salary Tables for Term of MOU

Current Salary Table for the Management Unit as of May 5, 2020

JOB CLASSIFICATION	Range	MOU	Unit	FLSA	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
ADMIN ASSESSMENT MANAGER	47	Mgmt.	MG	EX	\$1,697.47	\$1,782.35	\$1,871.44	\$1,965.00	\$2,063.29	\$2,114.87
ADMIN ASSESSMENT SUPERVISOR	45	Mgmt.	MG	EX	\$1,640.70	\$1,722.73	\$1,808.87	\$1,899.28	\$1,994.23	\$2,044.09
ADMIN SERVICES MANAGER I	51	Mgmt.	MG	EX	\$1,871.44	\$1,965.00	\$2,063.29	\$2,166.41	\$2,274.73	\$2,331.60
ADMIN SERVICES MANAGER II	55	Mgmt.	MG	EX	\$2,063.29	\$2,166.41	\$2,274.73	\$2,388.51	\$2,507.90	\$2,570.60
ADMIN SERVICES MANAGER III	57	Mgmt.	MG	EX	\$2,166.41	\$2,274.73	\$2,388.51	\$2,507.90	\$2,633.33	\$2,699.16
ADMIN SUPPORT SUPERVISOR	31	Mgmt. - Other	MO	CO	\$14.63	\$15.37	\$16.15	\$16.95	\$17.79	\$18.24
ASSESSMENT OFFICE MANAGER	51	Mgmt.	MG	EX	\$1,871.44	\$1,965.00	\$2,063.29	\$2,166.41	\$2,274.73	\$2,331.60
ASST AIR POLLUTION OFFICER	52	Mgmt.	MG	EX	\$1,918.22	\$2,014.12	\$2,114.85	\$2,220.57	\$2,331.60	\$2,389.89
BEHAV HEALTH B.I.S. SUPERVISOR	55	Mgmt.	MG	EX	\$2,063.29	\$2,166.41	\$2,274.73	\$2,388.51	\$2,507.90	\$2,570.60
BEHAV HEALTH SERVICES ADMIN	51	Mgmt.	MG	EX	\$1,871.44	\$1,965.00	\$2,063.29	\$2,166.41	\$2,274.73	\$2,331.60
BEHAV HEALTH TRANS SUPERVISOR	37	Mgmt.	MG	EX	\$1,356.30	\$1,424.15	\$1,495.33	\$1,570.07	\$1,648.62	\$1,689.84
BUILDING MAINTENANCE MANAGER	55	Mgmt.- Other	MO	CO	\$25.79	\$27.08	\$28.43	\$29.86	\$31.35	\$32.13
CHILD SUPPORT SUPERVISOR	44	Mgmt.	MG	EX	\$1,601.61	\$1,681.69	\$1,765.77	\$1,854.07	\$1,946.76	\$1,995.43
COMMUNICATIONS DISPATCH COORD	46	Mgmt.	MG	EX	\$1,657.04	\$1,739.89	\$1,826.90	\$1,918.22	\$2,014.12	\$2,064.47
COUNTY RECORDER SUPERVISOR	45	Mgmt.	MG	EX	\$1,640.70	\$1,722.73	\$1,808.87	\$1,899.28	\$1,994.23	\$2,044.09
DEPARTMENT FISCAL OFFICER	48	Mgmt.	MG	EX	\$1,739.89	\$1,826.90	\$1,918.22	\$2,014.12	\$2,114.85	\$2,167.72
DEPUTY ASSESSOR RECORDER	57	Mgmt.	MG	EX	\$2,166.41	\$2,274.73	\$2,388.51	\$2,507.90	\$2,633.33	\$2,699.16
ELECTIONS MANAGER	41	Mgmt.	MG	EX	\$1,488.14	\$1,562.52	\$1,640.70	\$1,722.73	\$1,808.87	\$1,854.09
EQUIPMENT MAINTENANCE MANAGER	53	Mgmt.	MG	EX	\$1,965.00	\$2,063.29	\$2,166.41	\$2,274.73	\$2,388.51	\$2,448.23
FISCAL SUPPORT SUPERVISOR	41	Mgmt.	MG	EX	\$1,488.14	\$1,562.52	\$1,640.70	\$1,722.73	\$1,808.87	\$1,854.09

GENERAL SERVICES MANAGER	62	Mgmt.	MG	EX	\$2,448.18	\$2,570.59	\$2,699.13	\$2,834.12	\$2,975.83	\$3,050.22
GENERAL SERVICES SUPERVISOR	55	Mgmt.	MG	EX	\$2,063.29	\$2,166.41	\$2,274.73	\$2,388.51	\$2,507.90	\$2,570.60
HEALTH INFORMATION MANAGER	47	Mgmt.	MG	EX	\$1,697.47	\$1,782.35	\$1,871.44	\$1,965.00	\$2,063.29	\$2,114.87
HUMAN SERVICES SUPERVISOR I	48	Mgmt.	MG	EX	\$1,739.89	\$1,826.90	\$1,918.22	\$2,014.12	\$2,114.85	\$2,167.72
INTERNAL AUDITOR	50	Mgmt.	MG	EX	\$1,826.90	\$1,918.22	\$2,014.12	\$2,114.85	\$2,220.57	\$2,276.09
JAIL FOOD SERVICE MANAGER	37	Mgmt. - Other	MO	CO	\$16.95	\$17.79	\$18.70	\$19.64	\$20.60	\$21.13
MAPPING & TITLE SUPERVISOR	44	Mgmt.	MG	EX	\$1,601.61	\$1,681.69	\$1,765.77	\$1,854.07	\$1,946.76	\$1,995.43
PUBLIC AUTHORITY ADMINISTRATOR	146	Mgmt.	MG	EX	\$1,806.16	\$1,896.50	\$1,991.30	\$2,090.84	\$2,195.36	\$2,250.25
QUALITY/COMPLIANCE PROGRAM MANAGER	58	Mgmt.	MG	EX	\$2,220.57	\$2,331.60	\$2,448.18	\$2,570.59	\$2,699.13	\$2,766.61
ROAD SUPERINTENDENT	59	Mgmt.	MG	EX	\$2,274.73	\$2,388.51	\$2,507.90	\$2,633.33	\$2,764.98	\$2,834.11
SENIOR ACCOUNTING ANALYST	53	Mgmt.	MG	EX	\$1,965.00	\$2,063.29	\$2,166.41	\$2,274.73	\$2,388.51	\$2,448.23
SHERIFF OFFICE SUPERVISOR/COORDINATOR	46	Mgmt.	MG	EX	\$1,657.04	\$1,739.89	\$1,826.90	\$1,918.22	\$2,014.12	\$2,064.47
SOCIAL WORKER SUPERVISOR	154	Mgmt.	MG	EX	\$2,198.02	\$2,307.93	\$2,423.32	\$2,544.49	\$2,671.71	\$2,738.51
SOLID WASTE/FLOOD CONTROL SUPERVISOR	55	Mgmt.	MG	EX	\$2,063.29	\$2,166.41	\$2,274.73	\$2,388.51	\$2,507.90	\$2,570.60
STAFF SERVICES ANALYST III	48	Mgmt.	MG	EX	\$1,739.89	\$1,826.90	\$1,918.22	\$2,014.12	\$2,114.85	\$2,167.72
SUPERVISING ACCOUNTANT/AUDITOR	53	Mgmt.	MG	EX	\$1,965.00	\$2,063.29	\$2,166.41	\$2,274.73	\$2,388.51	\$2,448.23
SUPERVISING BUILDING MAINTENANCE WORKER	46	Mgmt.	MO	CO	\$20.73	\$21.76	\$22.83	\$23.98	\$25.17	\$25.81
SUPERVISING STAFF SERVICES ANALYST	53	Mgmt.	MG	EX	\$1,965.00	\$2,063.29	\$2,166.41	\$2,274.73	\$2,388.51	\$2,448.23
TRANSPORTATION SERVICES MANAGER	55	Mgmt.	MG	EX	\$2,063.29	\$2,166.41	\$2,274.73	\$2,388.51	\$2,507.90	\$2,570.60
VEGETATION CONTROL SUPERVISOR	36	Mgmt. - Other	MO	CO	\$16.55	\$17.38	\$18.24	\$19.16	\$20.12	\$20.62
VICTIM/WITNESS COORDINATOR/DIRECTOR	46	Mgmt.	MG	EX	\$1,657.04	\$1,739.89	\$1,826.90	\$1,918.22	\$2,014.12	\$2,064.47

