

Memorandum of Understanding

between

County of San Mateo

and

**American Federation of State,
County and Municipal Employees**

(AFSCME)

Local 829, AFL-CIO

Service Employees International Union

(SEIU)

Local 521

Extra - Help

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AFSCME & SEIU
EXTRA-HELP
MEMORANDUM OF UNDERSTANDING
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MEMORANDUM OF UNDERSTANDING

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

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

Section 1. Recognition

Union Recognition

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

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

Section 2. Union Security

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

2.1 Agency Shop

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

1. Become and remain a member of the Union.
2. Pay to the Union an agency fee in an amount which does not exceed an amount which may be lawfully collected under applicable constitutional, statutory, and case law (e.g., Hudson v. Chicago Teachers Union, Local No. 1, AFL-CIO), which shall be less than the monthly dues paid during the duration of this Memorandum of Understanding, it being understood that it shall be the sole responsibility of the Union to determine an agency fee which meets the above criteria; or
3. Do both of the following:

- a. Present to the Union and the Controller a written declaration that he/she is a member of a bonafide religion, body, or sect which has historically held a conscientious objection to joining or financially supporting any public employee organization as a condition of employment; and
- b. Pay a sum equal to the agency fee described above to one of three negotiated non-religious, non-labor, charitable funds that are exempt from taxation under Section 501(c)(3) of the Internal Revenue Code.

For AFSCME

- i. San Mateo County Health Center Foundation
- ii. San Mateo County Mental Health Association's Spring Street Shelter for the Homeless Mentally Ill
- iii. San Mateo County Service League

For SEIU

- i. Ronald McDonald
- ii. El Concilio
- iii. [third negotiated fund's name]

2.2 Compliance

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

2.3 Maintenance of Membership

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

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

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

2.4 Supervisory Classifications

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

2.5 Forfeiture of Deduction

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

2.6 Reinstatement

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

2.7 Payroll Deduction

The Union shall have the regular dues of its members within a representation unit deducted from employees' paychecks under procedures prescribed by the County Controller for such deductions. Dues deduction shall be made only upon signed authorization from the extra-help worker upon a form furnished by the County, and shall continue: (1) until such authorization is revoked, in writing, by the employee; or (2) until the transfer of the employee to a unit represented by another employee organization. The Human Resources Department and the Controller's Office will work to provide that dues deductions are promptly terminated when an extra-help worker transfers out of union representation through a change in classification or status.

Extra-help workers may authorize dues deductions only for the organization certified as the recognized employee organization of the unit to which such extra-help workers are assigned.

Extra-help workers may voluntarily elect to have contributions deducted from their paychecks under procedures prescribed by the County Controller for the PEOPLE Fund (AFSCME) and the COPE Fund (SEIU). Such deductions shall be made only

upon signed authorization from the extra-help worker and shall continue until such authorization is revoked in writing.

2.8 County Obligations

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

2.9 Union Obligations

- A. The Union shall provide the County with a copy of the Union's "Hudson procedure" for the determination and protest of its agency fees. The Union shall provide a copy of said "Hudson procedure" to every agency fee payer covered by this Memorandum of Understanding and annually thereafter, and as a condition to any percentage change in the agency fee.
- B. Local 829 and Local 521 will supply the County with deduction authorization forms and/or membership applications.
- C. Annually, the Union shall provide the Director of Human Resources with copies of the financial report which the Union annually files with the California Employee Relations Board, the United States Department of Labor (Form LM-2), or the Union's balance and operating statement for the prior year. Failure to file such a report within sixty (60) days after the end of its fiscal year shall result in the termination of all agency fee deductions without jeopardy to any extra-help worker, until such report is filed.

2.10 Hold Harmless

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

2.11 Communications with Extra-Help Workers

The Union shall be allowed by a County department, in which it represents extra-help workers, use of available bulletin board space for communications having to do with

official organization business, such as times and places of meetings provided such use does not interfere with the needs of the department. The department involved and/or Human Resources department will investigate problems that the Union identifies with respect to use of these bulletin boards.

The Union may distribute materials to extra-help workers within the unit it represents through County mail distribution channels if approved by the Director of Human Resources. This privilege may be revoked in the event of abuse after the Director of Human Resources consults with representatives of the Union.

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

2.12 Use of County Buildings

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

2.13 Advance Notice

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

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

2.14 New Employee Notification

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

2.15 Employee Roster

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

The County shall supply to the Union on a biweekly basis a listing of extra-help workers and their length of service, grouped by department. For extra-help workers hired sixty (60) days following the adoption of this Agreement, hours listed will include only hours worked in an extra-help, rather than regular, capacity, except for persons who fluctuate between regular and extra-help status during the course of their County employment. The County shall notify the Union of extra-help workers who are on a leave of absence status in excess of 28 days.

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

Section 3. Union Stewards and Official Representatives

3.1 Attendance at Meetings

Extra-help workers who are official representatives or Stewards of the Union shall be given reasonable time off with pay during attendance at a meet and confer session, consultation with management representatives, or being present at hearings where matters within the scope of representation are being considered, when the time spent coincides with their pre-scheduled work day/shift. The use of official time for this purpose shall be reasonable and shall not interfere with the performance of County services as determined by the County. Such representatives or stewards shall submit written requests for excused absences to the Director of Human Resources at least two (2) working days prior to the scheduled meeting whenever possible.

Except by agreement with the Director of Human Resources, the number of extra-help workers excused for such purposes shall not exceed one (1) per Union, or four (4) per Union for formal negotiations on successor MOU's. Paid release time for formal negotiations shall not be provided for stewards who are not extra-help to represent extra-help workers, other than (a) a maximum of one regular employee from each Union, and (b) a representative or steward who moves from extra-help to regular status during a given set of negotiations shall continue to be provided paid release time for those negotiations.

If any extra-help worker's request for excused absence is not approved, such disapproval shall be subject to appeal to the County Manager whose decision shall be final.

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

Extra-help shop stewards working P.M. shifts shall be provided with two (2) hours of unpaid release time each month to attend Steward Council Meetings. It is acknowledged that San Mateo Medical Center administration will attempt to provide such release time, but that each instance must be considered on a case-by-case basis.

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

3.2 Handling of Grievances

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

Extra-help stewards may be relieved from their assigned work duties by their supervisors to investigate and process grievances initiated by other extra-help workers within the same work area or representation unit. Requests for release time shall not be denied unreasonably. Extra-help stewards shall promptly report to the Union any grievances which may arise and cannot be adjusted on the job. Supervisory extra-help workers shall not represent non-supervisory extra-help workers in a grievance procedure where such activity might result in a conflict of interest. Neither an extra-help steward nor the Union shall order any changes, and no change shall be made except with the consent of the appropriate department heads. If an extra-help steward is relieved from his/her duties to investigate and process a grievance, other stewards shall not be released for that grievance.

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

Section 4. No Discrimination

There shall be no discrimination because of race, creed, color, national origin, sex, sexual orientation, age, or any other classification protected by law, or legitimate union activities against any extra-help worker or applicant for employment by the Union or by the County or by anyone employed by the County; and to the extent prohibited by applicable state and federal law, there shall be no discrimination against any disabled person solely because of such disability unless that disability prevents the person from performing the essential duties of the position.

Section 5. Salaries

5.1 Salary Ranges

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

The rates of pay set forth in the Exhibits represent for each classification the standard hourly rate of pay. Salary adjustments for extra-help shall occur at the time and in the same percentage of general salary and equity adjustments for parallel regular

classifications. Salary adjustments for extra-help in classifications for which there is no parallel regular classification shall occur at the time and in the same percentage of the general salary adjustments. Any salary adjustments made subsequent to November 10, 2013 shall be reflected in addendums to the Exhibits in this Memorandum of Understanding. As reflected in the Exhibits, salaries shall be adjusted as follows: the first full pay period upon ratification and approval, there shall be a three percent (3%) increase.

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

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

5.2 Entrance Salary

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

5.3 Salary Step Increases

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

Hours of Service Necessary for Step Increases

- (1) After completion of 1040 regular hours satisfactory service in Step A of the salary schedule, and upon recommendation of the appointing authority, the extra-help worker shall be advanced to the next higher step in the salary schedule for the classification. If an extra-help worker is appointed at a step higher than the first step of the salary range for that classification, the first merit increase shall be after completion of 2080 regular hours of satisfactory service.
- (2) After the completion of 2080 regular hours satisfactory service in each of the salary steps above A, and upon recommendation of the appointing authority, the extra-help worker shall be advanced to the next higher step in the salary schedule for the classification until the top of the range is reached.
- (3) If an extra-help worker completes the 1040 or 2080 hours in the middle of a pay period, the extra-help worker shall be eligible for an increase as follows:
 - if the merit increase period is completed during the first week of a pay

period, the increase will be made effective with the start of the then current pay period.

- if the merit increase period is completed during the second week of a pay period, the increase will be made effective with the start of the next pay period.

- (4) If an operating department verifies in writing that an administrative or clerical error was made in failing to submit the documents needed to advance an extra-help worker to the next salary step on the first pay period when eligible, said advancement shall be made retroactive to the first pay period when eligible. This section also applies to fully flexibly staffed promotions in which case the advancement shall be made retroactive to the first pay period when approved by the appointing authority.

5.4 Flexibly-Staffed Series

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

5.5 Salary Step When Salary Range is Revised

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

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

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

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

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

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

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

5.8 Salary Step Defined

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

Section 6. Days and Hours of Work

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

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

Section 7. Overtime

7.1 Authorization

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

7.2 Definition

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

Overtime resulting from required attendance at training classes or training meetings shall be compensable at the straight-time rate in an amount equal to the overtime worked unless monetary payment at a different rate is prescribed for an employee covered by the Fair Labor Standards Act. The smallest increment of working time that may be credited as overtime is six (6) minutes. Portions of six (6) minutes worked at different times shall not be added together for the purpose of crediting overtime.