Salary Table with 2.75% COLA effective May 3, 2020

JOB CLASSIFICATION	Range	MOU	Unit	FLSA	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
ADMIN ASSESSMENT MANAGER	47	Mgmt.	MG	EX	1744.15	1831.36	1922.90	2019.04	2120.03	2173.03
ADMIN ASSESSMENT SUPERVISOR	45	Mgmt.	MG	EX	1685.82	1770.11	1858.61	1951.51	2049.07	2100.30
ADMIN SERVICES MANAGER I	51	Mgmt.	MG	EX	1922.90	2019.04	2120.03	2225.99	2337.29	2395.72
ADMIN SERVICES MANAGER II	55	Mgmt.	MG	EX	2120.03	2225.99	2337.29	2454.19	2576.87	2641.29
ADMIN SERVICES MANAGER III	57	Mgmt.	MG	EX	2225.99	2337.29	2454.19	2576.87	2705.75	2773.39
ADMIN SUPPORT SUPERVISOR	31	Mgmt. - Other	MO	CO	15.03	15.79	16.59	17.42	18.28	18.74
ASSESSMENT OFFICE MANAGER	51	Mgmt.	MG	EX	1922.90	2019.04	2120.03	2225.99	2337.29	2395.72
ASST AIR POLLUTION OFFICER	52	Mgmt.	MG	EX	1970.97	2069.51	2173.01	2281.64	2395.72	2455.61
BEHAV HEALTH B.I.S. SUPERVISOR	55	Mgmt.	MG	EX	2120.03	2225.99	2337.29	2454.19	2576.87	2641.29
BEHAV HEALTH SERVICES ADMIN	51	Mgmt.	MG	EX	1922.90	2019.04	2120.03	2225.99	2337.29	2395.72
BEHAV HEALTH TRANS SUPERVISOR	37	Mgmt.	MG	EX	1393.60	1463.31	1536.45	1613.25	1693.96	1736.31
BUILDING MAINTENANCE MANAGER	55	Mgmt.- Other	MO	CO	26.50	27.82	29.21	30.68	32.21	33.01
CHILD SUPPORT SUPERVISOR	44	Mgmt.	MG	EX	1645.65	1727.94	1814.33	1905.06	2000.30	2050.30
COMMUNICATIONS DISPATCH COORD	46	Mgmt.	MG	EX	1702.61	1787.74	1877.14	1970.97	2069.51	2121.24
COUNTY RECORDER SUPERVISOR	45	Mgmt.	MG	EX	1685.82	1770.11	1858.61	1951.51	2049.07	2100.30
DEPARTMENT FISCAL OFFICER	48	Mgmt.	MG	EX	1787.74	1877.14	1970.97	2069.51	2173.01	2227.33
DEPUTY ASSESSOR RECORDER	57	Mgmt.	MG	EX	2225.99	2337.29	2454.19	2576.87	2705.75	2773.39
ELECTIONS MANAGER	41	Mgmt.	MG	EX	1529.06	1605.49	1685.82	1770.11	1858.61	1905.08
EQUIPMENT MAINTENANCE MANAGER	53	Mgmt.	MG	EX	2019.04	2120.03	2225.99	2337.29	2454.19	2515.56
FISCAL SUPPORT SUPERVISOR	41	Mgmt.	MG	EX	1529.06	1605.49	1685.82	1770.11	1858.61	1905.08

GENERAL SERVICES MANAGER	62	Mgmt.	MG	EX	2515.50	2641.28	2773.36	2912.06	3057.67	3134.10
GENERAL SERVICES SUPERVISOR	55	Mgmt.	MG	EX	2120.03	2225.99	2337.29	2454.19	2576.87	2641.29
HEALTH INFORMATION MANAGER	47	Mgmt.	MG	EX	1744.15	1831.36	1922.90	2019.04	2120.03	2173.03
HUMAN SERVICES SUPERVISOR I	48	Mgmt.	MG	EX	1787.74	1877.14	1970.97	2069.51	2173.01	2227.33
INTERNAL AUDITOR	50	Mgmt.	MG	EX	1877.14	1970.97	2069.51	2173.01	2281.64	2338.68
JAIL FOOD SERVICE MANAGER	37	Mgmt. - Other	MO	CO	17.42	18.28	19.21	20.18	21.17	21.71
MAPPING & TITLE SUPERVISOR	44	Mgmt.	MG	EX	1645.65	1727.94	1814.33	1905.06	2000.30	2050.30
PUBLIC AUTHORITY ADMINISTRATOR	146	Mgmt.	MG	EX	1855.83	1948.65	2046.06	2148.34	2255.73	2312.13
QUALITY/COMPLIANCE PROGRAM MANAGER	58	Mgmt.	MG	EX	2281.64	2395.72	2515.50	2641.28	2773.36	2842.69
ROAD SUPERINTENDENT	59	Mgmt.	MG	EX	2337.29	2454.19	2576.87	2705.75	2841.02	2912.05
SENIOR ACCOUNTING ANALYST	53	Mgmt.	MG	EX	2019.04	2120.03	2225.99	2337.29	2454.19	2515.56
SHERIFF OFFICE SUPERVISOR/COORDINATOR	46	Mgmt.	MG	EX	1702.61	1787.74	1877.14	1970.97	2069.51	2121.24
SOCIAL WORKER SUPERVISOR	154	Mgmt.	MG	EX	2258.47	2371.40	2489.96	2614.46	2745.18	2813.82
SOLID WASTE/FLOOD CONTROL SUPERVISOR	55	Mgmt.	MG	EX	2120.03	2225.99	2337.29	2454.19	2576.87	2641.29
STAFF SERVICES ANALYST III	48	Mgmt.	MG	EX	1787.74	1877.14	1970.97	2069.51	2173.01	2227.33
SUPERVISING ACCOUNTANT/AUDITOR	53	Mgmt.	MG	EX	2019.04	2120.03	2225.99	2337.29	2454.19	2515.56
SUPERVISING BUILDING MAINTENANCE WORKER	46	Mgmt.	MO	CO	21.30	22.36	23.46	24.64	25.86	26.52
SUPERVISING STAFF SERVICES ANALYST	53	Mgmt.	MG	EX	2019.04	2120.03	2225.99	2337.29	2454.19	2515.56
TRANSPORTATION SERVICES MANAGER	55	Mgmt.	MG	EX	2120.03	2225.99	2337.29	2454.19	2576.87	2641.29
VEGETATION CONTROL SUPERVISOR	36	Mgmt. - Other	MO	CO	17.01	17.86	18.74	19.69	20.67	21.19
VICTIM/WITNESS COORDINATOR/DIRECTOR	46	Mgmt.	MG	EX	1702.61	1787.74	1877.14	1970.97	2069.51	2121.24

Salary Table with 2% COLA effective May 2, 2021

JOB CLASSIFICATION	Range	MOU	Unit	FLSA	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
ADMIN ASSESSMENT MANAGER	47	Mgmt.	MG	EX	1779.03	1867.99	1961.36	2059.42	2162.43	2216.49
ADMIN ASSESSMENT SUPERVISOR	45	Mgmt.	MG	EX	1719.54	1805.51	1895.79	1990.54	2090.05	2142.31
ADMIN SERVICES MANAGER I	51	Mgmt.	MG	EX	1961.36	2059.42	2162.43	2270.51	2384.03	2443.63
ADMIN SERVICES MANAGER II	55	Mgmt.	MG	EX	2162.43	2270.51	2384.03	2503.28	2628.40	2694.12
ADMIN SERVICES MANAGER III	57	Mgmt.	MG	EX	2270.51	2384.03	2503.28	2628.40	2759.86	2828.85
ADMIN SUPPORT SUPERVISOR	31	Mgmt. - Other	MO	CO	15.33	16.11	16.93	17.76	18.64	19.12
ASSESSMENT OFFICE MANAGER	51	Mgmt.	MG	EX	1961.36	2059.42	2162.43	2270.51	2384.03	2443.63
ASST AIR POLLUTION OFFICER	52	Mgmt.	MG	EX	2010.39	2110.90	2216.47	2327.27	2443.63	2504.72
BEHAV HEALTH B.I.S. SUPERVISOR	55	Mgmt.	MG	EX	2162.43	2270.51	2384.03	2503.28	2628.40	2694.12
BEHAV HEALTH SERVICES ADMIN	51	Mgmt.	MG	EX	1961.36	2059.42	2162.43	2270.51	2384.03	2443.63
BEHAV HEALTH TRANS SUPERVISOR	37	Mgmt.	MG	EX	1421.47	1492.58	1567.18	1645.51	1727.84	1771.04
BUILDING MAINTENANCE MANAGER	55	Mgmt.- Other	MO	CO	27.03	28.38	29.80	31.29	32.86	33.67
CHILD SUPPORT SUPERVISOR	44	Mgmt.	MG	EX	1678.57	1762.50	1850.62	1943.16	2040.30	2091.31
COMMUNICATIONS DISPATCH COORD	46	Mgmt.	MG	EX	1736.66	1823.49	1914.68	2010.39	2110.90	2163.67
COUNTY RECORDER SUPERVISOR	45	Mgmt.	MG	EX	1719.54	1805.51	1895.79	1990.54	2090.05	2142.31
DEPARTMENT FISCAL OFFICER	48	Mgmt.	MG	EX	1823.49	1914.68	2010.39	2110.90	2216.47	2271.88
DEPUTY ASSESSOR RECORDER	57	Mgmt.	MG	EX	2270.51	2384.03	2503.28	2628.40	2759.86	2828.85
ELECTIONS MANAGER	41	Mgmt.	MG	EX	1559.65	1637.60	1719.54	1805.51	1895.79	1943.18
EQUIPMENT MAINTENANCE MANAGER	53	Mgmt.	MG	EX	2059.42	2162.43	2270.51	2384.03	2503.28	2565.87
FISCAL SUPPORT SUPERVISOR	41	Mgmt.	MG	EX	1559.65	1637.60	1719.54	1805.51	1895.79	1943.18
GENERAL SERVICES MANAGER	62	Mgmt.	MG	EX	2565.82	2694.11	2828.82	2970.30	3118.82	3196.78