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

7.3 Work Groups

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

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

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

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

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

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

7.4 Out of Town Weekend Work Assignments

Any extra-help worker who is assigned work that requires him/her to be out of town on one or more weekend days shall be compensated as follows:

1. Fifty dollars (\$50.00) per day for each weekend day (Saturday and/or Sunday) the extra-help worker is out of town; and
2. Regular and/or overtime compensation as provided in this section for each hour actually worked during such assignments, subject to the usual pre-approval requirements; and

3. Travel time for such assignments shall be compensated at actual time traveled, portal-to-portal, at one and one-half (1 1/2) time, when the travel occurs outside of the extra-help worker's regular work schedule.

Section 8. Shift Differential

8.1 Definition

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

8.2 Applicable Shifts

Extra-help workers who are assigned to work a full shift which starts between 2:00 p.m. and 5:00 a.m. shall be paid at shift differential rates for all hours worked during such shift.

8.3 Split Shifts

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

Section 9. On-Call Duty

9.1 Assignment of On-Call Work

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

9.2 Applicable Pay Rates

Extra-help workers who are authorized to be placed in an on-call status, shall be paid the hourly equivalent on-call rate applicable for their classification in the regular service, during the time in which they are required to be in an on-call status. Extra-help workers in an on-call status who are required to report to work shall be compensated at the time and one half rate of pay (1 1/2 time) for a minimum of three hours as "call back-pay". Extra-help workers receiving "call-back pay" shall not be entitled to "on-call" pay simultaneously.

Section 10. Mileage Reimbursement Policy

10.1 General

Except where indicated below, the County does not reimburse extra-help for home to work and work to home travel. Any disputes concerning the interpretation or application of the mileage reimbursement policy shall be referred to the Director of Human

Resources, whose decision shall be final. As soon as practicable after notification is received from the IRS of a change in its allowable mileage rate, the County shall increase its rate to coincide with that set by the IRS.

10.2 Definition of Work Location: The County facility(ies) or designated area(s) within the County where an extra-help worker reports when commencing his/her assigned functions.

An extra-help worker is entitled to mileage reimbursement under the conditions specified below:

1. Once an extra-help worker arrives at his/her assigned work location, any subsequent work related travel in the extra-help worker's own vehicle shall be eligible for mileage reimbursement.
2. Travel to Trainings and Conferences
3.
 - a) If an extra-help worker uses his/her own vehicle for travel to and from any required training program or conference, the extra-help worker shall be entitled to mileage reimbursement for all miles traveled unless the extra-help worker is leaving directly from his/her residence, in which case the total shall be less the normal mileage to or from the extra-help worker's assigned work location.
 - b) If an extra-help worker uses his/her own vehicle for travel to and from any optional work-related training program or conference the extra-help worker may, with department head approval, be eligible for mileage reimbursement up to the limits specified in paragraph "a" above.

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

Section 11. Seasonal Positions - Right to Return

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

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

Section 12. Holidays

12.1 The holidays for the County are:

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

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

12.2 Holiday Pay

- (a) Extra-help workers who work on a holiday shall be compensated for such time worked at the rate of one and one-half (1 1/2) times the straight-time rate as provided in the Overtime Section of this MOU for their work group.
- (b) Extra-help workers who work their scheduled day immediately before and after a holiday, but do not work on the holiday itself, shall receive holiday pay at straight time for the holiday in the amount equal to:
- One-half of the normal hours worked per day by the extra help employee, or
 - If hours per day vary, one-half of the daily average of normal hours worked over the preceding two pay periods up to a maximum of four (4) hours holiday pay.

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

Section 13. Promotional Points

Extra Help Applicants for New Positions

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

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

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

Section 14. Credit Upon Hire into a Regular Position

- 14.1 Extra-help workers do not accrue vacation or sick leave credits.
- 14.2 If an extra-help worker is appointed to a regular position, such appointee shall receive credit for his/her extra-help period of service in computing accumulated vacation (up to a maximum accrual of 52 bi-weekly pay periods) and sick leave, provided that no credit shall be given for service preceding any period of more than twenty-eight (28) consecutive calendar days in which he/she was not in a pay status, except where the absence from pay status was due to an approved leave of absence or a period during which the extra-help worker would not normally be scheduled to work.

Section 15 . Voluntary Leaves of Absence Without Pay

- 15.1 General
Extra-help workers shall not be entitled to leaves of absence without pay as a matter of right, but only in accordance with the provisions of law and this Memorandum of Understanding. Unless otherwise provided, the granting of a leave of absence without pay also grants to the extra-help worker the right to return to a position in the same classification, or equivalent classification in the same department as he/she held at the time the leave was granted, subject to the terms and restrictions under the law. The granting of any leave of absence without pay shall be based on the presumption that the extra-help worker intends to return to work upon the expiration of the leave.
- 15.2 Total Period of Leave: No leave of absence without pay, or combination of leaves of absence without pay, shall exceed the amount of time off allowed under the Family and Medical Leave Act (FMLA)/California Family Rights Act (CFRA), the Pregnancy Disability Leave Law(PDLL), and all other applicable laws, and provided the extra-help worker meets the eligibility criteria as set forth in these laws. Such leave will be granted if it is sufficiently substantiated by a physician's statement.
- 15.3 Approval and Appeals: Initial action to approve or disapprove any leave of absence shall be by the extra-help worker's department head; however, leaves of absence of more than two (2) biweekly pay periods must also be approved by the Director of Human Resources. Denial of requested leave in whole or in part at the department head level may be appealed by the extra-help worker to the Director of Human Resources, whose decision shall be final.

15.4 Salary Adjustments

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

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

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

Section 16. Annual Meeting

At the union's request, the Director of Human Resources, or his/her designee, shall meet with AFSCME and SEIU representatives as necessary to discuss the unions' recommendations and justifications for conversion of extra help hours to permanent positions.

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

Section 17 . Hospitalization and Medical Care

17.1 General

The parties agree to reopen this section in April 2014.

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

17.2 Initial Enrollment

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

Category A

Extra-help workers in the classifications of Election Technician, Library Aide, Park Aide and Pest Detection Specialist, who have worked 750 hours in fiscal year 2005-2006.

Category B

Extra-help workers in the classifications not designated as “relief”, who have worked 900 hours in fiscal year 2005-2006.

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

17.3 Ongoing Eligibility

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

Category A

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

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

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

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

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

Example:

Mary is a Park Aide who normally works from April through October and has more than 750 hours in 2005-2006. She elects to enroll during the August open enrollment and receives health coverage effective September 1. Mary continues to work until the end of October and is terminated because the season is over. Mary is given the chance to continue coverage until next April, at her own cost.

- If she elects coverage, she will be covered during the off-season, provided that she pays 100% of the premium on a timely (pay period) basis. If, during the off-season, she does not pay her premium in the pay period, she will be terminated at the end of the month and will be able to re-enroll when she is rehired. If she has insufficient hours when eligibility is re-determined in July, she will be offered COBRA.
- If Mary elects to drop coverage in November (when her season is over), she will be offered coverage in April when she is re-hired. If she elects coverage at this time she will be covered through August 31. If she loses coverage for any of the reasons listed above, she will be ineligible for coverage until September 1, provided she has worked 750 hours in 2006-2007.

Category B

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

1. Terminate extra-help employment during the year (benefits terminate at the end of the month of termination).
2. Fail to work 900 hours, as determined the following July 1 (benefits terminate effective August 31).
3. Fail to work 30 hours per pay period in 2 consecutive pay periods (benefits terminate effective the end of the month of termination).
4. Fail to pay within a single pay period for any remaining premium costs when the County paycheck is insufficient to cover the premium cost (benefits terminate effective the end of the month of termination).

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

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

Example:

Mark is an extra-help worker who worked more than 900 hours in 2005-2006. He elects to enroll during the August open enrollment and receives health coverage effective September 1.

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

17.4 Cost

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

Section 18. Retirement Plan

- 18.1 The County shall continue to enroll eligible extra-help workers in the Part-Time, Seasonal, Temporary Retirement Plan.
- 18.2 Each pay period, 7.5%, or that amount designated by law, shall be deducted from each extra-help worker's salary and deposited into his/her Part-Time, Seasonal, Temporary Retirement Plan account.
- 18.3 Contributions and investment returns, minus administrative expenses, shall be credited to each extra-help worker's Part-Time, Seasonal, Temporary Retirement Plan account based on his/her monthly account activity.

Section 19. Reconsideration Process for Separation due to Performance or Conduct Issues

In the event it is determined that the services of an extra-help, seasonal, periodic, or relief worker who has worked at least 1,560 cumulative extra-help hours for the County will no longer be utilized due to concerns about his/her performance and/or conduct, written notice shall be provided to him or her at least nine calendar days prior to the effective date of separation. This written notice shall include the reason for separation, and the right to union representation. Notice postmarked nine calendar days before the effective date of separation to the extra-help worker's address of record shall be sufficient notice.

The extra-help/seasonal/periodic/relief worker may request reconsideration of such action by submitting a written request including a statement of any facts to substantiate a reversal of the decision to his or her Department Head or designee. Such request for reconsideration must be received by the Department Head or designee prior to the date of separation. Should the decision of the Department Head or designee sustain the proposed separation, the union may take the matter to mediation through the Peninsula Conflict Resolution Center. Cost for the mediation will be shared equally among the union and the department. The department representatives at the mediation will be the manager and next level manager. The union's representatives at the mediation are selected by the union. In the event the reconsideration is not completed prior to the effective date of the separation, the extra-help worker shall be released pending completion of the reconsideration.