GENERAL SERVICES SUPERVISOR	55	Mgmt.	MG	EX	2162.43	2270.51	2384.03	2503.28	2628.40	2694.12
HEALTH INFORMATION MANAGER	47	Mgmt.	MG	EX	1779.03	1867.99	1961.36	2059.42	2162.43	2216.49
HUMAN SERVICES SUPERVISOR I	48	Mgmt.	MG	EX	1823.49	1914.68	2010.39	2110.90	2216.47	2271.88
INTERNAL AUDITOR	50	Mgmt.	MG	EX	1914.68	2010.39	2110.90	2216.47	2327.27	2385.46
JAIL FOOD SERVICE MANAGER	37	Mgmt. - Other	MO	CO	17.76	18.64	19.60	20.58	21.59	22.15
MAPPING & TITLE SUPERVISOR	44	Mgmt.	MG	EX	1678.57	1762.50	1850.62	1943.16	2040.30	2091.31
PUBLIC AUTHORITY ADMINISTRATOR	146	Mgmt.	MG	EX	1892.95	1987.63	2086.98	2191.30	2300.85	2358.37
QUALITY/COMPLIANCE PROGRAM MANAGER	58	Mgmt.	MG	EX	2327.27	2443.63	2565.82	2694.11	2828.82	2899.55
ROAD SUPERINTENDENT	59	Mgmt.	MG	EX	2384.03	2503.28	2628.40	2759.86	2897.84	2970.29
SENIOR ACCOUNTING ANALYST	53	Mgmt.	MG	EX	2059.42	2162.43	2270.51	2384.03	2503.28	2565.87
SHERIFF OFFICE SUPERVISOR/COORDINATOR	46	Mgmt.	MG	EX	1736.66	1823.49	1914.68	2010.39	2110.90	2163.67
SOCIAL WORKER SUPERVISOR	154	Mgmt.	MG	EX	2303.63	2418.83	2539.76	2666.75	2800.09	2870.10
SOLID WASTE/FLOOD CONTROL SUPERVISOR	55	Mgmt.	MG	EX	2162.43	2270.51	2384.03	2503.28	2628.40	2694.12
STAFF SERVICES ANALYST III	48	Mgmt.	MG	EX	1823.49	1914.68	2010.39	2110.90	2216.47	2271.88
SUPERVISING ACCOUNTANT/AUDITOR	53	Mgmt.	MG	EX	2059.42	2162.43	2270.51	2384.03	2503.28	2565.87
SUPERVISING BUILDING MAINTENANCE WORKER	46	Mgmt.	MO	CO	21.73	22.81	23.93	25.13	26.38	27.05
SUPERVISING STAFF SERVICES ANALYST	53	Mgmt.	MG	EX	2059.42	2162.43	2270.51	2384.03	2503.28	2565.87
TRANSPORTATION SERVICES MANAGER	55	Mgmt.	MG	EX	2162.43	2270.51	2384.03	2503.28	2628.40	2694.12
VEGETATION CONTROL SUPERVISOR	36	Mgmt. - Other	MO	CO	17.35	18.22	19.12	20.08	21.09	21.61
VICTIM/WITNESS COORDINATOR/DIRECTOR	46	Mgmt.	MG	EX	1736.66	1823.49	1914.68	2010.39	2110.90	2163.67

Professional Unit Addendum

Section 1. Life Insurance

The County will maintain life insurance for Unit employees covered by this agreement at \$25,000 per employee.

Section 2. Professional License Fees

1. The County shall reimburse Unit employees or state agency for County-required professional license fees, testing fees (required to obtain state licensure) or other fees associated with obtaining or renewing state licensure (for example fingerprint fees).
2. The County reimbursement/payment shall cover license/certifications required by the County or the State. Optional or extra certifications requested to be covered may only be covered at the discretion of the department head in consultation with the Personnel Manager.
3. If Unit employee's state licensure or credentials require continuing education units (CEUs) in order to maintain currently/active status, the County will reimburse the employee or pay directly for the cost of such CEUs.
4. Unit employees may be reimbursed for other license, testing or education fees associated with their position or licensure at the discretion of the Department Head and County Administrator.
5. Professional license fees for staff psychologist, psychiatrist, medical doctor/health officer and attorney classifications, which have licensing, re-licensing, CEC certification, and /or state bar fees shall be paid in full by the Auditor.
6. The Auditor may pay license certification and/or reimbursement claims to the employee or agency issuing license based on the County Department's authorized claim.

Section 3. Overtime Pay/Compensatory Time for Exempt Employees During Shelters

1. Regular employees in classifications exempt from overtime compensation and therefore, not otherwise eligible for overtime pursuant to this resolution shall be compensated for overtime worked when assigned to work an after-hours shelter as follows:
2. The County agrees to compensate Health and Human Services Agency employees assigned by their manager or director to staff shelters (this does not include being on standby to "staff" a shelter) outside of their regular work hours. Overtime compensation shall be compensated at the rate of time and one-half for all hours of

overtime worked if the employee worked a full schedule prior to being called to staff the emergency shelters.

- a. Any exempt position/classification in the Agency may be eligible for this overtime pay. Classifications will be assigned and authorized by the Department Head or their designee.
- b. The Department Head shall determine whether the employee is to receive overtime pay or compensatory time.

Section 4. Overtime Pay/Compensatory Time for Exempt Employees During Emergencies

1. **Overtime may be authorized for a “Local Emergency” only where:**
 - a. A local emergency has been formally declared in Siskiyou County by the Board of Supervisors and funding reimbursement is approved by the appropriate federal or state authorities; and
 - b. When an association unit employee is assigned by his/her supervisor to perform work in response to the Local Emergency either before or after the Local Emergency has been formally declared by the appropriate authorities.
2. Such overtime pay will only apply to hours worked as follows:
 - a. For hours worked in response to the Local Emergency that exceed 40 hours during the Association unit employee’s scheduled workweek; and
 - b. For hours worked in response to the Local Emergency on an Association unit employee’s scheduled day off.
 - c. For purposes of calculating overtime pay, Association unit employees shall record and track all hours worked in response to the Local Emergency.

Section 5. Overtime for Exempt Employees on Crisis Team and Call Back

The County agrees to provide overtime compensation to certain exempt employees as defined below.

- a. **Health and Human Services Agency – Behavioral Health Division.** The County agrees to compensate employees working on the Crisis Team at the rate of one and one half (1 and 1/2) times the base rate. The employee may choose to receive overtime pay or compensatory time at one- and one-half times his/her regular rate of pay.
- b. **Health and Human Services Agency – Community Development Agency.** The County agrees to compensate agency exempt employees working in the Health and Human Services Agency/Community Development Agency at the rate of one and one half (1 and 1/2) times the base rate when called back to work outside of regular work hours. The Department Head shall determine whether the employee is to receive overtime pay or compensatory time. The

employee's classifications determined eligible will be determined by the Department Head in consultation with the Personnel Manager.

Section 6. Exempt Employees

It is acknowledged that Exempt employees covered by the MOU may be required to or, of their own volition, perform work above and beyond the scope of duties normally expected of their positions during the usual forty (40) hours work week. For that reason, they may be allowed some flexibility in their working schedules. This flexibility of scheduling is intended to recognize extraordinary work performance and shall not be construed to constitute compensatory time off or overtime compensation. It will be implemented only in cases when the employee's additional work is clearly far beyond the normal scope of their duties and the amount of time provided in lieu of overtime in the form of Administrative Leave. The flexibility of scheduling is subject to the absolute discretion of the Department Head and is not subject to appeal unless such scheduling is determined to be in conflict with any other section of this Memorandum.