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

Section 20. Grievances

20.1 Definition

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

20.2 Procedure

Grievances shall be processed in the following manner:

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

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

(b) Step 2. Director of Human Resources

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

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

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

If a majority decision is not reached in the Adjustment Board, or, if the Adjustment Board is waived, either party may request Mediation prior to requesting Arbitration by submitting a written request to the Director of Human Resources within 14 calendar days

from the date of the Adjustment Board, or within 28 days from the date the grievance is denied. Mediation will only be held by mutual consent of both parties. The Director of Human Resources shall assign a Mediator.

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

(d) Step 4. Arbitration

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

20.3 Scope of Adjustment Board and Arbitration Decisions

- (a) Decisions of Adjustment Boards and arbitrators on matters properly before them shall be final and binding on the parties hereto, to the extent permitted by the Charter of the County.
- (b) No Adjustment Board and no arbitrator shall entertain, hear, decide or make recommendations on any dispute unless such dispute involves a position in a unit represented by the Union which has been certified as the recognized employee organization for such unit and unless such dispute falls within the definition of a grievance as set forth in subsection 209.1.
- (c) Proposals to add to or change this Memorandum of Understanding or written agreements or addenda supplementary hereto shall not be arbitrable and no proposal to modify, amend or terminate this Memorandum of Understanding, nor any matter or subject arising out of or in connection with such proposals, may be referred to arbitration under this Section. Neither any Adjustment Board nor any arbitrator shall have the power to amend or modify this Memorandum of Understanding or written agreements or addenda supplementary hereto or to establish any new terms or conditions of employment.

20.4 Compensation Complaints (MOU Complaints Only)

All complaints involving or concerning the payment of compensation shall be initially filed in writing with the Director of Human Resources. Only complaints which allege that extra-help workers are not being compensated in accordance with the provisions of this Memorandum of Understanding shall be considered as grievances. Any other matters of compensation are to be resolved in the meet and confer process if not detailed in the Memorandum of Understanding which results from such meet and confer process shall be deemed withdrawn until the meet and confer process is next opened for such

discussion. No adjustment shall be retroactive for more than sixty (60) calendar days from the date upon which the complaint was filed.

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

20.5 No Strike

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

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

20.6 County Charter and Civil Service Commission

- (a) The provisions of this Section shall not abridge any rights to which an extra-help worker may be entitled under the County Charter, nor shall it be administered in a manner which would abrogate any power which, under the County Charter may be within the sole province and discretion of the Civil Service Commission.
- (b) All grievances of extra-help workers in representation units represented by the Union shall be processed under this Section. If the County Charter requires that a differing option be available to the extra-help worker, no action under paragraph (b) of subsection 20.2 above shall be taken unless it is determined that the extra-help worker is not availing himself/herself of such option.
- (c) If any award by an Adjustment Board or arbitrator requires action by the Board of Supervisors or the Civil Service Commission before it can be placed in effect, the County Manager and the Director of Human Resources will recommend to the Board of Supervisors or the Civil Service Commission, as appropriate, that it follow such award.

Section 21. Loss of Compensation (Non-MOU Complaints)

If an extra-help worker covered by this Memorandum of Understanding suffers loss of compensation due to the inequitable application of rules, regulations, policies and procedures and where said loss of compensation is not subject to the grievance

procedure specified in Section 20 of this Memorandum of Understanding, and where said loss of compensation is not a complaint of discrimination, harassment or retaliation based on a protected class, the extra-help worker shall attempt to resolve this matter with the immediate supervisor. If unable to resolve this matter satisfactorily, the extra-help worker or the extra-help worker's Union representative may submit the complaint in writing to the Employee Relations Officer with a copy to the County Manager. If this matter is not resolved by the Employee Relations Officer within thirty (30) working days from the date of receipt of the complaint, the extra-help worker or the Union representative shall advise the Director of Human Resources in writing that the matter has not been resolved and the Director of Human Resources shall render a decision within fifteen (15) working days of receipt of this notification, whose decision shall be final. The County recognizes that other extra-help worker problems also merit prompt attention and will attempt to resolve such matters in an expeditious manner.

Section 22. Personnel Files

22.1 Employee Review

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

22.2 Employee Response

The County shall provide an opportunity for the extra-help worker to respond in writing, or personal interview, to any information about which he/she disagrees. Such response shall become a permanent part of the extra-help worker's personnel record. The extra-help worker shall be responsible for providing the written responses to be included as part of his/her personnel record.

Section 23. Training

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

Section 24. Anti-Glare Screens

Extra-help workers will, upon request, be furnished with anti-glare screens in accordance with the guidelines specified in the County's recommendations on the use of Video Display Terminals.

Section 25. Contracting/Subcontracting

The County will notify the Union of its intent to contract or subcontract work customarily performed by members of the AFSCME or SEIU Extra-help bargaining units where such contracting or subcontracting to non-County entities would result in loss or potential loss through attrition or release of such bargaining unit members. The County will make such notification at least thirty (30) calendar days in advance of such action. The notice shall include an explanation of the County's reason for the contracting/subcontracting out. The Union shall be given the opportunity to meet and confer with the County on the effect of such contracting out upon its members, and shall have fourteen (14) calendar days from the date of such notification to propose effective and economical alternative ways in which such services could continue to be provided by usage of extra-help hours.