Exempt employees shall utilize accrued sick leave or other accrued leave for absences including partial day absences. Exempt employees who have no accrued benefit time and want to take a partial day absence will be docked for such time off, meaning they will not be paid for such absence. As an exception, the employee's Department Head, may authorize "exempt time" (paid time for a partial day absence), where the Department Head determines the employee worked an excessive number of hours during that quarter (three month period) prior to the exempt time being authorized. This exempt time must be used within ninety (90) calendar days of the excessive hours being worked. It is anticipated that excessive work will be associated with emergencies and extenuating circumstances.

Instances where an employee is on an approved Family Medical Leave/Short-Term Disability, and the employee has exhausted their accrued leave, the employee may be placed in an unpaid status for any time not worked. This unpaid status would include any reduced work schedules or partial day absence while the employee is out on an approved Family Medical Leave/short-term disability leave.

It is the intent of the County Administrator's office to evaluate the classifications designated as exempt from overtime, and where appropriate, convert to hourly (eligible for overtime). The process will be as follows:

FLSA exempt status for all classifications in the Bargaining Unit shall be determined by the Personnel Manager. The Personnel Manager, as requested or necessary will review identified classifications (job duties & description) and will have the authority to change the FLSA exempt status in consultation with the respective Department Head. The Personnel Manager will provide notice of the change to the employee and Association Representative at least thirty calendar days prior to the date the status change is effective. An employee who is changed from exempt to non-exempt will no longer receive Administrative Leave. If an employee is changed from non-exempt to exempt they will be eligible for Administrative Leave as defined in this MOU.

Section 7. Administrative Leave

1. Unless otherwise specified, exempt members of this unit shall not receive overtime compensation, but shall be entitled to a total of forty-eight (48) hours administrative leave per calendar. Employees may be paid out (cashed out) for up to 8 hours of Administrative Leave annually and if they opt for cash out it shall be paid in the first full pay period in January. Administrative leave days must be taken during the calendar year in which they are earned.
2. Employees hired or terminated during the calendar year shall receive prorated administrative leave hours with the hours being rounded to the nearest one-third (4 months) of the year. Employees hired during the year shall have the appropriate number of hours credited to their leave accruals. Employees terminated during the year shall have the appropriate number of hours deducted from their leave accruals, or, if necessary, from accrued pay.

Section 8. Fair Labor Standards Act Class Changes

1. The County and Association agree FLSA exempt status for all classifications in the Bargaining Unit shall be determined by the Personnel Manager.
2. The Personnel Manager, as requested or necessary will review identified classifications (job duties & description) and will have the authority to change the FLSA exempt status in consultation with the respective Department Head. The Personnel Manager will provide notice of the change to the employee and Association Representative at least thirty calendar days prior to the date the status change is effective. An employee who is changed from exempt to non-exempt will no longer receive Administrative Leave.

Section 9. Deferred Compensation

The County will contribute \$30 per month to the employee's designated deferred compensation program.

Section 10. Salary Tables for Term of MOU

Current Salary Table for Professional Unit as of May 5, 2020

JOB CLASSIFICATION	Range	MOU	Unit	FLSA	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
AGR & STANDARDS INSPECTOR I	42	Prof - Hrly	RO	CO	\$19.07	\$20.03	\$21.03	\$22.09	\$23.19	\$23.77
AGR & STANDARDS INSPECTOR II	46	Prof - Hrly	RO	CO	\$20.72	\$21.76	\$22.84	\$23.99	\$25.18	\$25.82
ALCOHOL AND DRUG ADMINISTRATOR	68	Prof	RG	EX	\$2,834.11	\$2,975.83	\$3,124.62	\$3,280.81	\$3,444.85	\$3,530.97
APPRAISER	42	Prof	RG	EX	\$1,525.33	\$1,601.61	\$1,681.69	\$1,765.77	\$1,854.07	\$1,900.43
ASSOCIATE CIVIL ENGINEER	62	Prof	RG	EX	\$2,448.18	\$2,570.59	\$2,699.13	\$2,834.12	\$2,975.83	\$3,050.22
ASST DIR OF PERS HEALTH SERVICES	54	Prof	RG	EX	\$2,014.12	\$2,114.85	\$2,220.57	\$2,331.60	\$2,063.57	\$2,509.39
ATTORNEY I	56	Prof	RG	EX	\$2,114.85	\$2,220.57	\$2,331.60	\$2,448.18	\$2,570.59	\$2,634.85
ATTORNEY II	62	Prof	RG	EX	\$2,448.18	\$2,570.59	\$2,699.13	\$2,834.12	\$2,975.83	\$3,050.22
ATTORNEY III	68	Prof	RG	EX	\$2,834.11	\$2,975.83	\$3,124.62	\$3,280.81	\$3,444.85	\$3,530.97
ATTORNEY IV	75	Prof	RG	EX	\$3,360.85	\$3,528.90	\$3,705.36	\$3,890.60	\$4,085.10	\$4,187.23
AUDITOR/APPRaiser	42	Prof	RG	EX	\$1,525.33	\$1,601.61	\$1,681.69	\$1,765.77	\$1,854.07	\$1,900.43
BEHAV HEALTH CLINICIAN II (Associate License - Graduate Degree)	53	Prof	RG	EX	\$1,965.00	\$2,063.29	\$2,166.41	\$2,274.73	\$2,388.51	\$2,448.23
BEHAV HEALTH CLINICIAN III (Licensed)	57	Prof	RG	EX	\$2,166.41	\$2,274.73	\$2,388.51	\$2,507.90	\$2,633.33	\$2,699.16
BEHAV HEALTH CLINICIAN IV	59	Prof	RG	EX	\$2,274.73	\$2,388.51	\$2,507.90	\$2,633.33	\$2,764.98	\$2,834.11
BEHAV HEALTH CLINICAL SERVICES SUPERVISOR	65	Prof	RG	EX	\$2,633.33	\$2,764.98	\$2,903.24	\$3,048.36	\$3,200.81	\$3,280.83
BEHAV HEALTH NURSE I/PSYCH TECH	52	Prof - Hrly	RO	CO	\$23.98	\$25.18	\$26.44	\$27.76	\$29.15	\$29.88
BEHAV HEALTH NURSE II	59	Prof - Hrly	RO	CO	\$28.43	\$29.86	\$31.35	\$32.92	\$34.57	\$35.43
BEHAV HEALTH QUALITY ASSURANCE MANAGER	67	Prof	RG	EX	\$2,764.98	\$2,903.24	\$3,048.36	\$3,200.81	\$3,360.85	\$1,119.58
BEHAV HEALTH SYSTEMS ADMIN	69	Prof	RG	EX	\$2,903.24	\$3,048.36	\$3,200.81	\$3,360.85	\$3,528.90	\$3,617.12