Section 26. Separability of Provisions

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

Section 27. Past Practices and Scope of Agreement

It is understood this Agreement represents a complete and final understanding on all negotiable issues between the County and its Departments and the Union. This

Agreement supersedes all previous memoranda of understanding, memoranda of agreement and written or unwritten past practices pertaining to wages, hours and conditions of employment between the County and its Departments and the Union except as specifically referred to in this Agreement.

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

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

Section 28. Term of Agreement

This Memorandum of Understanding shall be presented by the Unions to represented extra-help workers to be covered hereby for ratification by said workers, and shall thereafter be presented to the Board of Supervisors as the joint recommendations of the undersigned commencing October 1, 2013 through 90 days following the expiration date of the AFSCME and SEIU Memoranda of Understanding commencing October 12, 2014 which cover regular employees.

Section 29. Extra Help-Term Employees

1. The County will designate a separate group of Extra Help employees in the AFSCME/ SEIU Extra Help bargaining unit, entitled Term Employees, consisting solely of fixed term employees in the Agile Pilot Program.
2. The Pilot Program will apply for the period of October 1, 2013 – September 30, 2015.
3. For the period of the two year pilot program, San Mateo County will use Term Employees only in the following circumstances, at the County's discretion, for assignments not to exceed three years. (Note: the terms "temporary" and "short term" below shall be defined as not to exceed three years for the purpose of Term Employees.)
 - a. Temporary absence of incumbent.
 - b. Short-term variations in workload, including seasonal work
 - c. Short-term special projects/assignments/pilot programs
 - d. Temporary filling of vacant positions.
 - e. Intermittent work
 - f. Temporary staffing prior to implementation of organizational or technological changes (e.g. computer programmers)
 - g. Work that has been traditionally outsourced.
4. To the extent Term Employees are hired to facilitate work on planned projects, the County may exercise its discretion to assign such project work to Regular Employees while the Term Employees backfill Regular Employee job duties.
5. The number of positions filled in the two-year Extra-Help Agile Pilot Program will not exceed 73 positions. The County will meet and consult with the appropriate Union representative over any expansion of Extra Help-Agile pilot program or increase in cap on positions utilized in represented classifications above the initial 13 positions filled.

Initial AFSCME/SEIU classifications identified as positions for pilot projects are:

- a. Human Services Agency: Overpayment Unit – Benefit Analyst I/II/III (not to exceed 4 FTE)
- b. Department of Public Works: Construction Services Unit – Capital Project Managers (not to exceed 4 FTE)

- c. Information Services Department/Controllers/HR: Workday (HRIS) Project – Asst/Advisory/Systems/Senior Systems Engineers, Department System Analyst (not to exceed 5 FTE)
6. The Unions will assist in the development of, and participate in, the evaluation process of the Extra-Help Agile Pilot Program. The parties will meet to discuss the evaluation plan and strategy.
7. In October 2015, the County and Unions will meet and confer regarding future terms and conditions of employment for Term Employees.
8. The following terms and conditions of employment will apply solely to employees hired in the Extra Help-Agile Pilot Program:
- a. Positions will be a Fixed Term as defined by the County, not to exceed 3 years
 - b. Upon termination or release from employment, Term Employees have the right to the Reconsideration Process described in Section 19 of the MOU.
 - c. Compensation will consist of the following:
 - i. Hourly wage, at the same rate of pay as Regular Employees who are in the same classification
 - ii. Paid Time Off - holiday, vacation and sick leave at the same rate as Regular Employees with the same tenure
 - iii. Health Benefits - the same as Regular Employees
 - iv. 401(a) plan.
 - 1. Employer contribution of 2% in year 1 of employment, 3% in year 2, and 4% in year 3
 - 2. Additional employer matching contribution based on employee contribution, up to an additional 3%.
 - 3. Employer contributions fully vest at the end of year 3. (One third (1/3) of the County's entire contribution (automatic contribution and matching contribution combined) will vest at the end of each year of service.) Employer contributions that have not vested upon employee separation shall be forfeited.
 - v. Term employees will not be eligible for retiree health benefits or SAMCERA defined benefit pension.