BEHAV NURSE PRACTITIONER	54	Prof	RG	EX	\$2,014.12	\$2,114.85	\$2,220.57	\$2,331.60	\$2,063.57	\$2,509.39
BUSINESS RESOURCES COORDINATOR	46	Prof	RG	EX	\$1,657.04	\$1,739.89	\$1,826.90	\$1,918.22	\$2,014.12	\$2,064.47
CHIEF BUILDING INSPECTOR	55	Prof	RG	EX	\$2,063.29	\$2,166.41	\$2,274.73	\$2,388.51	\$2,507.90	\$2,570.60
CHIEF CHILD SUPPORT ATTORNEY	67	Prof	RG	EX	\$2,764.98	\$2,903.24	\$3,048.36	\$3,200.81	\$3,360.85	\$1,119.58
CHIEF DEPUTY DISTRICT ATTORNEY	77	Prof	RG	EX	\$3,530.99	\$3,707.54	\$3,892.92	\$4,087.57	\$4,291.95	\$4,399.24
COMMUNICATIONS OFFICER	57	Prof	RG	EX	\$2,166.41	\$2,274.73	\$2,388.51	\$2,507.90	\$2,633.33	\$2,699.16
CONSUMER PROTECT UNIT MANAGER	58	Prof	RG	EX	\$2,220.57	\$2,331.60	\$2,448.18	\$2,570.59	\$2,699.13	\$2,766.61
CORRECTIONAL LVN	57	Prof - Hrly	RO	CO	\$27.08	\$28.43	\$29.86	\$31.35	\$32.92	\$33.74
CORRECTIONAL NURSE	68	Prof - Hrly	RO	CO	\$35.43	\$37.20	\$39.06	\$41.01	\$43.06	\$44.14
COUNTY SURVEYOR/CIVIL ENGINEER ASSISTANT	61	Prof	RG	EX	\$2,388.51	\$2,507.90	\$2,633.33	\$2,764.98	\$2,903.24	\$2,975.83
DEPUTY AGR COMM/SEALER	52	Prof - Hrly	RO	CO	\$23.98	\$25.18	\$26.44	\$27.76	\$29.15	\$29.88
DEPUTY COUNTY SURVEYOR	57	Prof	RG	EX	\$2,166.41	\$2,274.73	\$2,388.51	\$2,507.90	\$2,633.33	\$2,699.16
DEPUTY PUBLIC GUARDIAN/ASSISTANT PUBLIC ADMINISTRATOR	144	Prof	RO	CO	\$21.49	\$22.57	\$23.70	\$24.88	\$26.15	\$26.80
DEPUTY PUBLIC GUARDIAN/CONSERVATOR	140	Prof	RO	CO	\$19.78	\$20.78	\$21.81	\$22.90	\$24.06	\$24.66
ENGINEERING & LAND DEVELOPMENT MANAGER	67	Prof	RG	EX	\$2,764.98	\$2,903.24	\$3,048.36	\$3,200.81	\$3,360.85	\$3,444.87
ENVIRONMENTAL HEALTH SPECIALIST I	48	Prof	RG	EX	\$1,739.89	\$1,826.90	\$1,918.22	\$2,014.12	\$2,114.85	\$2,167.72
ENVIRONMENTAL HEALTH SPECIALIST II	54	Prof	RG	EX	\$2,014.12	\$2,114.85	\$2,220.57	\$2,331.60	\$2,448.18	\$2,509.39
FAMILY NURSE PRACTITIONER	52	Prof	RG	EX	\$1,918.22	\$2,014.12	\$2,114.85	\$2,220.57	\$2,331.60	\$2,389.89
FAMILY PLANNING NURSE PRACTITIONER	63	Prof	RG	EX	\$2,507.90	\$2,633.33	\$2,764.98	\$2,903.24	\$3,048.36	\$3,124.57
GEOGRAPHIC INFORMATION SYSTEMS COORDINATOR	58	Prof	RO	CO	\$27.75	\$29.15	\$30.60	\$32.13	\$33.74	\$34.58
LAND USE UNIT MANAGER	58	Prof	RG	EX	\$2,220.57	\$2,331.60	\$2,448.18	\$2,570.59	\$2,699.13	\$2,766.61
LIBRARIAN I	38	Prof	RG	EX	\$1,390.22	\$1,459.71	\$1,532.70	\$1,609.35	\$1,689.81	\$1,732.05
LIBRARIAN II	42	Prof	RG	EX	\$1,525.33	\$1,601.61	\$1,681.69	\$1,765.77	\$1,854.07	\$1,900.43

LICENSED VOCATIONAL NURSE	52	Prof	RO	CO	\$23.98	\$25.18	\$26.44	\$27.76	\$29.15	\$29.88
LICENSED VOCATIONAL NURSE - PUBLIC HEALTH	52	Prof	RO	CO	\$23.98	\$25.18	\$26.44	\$27.76	\$29.15	\$29.88
NATURAL RESOURCE POLICY SPECIALIST	55	Prof	RG	EX	\$2,063.29	\$2,166.41	\$2,274.73	\$2,388.51	\$2,507.90	\$2,570.60
NURSE CASE ASSISTANT	52	Prof - Hrly	RO	CO	\$23.98	\$25.18	\$26.44	\$27.76	\$29.15	\$29.88
NUTRITIONIST COORDINATOR/WIC	55	Prof	RG	EX	\$2,063.29	\$2,166.41	\$2,274.73	\$2,388.51	\$2,507.90	\$2,570.60
PRINCIPAL APPRAISER	53	Prof	RG	EX	\$1,965.00	\$2,063.29	\$2,166.41	\$2,274.73	\$2,388.51	\$2,448.23
PROGRAM MANAGER	61	Prof	RG	EX	\$2,388.51	\$2,507.90	\$2,633.33	\$2,764.98	\$2,903.24	\$2,975.83
PROJECT COORDINATOR	60	Prof	RG	EX	\$2,331.60	\$2,448.18	\$2,570.59	\$2,699.13	\$2,834.11	\$2,904.97
PUBLIC HEALTH MANAGER	70	Prof	RG	CO	\$2,975.83	\$3,124.62	\$3,280.81	\$3,444.85	\$3,617.10	\$3,707.53
PUBLIC HEALTH NURSE I	55	Prof	RO	CO	\$25.80	\$27.09	\$28.44	\$29.87	\$31.36	\$32.14
PUBLIC HEALTH NURSE II	59	Prof	RG	EX	\$2,274.73	\$2,388.51	\$2,507.90	\$2,633.33	\$2,764.98	\$2,834.11
PUBLIC HEALTH OFFICER	99	Prof	RG	EX	\$6,046.10	\$6,348.40	\$6,665.83	\$6,999.11	\$7,349.07	\$7,532.80
SENIOR APPRAISER	48	Prof	RG	EX	\$1,739.89	\$1,826.90	\$1,918.22	\$2,014.12	\$2,114.85	\$2,167.72
SENIOR AUDITOR/APPRaiser	48	Prof	RG	EX	\$1,739.89	\$1,826.90	\$1,918.22	\$2,014.12	\$2,114.85	\$2,167.72
SENIOR BEHAV HEALTH NURSE	61	Prof	RG	EX	\$2,388.51	\$2,507.90	\$2,633.33	\$2,764.98	\$2,903.24	\$2,975.83
SENIOR CIVIL ENGINEER	67	Prof	RG	EX	\$2,764.98	\$2,903.24	\$3,048.36	\$3,200.81	\$3,360.85	\$3,444.87
SENIOR DEP AGR COMM/SEALER	55	Prof - Hrly	RO	CO	\$25.80	\$27.09	\$28.44	\$29.87	\$31.36	\$32.14
SENIOR ENVIRON HEALTH SPECIALIST	56	Prof	RG	EX	\$2,114.85	\$2,220.57	\$2,331.60	\$2,448.18	\$2,570.59	\$2,634.85
SENIOR PLANNER	63	Prof - Hrly	RO	CO	\$31.35	\$32.92	\$34.56	\$36.29	\$38.10	\$39.06
SENIOR PUBLIC HEALTH NURSE	65	Prof	RG	EX	\$2,633.33	\$2,764.98	\$2,903.24	\$3,048.36	\$3,200.81	\$3,280.83
SENIOR SPECIALIST APPRAISER	52	Prof	RG	EX	\$1,918.22	\$2,014.12	\$2,114.85	\$2,220.57	\$2,331.60	\$2,389.89
SENIOR STAFF PSYCHIATRIST	103	Prof	RG	EX	\$6,673.73	\$7,007.42	\$7,357.80	\$7,725.70	\$8,111.99	\$8,314.79
SOCIAL WORKER IV	150	Prof - Hrly	RO	CO	\$24.92	\$26.16	\$27.47	\$28.85	\$30.28	\$31.04

STAFF PSYCHIATRIST	99	Prof	RG	EX	\$6,046.10	\$6,348.40	\$6,665.83	\$6,999.11	\$7,349.07	\$7,532.80
STAFF PSYCHOLOGIST I	57	Prof	RG	EX	\$2,166.41	\$2,274.73	\$2,388.51	\$2,507.90	\$2,633.33	\$2,699.16
STAFF PSYCHOLOGIST II	61	Prof	RG	EX	\$2,388.51	\$2,507.90	\$2,633.33	\$2,764.98	\$2,903.24	\$2,975.83
SUPERVISING PUBLIC HEALTH EDUCATOR	57	Prof	MG	EX	\$26.41	\$27.74	\$29.11	\$30.58	\$32.10	\$32.91
SUPERVISING PUBLIC HEALTH NURSE	67	Prof	RG	CO	\$2,764.98	\$2,903.24	\$3,048.36	\$3,200.81	\$3,360.85	\$3,444.87
WASTE MANAGEMENT UNIT MANAGER	58	Prof	RG	EX	\$2,220.57	\$2,331.60	\$2,448.18	\$2,570.59	\$2,699.13	\$2,766.61