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

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

Nadia Bledsoe, Representative

Service Employees International Union, Local 521

Nick Raisch, Representative

County Management

John Maltbie
County Manager

Donna Vaillancourt
Human Resources Director

Nicole McKay
Employee & Labor Relations Manager

Liz Caserza
Employee Relations Analyst

Elaine Azzopardi
Human Services Agency

Tom Fortin
Library Services

Angela Gonzales
Health System

Michael Lambert
Library Services

Gary Lockman
Parks Department

**Bargaining Unit
And
Occupational Exhibits
and
Wage Rates**

EXHIBIT A
AFSCME Extra-Help Unit

1. Extra-help Medical Services Assistants II who are assigned to the clinics and perform advanced patient care duties as defined in the classification specification shall receive a differential of 6.2% in addition to all other compensation.
2. Extra-help professional staff designated by the department head who provide child or adult protective services work shall receive a 5% differential in addition to all other compensation.
3. Extra-help professional staff designed by the Human Services Agency department head who provide emergency response in protective services work shall receive a 5% differential in addition to all other compensation.
4. Extra-help workers in the classifications of Human Services Analyst and Human Services Supervisor working in the Alcohol and Drug Program shall receive a 10% differential in addition to all other compensation.
5. Extra-help workers in the classification of Benefits Analyst II who perform screening and assessment services or income and employment services for clients shall receive a salary differential in an amount equal to the difference between the E step of a Benefits Analyst II and the E step of the Employment Services Specialist II.
6. Extra-help workers in the classification of Benefits Analyst III who perform screening and assessment services or income and employment services for clients shall receive a salary differential in an amount equal to the difference between the E step of a Benefits Analyst III and the E step of the Employment Services Specialist II.
7. The County shall continue to provide appropriate uniforms for extra-help workers in the Food Services Divisions who must wear a uniform. In accordance with this provision, Lab Coats will be made available to all extra-help Food Services Supervisors.
8. The County has agreed to provide knives for those extra-help culinary personnel required to use them in the course of their work.
9. Extra-help Licensed Vocational Nurses employed in the Clinic Option shall receive compensation in the amount of one step (5.74%) in addition to all other compensation.

10. The Parks Department shall annually provide the following clothing items to all Park Aides:

Three (3) pairs of Ben Davis green jean pants

Three (3) Parks short or long sleeve t-shirts

One (1) Parks baseball cap

One (1) black basket weave belt with brass buckle

One (1) loden green sweatshirt with Department logo

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

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

One (1) Flying Cross Deluxe Tropical Khaki long or short sleeve shirt with badge tab and shoulder straps with shoulder patches

One (1) Carhartt J43 quilt lined green jacket with shoulder patches

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

In addition, the Parks Department will provide a \$75.00 allowance along with the above uniform items for the purchase of:

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

A subsequent \$75.00 allowance will be given for replacement of safety footwear upon request after each additional 1,040 hours worked.

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

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

11. Coveralls will be provided for extra-help Utility Workers in the Sheriff's Office by the County at no cost to the extra-help worker.
12. The County shall provide uniforms to extra-help workers in the Custodian classification who work for the Public Works Department.
13. The County shall supply jackets to extra-help workers in the classifications of Custodians and Utility Workers in the Building Services section of the Public Works Department who travel to various locations to perform work-related duties on a routine basis. These jackets shall remain the property of the County and shall be returned when an extra-help worker leaves County services or assume duties not requiring travel. Extra-help workers are responsible for maintaining their jackets in a neat and clean manner.
14. Extra-help workers in the following classifications within the Department of Public Works are required to wear safety shoes during all work hours, and shall receive a direct payment of \$175.00 in late May/early June of each year for the purchase of safety shoes that meet policy requirements. Automotive Mechanic/Trainee, Automotive Service Supervisor, Automotive Service Worker I/II/III, Boiler Watch Engineer, Gardener, Lead Gardener, Stationary Engineer I/II, and Utility Worker I/II who work (a) at the Motor Pool; (b) with the Stationary Engineers/Boiler Watch Engineers; (c) with the Facilities Crafts workers; (d) in the Construction Services section, Tower Road; (e) in the Roads Landscape unit; (f) with the Equipment Mechanics at the Grant Yard.
15. Extra-help workers in the Motor Pool Division of Public Works who are in the classifications of Auto Services Worker I/II, Auto Mechanic and Auto Services Supervisor, who perform maintenance activities on vehicles of a Gross Vehicle Weight of 10,000 pounds or more will receive a differential of one step (5.74%) for the time actually spent while performing the work.
16. Extra-help Communications Dispatchers II who are qualified as cross-trained dispatchers shall receive premium pay of one-half step (2.87%) in addition to their base salary. A cross-trained dispatcher is defined as a Communications Dispatcher II who is currently certified at all radios. This premium pay shall not be granted until training is received and certification is issued, certification will not be issued to any Dispatcher unable to demonstrate proficiency in all radio categories. Should a previously trained and certified cross-trained dispatcher lose certification, this premium pay shall also be lost until certification is regained.
17. Employees required to report back to work during off-duty hours in the San Mateo Medical Center in the Pharmacy, Operating Room, and Radiology shall be compensated for a minimum of two (2) hours of overtime.

Employees called back to work for these departments are not covered under Section 9.2.