Salary Table with 2.75% COLA effective May 3, 2020

JOB CLASSIFICATION	Range	MOU	Unit	FLSA	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
AGR & STANDARDS INSPECTOR I	42	Prof - Hrly	RO	CO	\$19.59	\$20.58	\$21.61	\$22.70	\$23.83	\$24.42
AGR & STANDARDS INSPECTOR II	46	Prof - Hrly	RO	CO	\$21.29	\$22.36	\$23.47	\$24.65	\$25.87	\$26.53
ALCOHOL AND DRUG ADMINISTRATOR	68	Prof	RG	EX	\$2,912.05	\$3,057.67	\$3,210.55	\$3,371.03	\$3,539.58	\$3,628.07
APPRAISER	42	Prof	RG	EX	\$1,567.28	\$1,645.65	\$1,727.94	\$1,814.33	\$1,905.06	\$1,952.69
ASSOCIATE CIVIL ENGINEER	62	Prof	RG	EX	\$2,515.50	\$2,641.28	\$2,773.36	\$2,912.06	\$3,057.67	\$3,134.10
ASST DIR OF PERS HEALTH SERVICES	54	Prof	RG	EX	\$2,069.51	\$2,173.01	\$2,281.64	\$2,395.72	\$2,120.32	\$2,578.40
ATTORNEY I	56	Prof	RG	EX	\$2,173.01	\$2,281.64	\$2,395.72	\$2,515.50	\$2,641.28	\$2,707.31
ATTORNEY II	62	Prof	RG	EX	\$2,515.50	\$2,641.28	\$2,773.36	\$2,912.06	\$3,057.67	\$3,134.10
ATTORNEY III	68	Prof	RG	EX	\$2,912.05	\$3,057.67	\$3,210.55	\$3,371.03	\$3,539.58	\$3,628.07
ATTORNEY IV	75	Prof	RG	EX	\$3,453.27	\$3,625.94	\$3,807.26	\$3,997.59	\$4,197.44	\$4,302.38
AUDITOR/APPRaiser	42	Prof	RG	EX	\$1,567.28	\$1,645.65	\$1,727.94	\$1,814.33	\$1,905.06	\$1,952.69
BEHAV HEALTH CLINICIAN II (Associate License - Graduate Degree)	53	Prof	RG	EX	\$2,019.04	\$2,120.03	\$2,225.99	\$2,337.29	\$2,454.19	\$2,515.56
BEHAV HEALTH CLINICIAN III (Licensed)	57	Prof	RG	EX	\$2,225.99	\$2,337.29	\$2,454.19	\$2,576.87	\$2,705.75	\$2,773.39
BEHAV HEALTH CLINICIAN IV	59	Prof	RG	EX	\$2,337.29	\$2,454.19	\$2,576.87	\$2,705.75	\$2,841.02	\$2,912.05
BEHAV HEALTH CLINICAL SERVICES SUPERVISOR	65	Prof	RG	EX	\$2,705.75	\$2,841.02	\$2,983.08	\$3,132.19	\$3,288.83	\$3,371.05
BEHAV HEALTH NURSE I/PSYCH TECH	52	Prof - Hrly	RO	CO	\$24.64	\$25.87	\$27.17	\$28.52	\$29.95	\$30.70
BEHAV HEALTH NURSE II	59	Prof - Hrly	RO	CO	\$29.21	\$30.68	\$32.21	\$33.83	\$35.52	\$36.40
BEHAV HEALTH QUALITY ASSURANCE MANAGER	67	Prof	RG	EX	\$2,841.02	\$2,983.08	\$3,132.19	\$3,288.83	\$3,453.27	\$1,150.37
BEHAV HEALTH SYSTEMS ADMIN	69	Prof	RG	EX	\$2,983.08	\$3,132.19	\$3,288.83	\$3,453.27	\$3,625.94	\$3,716.59
BEHAV NURSE PRACTITIONER	54	Prof	RG	EX	\$2,069.51	\$2,173.01	\$2,281.64	\$2,395.72	\$2,120.32	\$2,578.40
BUSINESS RESOURCES COORDINATOR	46	Prof	RG	EX	\$1,702.61	\$1,787.74	\$1,877.14	\$1,970.97	\$2,069.51	\$2,121.24
CHIEF BUILDING INSPECTOR	55	Prof	RG	EX	\$2,120.03	\$2,225.99	\$2,337.29	\$2,454.19	\$2,576.87	\$2,641.29
CHIEF CHILD SUPPORT ATTORNEY	67	Prof	RG	EX	\$2,841.02	\$2,983.08	\$3,132.19	\$3,288.83	\$3,453.27	\$1,150.37

CHIEF DEPUTY DISTRICT ATTORNEY	77	Prof	RG	EX	\$3,628.09	\$3,809.50	\$3,999.98	\$4,199.98	\$4,409.98	\$4,520.22
COMMUNICATIONS OFFICER	57	Prof	RG	EX	\$2,225.99	\$2,337.29	\$2,454.19	\$2,576.87	\$2,705.75	\$2,773.39
CONSUMER PROTECT UNIT MANAGER	58	Prof	RG	EX	\$2,281.64	\$2,395.72	\$2,515.50	\$2,641.28	\$2,773.36	\$2,842.69
CORRECTIONAL LVN	57	Prof - Hrly	RO	CO	\$27.82	\$29.21	\$30.68	\$32.21	\$33.83	\$34.67
CORRECTIONAL NURSE	68	Prof - Hrly	RO	CO	\$36.40	\$38.22	\$40.13	\$42.14	\$44.24	\$45.35
COUNTY SURVEYOR/CIVIL ENGINEER ASSISTANT	61	Prof	RG	EX	\$2,454.19	\$2,576.87	\$2,705.75	\$2,841.02	\$2,983.08	\$3,057.67
DEPUTY AGR COMM/SEALER	52	Prof - Hrly	RO	CO	\$24.64	\$25.87	\$27.17	\$28.52	\$29.95	\$30.70
DEPUTY COUNTY SURVEYOR	57	Prof	RG	EX	\$2,225.99	\$2,337.29	\$2,454.19	\$2,576.87	\$2,705.75	\$2,773.39
DEPUTY PUBLIC GUARDIAN/ASSISTANT PUBLIC ADMINISTRATOR	144	Prof	RO	CO	\$22.08	\$23.19	\$24.35	\$25.56	\$26.87	\$27.54
DEPUTY PUBLIC GUARDIAN/CONSERVATOR	140	Prof	RO	CO	\$20.32	\$21.35	\$22.41	\$23.53	\$24.72	\$25.34
ENGINEERING & LAND DEVEL MANAGER	67	Prof	RG	EX	\$2,841.02	\$2,983.08	\$3,132.19	\$3,288.83	\$3,453.27	\$3,539.60
ENVIRONMENTAL HEALTH SPECIALIST I	48	Prof	RG	EX	\$1,787.74	\$1,877.14	\$1,970.97	\$2,069.51	\$2,173.01	\$2,227.33
ENVIRONMENTAL HEALTH SPECIALIST II	54	Prof	RG	EX	\$2,069.51	\$2,173.01	\$2,281.64	\$2,395.72	\$2,515.50	\$2,578.40
FAMILY NURSE PRACTITIONER	52	Prof	RG	EX	\$1,970.97	\$2,069.51	\$2,173.01	\$2,281.64	\$2,395.72	\$2,455.61
FAMILY PLANNING NURSE PRACTITIONER	63	Prof	RG	EX	\$2,576.87	\$2,705.75	\$2,841.02	\$2,983.08	\$3,132.19	\$3,210.50
GEOGRAPHIC INFORMATION SYSTEMS COORDINATOR	58	Prof	RO	CO	\$28.51	\$29.95	\$31.44	\$33.01	\$34.67	\$35.53
LAND USE UNIT MANAGER	58	Prof	RG	EX	\$2,281.64	\$2,395.72	\$2,515.50	\$2,641.28	\$2,773.36	\$2,842.69
LIBRARIAN I	38	Prof	RG	EX	\$1,428.45	\$1,499.85	\$1,574.85	\$1,653.61	\$1,736.28	\$1,779.68
LIBRARIAN II	42	Prof	RG	EX	\$1,567.28	\$1,645.65	\$1,727.94	\$1,814.33	\$1,905.06	\$1,952.69
LICENSED VOCATIONAL NURSE	52	Prof	RO	CO	\$24.64	\$25.87	\$27.17	\$28.52	\$29.95	\$30.70
LICENSED VOCATIONAL NURSE - PUBLIC HEALTH	52	Prof	RO	CO	\$24.64	\$25.87	\$27.17	\$28.52	\$29.95	\$30.70
NATURAL RESOURCE POLICY SPECIALIST	55	Prof	RG	EX	\$2,120.03	\$2,225.99	\$2,337.29	\$2,454.19	\$2,576.87	\$2,641.29
NURSE CASE ASSISTANT	52	Prof - Hrly	RO	CO	\$24.64	\$25.87	\$27.17	\$28.52	\$29.95	\$30.70
NUTRITIONIST COORDINATOR/WIC	55	Prof	RG	EX	\$2,120.03	\$2,225.99	\$2,337.29	\$2,454.19	\$2,576.87	\$2,641.29
PRINCIPAL APPRAISER	53	Prof	RG	EX	\$2,019.04	\$2,120.03	\$2,225.99	\$2,337.29	\$2,454.19	\$2,515.56

PROGRAM MANAGER	61	Prof	RG	EX	\$2,454.19	\$2,576.87	\$2,705.75	\$2,841.02	\$2,983.08	\$3,057.67
PROJECT COORDINATOR	60	Prof	RG	EX	\$2,395.72	\$2,515.50	\$2,641.28	\$2,773.36	\$2,912.05	\$2,984.86
PUBLIC HEALTH MANAGER	70	Prof	RG	CO	\$3,057.67	\$3,210.55	\$3,371.03	\$3,539.58	\$3,716.57	\$3,809.49
PUBLIC HEALTH NURSE I	55	Prof	RO	CO	\$26.51	\$27.83	\$29.22	\$30.69	\$32.22	\$33.02
PUBLIC HEALTH NURSE II	59	Prof	RG	EX	\$2,337.29	\$2,454.19	\$2,576.87	\$2,705.75	\$2,841.02	\$2,912.05
PUBLIC HEALTH OFFICER	99	Prof	RG	EX	\$6,212.37	\$6,522.98	\$6,849.14	\$7,191.59	\$7,551.17	\$7,739.95
SENIOR APPRAISER	48	Prof	RG	EX	\$1,787.74	\$1,877.14	\$1,970.97	\$2,069.51	\$2,173.01	\$2,227.33
SENIOR AUDITOR/APPRaiser	48	Prof	RG	EX	\$1,787.74	\$1,877.14	\$1,970.97	\$2,069.51	\$2,173.01	\$2,227.33
SENIOR BEHAV HEALTH NURSE	61	Prof	RG	EX	\$2,454.19	\$2,576.87	\$2,705.75	\$2,841.02	\$2,983.08	\$3,057.67
SENIOR CIVIL ENGINEER	67	Prof	RG	EX	\$2,841.02	\$2,983.08	\$3,132.19	\$3,288.83	\$3,453.27	\$3,539.60
SENIOR DEP AGR COMM/SEALER	55	Prof - Hrly	RO	CO	\$26.51	\$27.83	\$29.22	\$30.69	\$32.22	\$33.02
SENIOR ENVIRON HEALTH SPECIALIST	56	Prof	RG	EX	\$2,173.01	\$2,281.64	\$2,395.72	\$2,515.50	\$2,641.28	\$2,707.31
SENIOR PLANNER	63	Prof - Hrly	RO	CO	\$32.21	\$33.83	\$35.51	\$37.29	\$39.15	\$40.13
SENIOR PUBLIC HEALTH NURSE	65	Prof	RG	EX	\$2,705.75	\$2,841.02	\$2,983.08	\$3,132.19	\$3,288.83	\$3,371.05
SENIOR SPECIALIST APPRAISER	52	Prof	RG	EX	\$1,970.97	\$2,069.51	\$2,173.01	\$2,281.64	\$2,395.72	\$2,455.61
SENIOR STAFF PSYCHIATRIST	103	Prof	RG	EX	\$6,857.26	\$7,200.12	\$7,560.14	\$7,938.16	\$8,335.07	\$8,543.45
SOCIAL WORKER IV	150	Prof - Hrly	RO	CO	\$25.61	\$26.88	\$28.23	\$29.64	\$31.11	\$31.89
STAFF PSYCHIATRIST	99	Prof	RG	EX	\$6,212.37	\$6,522.98	\$6,849.14	\$7,191.59	\$7,551.17	\$7,739.95
STAFF PSYCHOLOGIST I	57	Prof	RG	EX	\$2,225.99	\$2,337.29	\$2,454.19	\$2,576.87	\$2,705.75	\$2,773.39
STAFF PSYCHOLOGIST II	61	Prof	RG	EX	\$2,454.19	\$2,576.87	\$2,705.75	\$2,841.02	\$2,983.08	\$3,057.67
SUPERVISING PUBLIC HEALTH EDUCATOR	57	Prof	MG	EX	\$27.14	\$28.50	\$29.91	\$31.42	\$32.98	\$33.82
SUPERVISING PUBLIC HEALTH NURSE	67	Prof	RG	CO	\$2,841.02	\$2,983.08	\$3,132.19	\$3,288.83	\$3,453.27	\$3,539.60
WASTE MANAGEMENT UNIT MANAGER	58	Prof	RG	EX	\$2,281.64	\$2,395.72	\$2,515.50	\$2,641.28	\$2,773.36	\$2,842.69

Salary Table with 2% COLA effective May 2, 2021

JOB CLASSIFICATION	Range	MOU	Unit	FLSA	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
AGR & STANDARDS INSPECTOR I	42	Prof - Hrly	RO	CO	19.99	20.99	22.04	23.15	24.30	24.91
AGR & STANDARDS INSPECTOR II	46	Prof - Hrly	RO	CO	21.72	22.81	23.94	25.14	26.39	27.06
ALCOHOL AND DRUG ADMINISTRATOR	68	Prof	RG	EX	2970.29	3118.82	3274.76	3438.45	3610.38	3700.63
APPRAISER	42	Prof	RG	EX	1598.62	1678.57	1762.50	1850.62	1943.16	1991.75
ASSOCIATE CIVIL ENGINEER	62	Prof	RG	EX	2565.82	2694.11	2828.82	2970.30	3118.82	3196.78
ASST DIR OF PERS HEALTH SERVICES	54	Prof	RG	EX	2110.90	2216.47	2327.27	2443.63	2162.72	2629.97
ATTORNEY I	56	Prof	RG	EX	2216.47	2327.27	2443.63	2565.82	2694.11	2761.45
ATTORNEY II	62	Prof	RG	EX	2565.82	2694.11	2828.82	2970.30	3118.82	3196.78
ATTORNEY III	68	Prof	RG	EX	2970.29	3118.82	3274.76	3438.45	3610.38	3700.63
ATTORNEY IV	75	Prof	RG	EX	3522.34	3698.46	3883.40	4077.54	4281.39	4388.43
AUDITOR/APPRaiser	42	Prof	RG	EX	1598.62	1678.57	1762.50	1850.62	1943.16	1991.75
BEHAV HEALTH CLINICIAN II (Associate License - Graduate Degree)	53	Prof	RG	EX	2059.42	2162.43	2270.51	2384.03	2503.28	2565.87
BEHAV HEALTH CLINICIAN III (Licensed)	57	Prof	RG	EX	2270.51	2384.03	2503.28	2628.40	2759.86	2828.85
BEHAV HEALTH CLINICIAN IV	59	Prof	RG	EX	2384.03	2503.28	2628.40	2759.86	2897.84	2970.29
BEHAV HEALTH CLINICAL SERVICES SUPERVISOR	65	Prof	RG	EX	2759.86	2897.84	3042.74	3194.83	3354.61	3438.47
BEHAV HEALTH NURSE I/PSYCH TECH	52	Prof - Hrly	RO	CO	25.13	26.39	27.71	29.09	30.55	31.32
BEHAV HEALTH NURSE II	59	Prof - Hrly	RO	CO	29.80	31.29	32.86	34.50	36.23	37.13
BEHAV HEALTH QUALITY ASSURANCE MANAGER	67	Prof	RG	EX	2897.84	3042.74	3194.83	3354.61	3522.34	1173.38
BEHAV HEALTH SYSTEMS ADMIN	69	Prof	RG	EX	3042.74	3194.83	3354.61	3522.34	3698.46	3790.92
BEHAV NURSE PRACTITIONER	54	Prof	RG	EX	2110.90	2216.47	2327.27	2443.63	2162.72	2629.97
BUSINESS RESOURCES COORDINATOR	46	Prof	RG	EX	1736.66	1823.49	1914.68	2010.39	2110.90	2163.67
CHIEF BUILDING INSPECTOR	55	Prof	RG	EX	2162.43	2270.51	2384.03	2503.28	2628.40	2694.12
CHIEF CHILD SUPPORT ATTORNEY	67	Prof	RG	EX	2897.84	3042.74	3194.83	3354.61	3522.34	1173.38

CHIEF DEPUTY DISTRICT ATTORNEY	77	Prof	RG	EX	3700.65	3885.69	4079.97	4283.98	4498.18	4610.62
COMMUNICATIONS OFFICER	57	Prof	RG	EX	2270.51	2384.03	2503.28	2628.40	2759.86	2828.85
CONSUMER PROTECT UNIT MANAGER	58	Prof	RG	EX	2327.27	2443.63	2565.82	2694.11	2828.82	2899.55
CORRECTIONAL LVN	57	Prof - Hrly	RO	CO	28.38	29.80	31.29	32.86	34.50	35.36
CORRECTIONAL NURSE	68	Prof - Hrly	RO	CO	37.13	38.99	40.94	42.98	45.13	46.26
COUNTY SURVEYOR/CIVIL ENGINEER ASSISTANT	61	Prof	RG	EX	2503.28	2628.40	2759.86	2897.84	3042.74	3118.82
DEPUTY AGR COMM/SEALER	52	Prof - Hrly	RO	CO	25.13	26.39	27.71	29.09	30.55	31.32
DEPUTY COUNTY SURVEYOR	57	Prof	RG	EX	2270.51	2384.03	2503.28	2628.40	2759.86	2828.85
DEPUTY PUBLIC GUARDIAN/ASSISTANT PUBLIC ADMINISTRATOR	144	Prof	RO	CO	22.52	23.65	24.84	26.08	27.41	28.09
DEPUTY PUBLIC GUARDIAN/CONSERVATOR	140	Prof	RO	CO	20.73	21.78	22.86	24.00	25.22	25.84
ENGINEERING & LAND DEVEL MANAGER	67	Prof	RG	EX	2897.84	3042.74	3194.83	3354.61	3522.34	3610.40
ENVIRONMENTAL HEALTH SPECIALIST I	48	Prof	RG	EX	1823.49	1914.68	2010.39	2110.90	2216.47	2271.88
ENVIRONMENTAL HEALTH SPECIALIST II	54	Prof	RG	EX	2110.90	2216.47	2327.27	2443.63	2565.82	2629.97
FAMILY NURSE PRACTITIONER	52	Prof	RG	EX	2010.39	2110.90	2216.47	2327.27	2443.63	2504.72
FAMILY PLANNING NURSE PRACTITIONER	63	Prof	RG	EX	2628.40	2759.86	2897.84	3042.74	3194.83	3274.71
GEOGRAPHIC INFORMATION SYSTEMS COORDINATOR	58	Prof	RO	CO	29.08	30.55	32.07	33.67	35.36	36.24
LAND USE UNIT MANAGER	58	Prof	RG	EX	2327.27	2443.63	2565.82	2694.11	2828.82	2899.55
LIBRARIAN I	38	Prof	RG	EX	1457.02	1529.85	1606.35	1686.68	1771.01	1815.28
LIBRARIAN II	42	Prof	RG	EX	1598.62	1678.57	1762.50	1850.62	1943.16	1991.75
LICENSED VOCATIONAL NURSE	52	Prof	RO	CO	25.13	26.39	27.71	29.09	30.55	31.32
LICENSED VOCATIONAL NURSE - PUBLIC HEALTH	52	Prof	RO	CO	25.13	26.39	27.71	29.09	30.55	31.32
NATURAL RESOURCE POLICY SPECIALIST	55	Prof	RG	EX	2162.43	2270.51	2384.03	2503.28	2628.40	2694.12
NURSE CASE ASSISTANT	52	Prof - Hrly	RO	CO	25.13	26.39	27.71	29.09	30.55	31.32
NUTRITIONIST COORDINATOR/WIC	55	Prof	RG	EX	2162.43	2270.51	2384.03	2503.28	2628.40	2694.12
PRINCIPAL APPRAISER	53	Prof	RG	EX	2059.42	2162.43	2270.51	2384.03	2503.28	2565.87

PROGRAM MANAGER	61	Prof	RG	EX	2503.28	2628.40	2759.86	2897.84	3042.74	3118.82
PROJECT COORDINATOR	60	Prof	RG	EX	2443.63	2565.82	2694.11	2828.82	2970.29	3044.55
PUBLIC HEALTH MANAGER	70	Prof	RG	CO	3118.82	3274.76	3438.45	3610.38	3790.90	3885.68
PUBLIC HEALTH NURSE I	55	Prof	RO	CO	27.04	28.39	29.81	31.31	32.87	33.68
PUBLIC HEALTH NURSE II	59	Prof	RG	EX	2384.03	2503.28	2628.40	2759.86	2897.84	2970.29
PUBLIC HEALTH OFFICER	99	Prof	RG	EX	6336.62	6653.44	6986.12	7335.42	7702.19	7894.75
SENIOR APPRAISER	48	Prof	RG	EX	1823.49	1914.68	2010.39	2110.90	2216.47	2271.88
SENIOR AUDITOR/APPRaiser	48	Prof	RG	EX	1823.49	1914.68	2010.39	2110.90	2216.47	2271.88
SENIOR BEHAV HEALTH NURSE	61	Prof	RG	EX	2503.28	2628.40	2759.86	2897.84	3042.74	3118.82
SENIOR CIVIL ENGINEER	67	Prof	RG	EX	2897.84	3042.74	3194.83	3354.61	3522.34	3610.40
SENIOR DEP AGR COMM/SEALER	55	Prof - Hrly	RO	CO	27.04	28.39	29.81	31.31	32.87	33.68
SENIOR ENVIRON HEALTH SPECIALIST	56	Prof	RG	EX	2216.47	2327.27	2443.63	2565.82	2694.11	2761.45
SENIOR PLANNER	63	Prof - Hrly	RO	CO	32.86	34.50	36.22	38.03	39.93	40.94
SENIOR PUBLIC HEALTH NURSE	65	Prof	RG	EX	2759.86	2897.84	3042.74	3194.83	3354.61	3438.47
SENIOR SPECIALIST APPRAISER	52	Prof	RG	EX	2010.39	2110.90	2216.47	2327.27	2443.63	2504.72
SENIOR STAFF PSYCHIATRIST	103	Prof	RG	EX	6994.40	7344.13	7711.34	8096.92	8501.77	8714.32
SOCIAL WORKER IV	150	Prof - Hrly	RO	CO	26.12	27.42	28.79	30.24	31.73	32.53
STAFF PSYCHIATRIST	99	Prof	RG	EX	6336.62	6653.44	6986.12	7335.42	7702.19	7894.75
STAFF PSYCHOLOGIST I	57	Prof	RG	EX	2270.51	2384.03	2503.28	2628.40	2759.86	2828.85
STAFF PSYCHOLOGIST II	61	Prof	RG	EX	2503.28	2628.40	2759.86	2897.84	3042.74	3118.82
SUPERVISING PUBLIC HEALTH EDUCATOR	57	Prof	MG	EX	27.68	29.07	30.51	32.05	33.64	34.49
SUPERVISING PUBLIC HEALTH NURSE	67	Prof	RG	CO	2897.84	3042.74	3194.83	3354.61	3522.34	3610.40
WASTE MANAGEMENT UNIT MANAGER	58	Prof	RG	EX	2327.27	2443.63	2565.82	2694.11	2828.82	2899.55

**SIDE LETTER AGREEMENT BETWEEN THE COUNTY OF SISKIYOU AND
ORGANIZED EMPLOYEES OF SISKIYOU COUNTY
(MISCELLANEOUS, PROFESSIONAL AND MANAGEMENT UNITS)
SL # 2020-04**

Effective January 10, 2021, Section 2.2 – Uniform Allowance of the Miscellaneous Unit Addendum of the Memorandum of Understanding between the County of Siskiyou and the Organized Employees of Siskiyou County is hereby amended as follows:

Communications Dispatchers, Senior Communications Dispatchers, Criminal Records Technicians, Civil Processor, Animal Control Technicians, Animal Shelter Coordinators, Bus Drivers, and the Fiscal Technician assigned to the Civil/Training Division shall receive a Uniform Allowance of \$225 annually, pro-rated on a pay period basis (\$ 8.65 per pay period).

EMPLOYER:

County of Siskiyou

UNION:

Organized Employees of Siskiyou County

SIGNATURE ON FILE

Angela D. Davis
County Administrator
County of Siskiyou

SIGNATURE ON FILE

Teresa Scott, President

SIGNATURE ON FILE

Steve Allen, Business Representative

**SIDE LETTER AGREEMENT BETWEEN THE COUNTY OF SISKIYOU AND
ORGANIZED EMPLOYEES OF SISKIYOU COUNTY
(MISCELLANEOUS, PROFESSIONAL AND MANAGEMENT UNITS)
SL # 2021-04**

The County of Siskiyou and the Organized Employees of Siskiyou County (Miscellaneous Unit) agree to the following amendment to the May 5, 2020 through May 4, 2022 Master Agreement.

Effective February 7, 2021, employees in the following classifications will be allowed to earn compensatory time off in lieu of holiday pay when the County observed holiday falls on their regularly scheduled day off.

Communications Dispatch I
Communications Dispatch II
Senior Communications Dispatcher

The maximum compensatory time balance limit of 100 hours per employee will still apply.

The Department Head retains the right to determine how additional hours worked are compensated.

EMPLOYER:
County of Siskiyou

ASSOCIATION:
Organized Employees of Siskiyou County

Angela D. Davis
County Administrator
County of Siskiyou

Teresa Scott, President

Steve Allen, Business Agent