EXHIBIT A
AFSCME- Extra Help Unit
Salaries November 10, 2013

Class Code	JobClassTitle	A/Hourly	B/Hourly	C/Hourly	D/Hourly	E/Hourly
M003	AIRPORT OPERATIONS SPC I	\$22.06	\$23.32	\$24.66	\$26.07	\$27.57
M002	AIRPORT OPERATIONS SPC II	\$24.54	\$25.95	\$27.44	\$29.02	\$30.68
M001	AIRPORT OPERATIONS SUPV-E	\$31.15	\$32.94	\$34.83	\$36.83	\$38.94
L024	ASSISTANT HARBORMASTER	\$28.78	\$30.43	\$32.17	\$34.02	\$35.97
E040	ASST DIR HLTH INFO MGMT-E	\$30.86	\$32.63	\$34.50	\$36.48	\$38.57
W038	AUTO MECHANIC	\$0.00	\$0.00	\$0.00	\$0.00	\$34.33
W039	AUTO MECHANIC TRAINEE	\$26.01	\$27.50	\$29.08	\$30.75	\$32.51
W125	AUTO SERVICE SUPVSR-E	\$0.00	\$0.00	\$0.00	\$0.00	\$38.53
W121	AUTO SERVICE WKR I	\$18.82	\$19.90	\$21.05	\$22.25	\$23.53
W040	AUTO SERVICE WKR II	\$20.82	\$22.01	\$23.27	\$24.61	\$26.02
W041	AUTO SERVICE WKR III	\$22.97	\$24.29	\$25.68	\$27.15	\$28.71
G140	BEAUTICIAN	\$11.92	\$12.60	\$13.33	\$14.09	\$14.90
G071	BENEFITS ANALYST I	\$0.00	\$0.00	\$23.93	\$25.31	\$26.76
G070	BENEFITS ANALYST II	\$24.25	\$25.64	\$27.11	\$28.67	\$30.31
G069	BENEFITS ANALYST III	\$26.07	\$27.57	\$29.15	\$30.82	\$32.59
B202	BENEFITS ANALYST III-U	\$26.07	\$27.57	\$29.15	\$30.82	\$32.59
B124	BENEFITS ANALYST II-U	\$24.25	\$25.64	\$27.11	\$28.67	\$30.31
G068-Y	BENEFITS ANALYST II-Y	\$0.00	\$0.00	\$0.00	\$0.00	\$29.63
B123	BENEFITS ANALYST I-U	\$0.00	\$0.00	\$23.93	\$25.31	\$26.76
G078	BHRS ANALYST I	\$27.61	\$29.19	\$30.87	\$32.64	\$34.51
G079	BHRS ANALYST II	\$32.40	\$34.26	\$36.22	\$38.30	\$40.50
G080	BHRS SUPERVISOR	\$36.13	\$38.20	\$40.39	\$42.71	\$45.16
J062	BIO/STANDARDS SPC I	\$0.00	\$0.00	\$0.00	\$0.00	\$23.29
J063	BIO/STANDARDS SPC II	\$24.42	\$25.83	\$27.31	\$28.87	\$30.53
J064	BIO/STANDARDS SPC III	\$27.30	\$28.87	\$30.53	\$32.28	\$34.13
B095	BIO/STANDARDS SPC III-U	\$27.30	\$28.87	\$30.53	\$32.28	\$34.13
B094	BIO/STANDARDS SPC II-U	\$24.42	\$25.83	\$27.31	\$28.87	\$30.53
B093	BIO/STANDARDS SPC I-U	\$0.00	\$0.00	\$0.00	\$0.00	\$23.29
J065	BIO/STANDARDS SPC IV	\$30.59	\$32.35	\$34.20	\$36.17	\$38.24
B096	BIO/STANDARDS SPC IV-U	\$30.59	\$32.35	\$34.20	\$36.17	\$38.24
T048	BOILER WATCH ENGINEER	\$27.06	\$28.62	\$30.26	\$31.99	\$33.83
J057	BUILDING INSPECTOR I	\$28.62	\$30.27	\$32.00	\$33.84	\$35.78
J058	BUILDING INSPECTOR II	\$0.00	\$0.00	\$39.25	\$41.50	\$43.88
J059	BUILDING INSPECTOR III	\$37.11	\$39.24	\$41.49	\$43.87	\$46.39
J056	BUILDING PERMIT COOR	\$29.66	\$31.37	\$33.17	\$35.07	\$37.08
J060	BUILDING PERMIT TECH I	\$20.86	\$22.05	\$23.32	\$24.66	\$26.07
J061	BUILDING PERMIT TECH II	\$24.71	\$26.13	\$27.63	\$29.21	\$30.89
J055	BUILDING PLANS SPECIALIST	\$42.59	\$45.04	\$47.62	\$50.35	\$53.24

EXHIBIT A
AFSCME- Extra Help Unit
Salaries November 10, 2013

Class Code	JobClassTitle	A/Hourly	B/Hourly	C/Hourly	D/Hourly	E/Hourly
B208	CAPITAL PROJECT MANAGER-U	\$43.39	\$45.88	\$48.51	\$51.30	\$54.24
N108	CAPITAL PROJECTS MGR	\$43.39	\$45.88	\$48.51	\$51.30	\$54.24
B012	CASE MAGMNT/ASSESS SP I-U	\$0.00	\$0.00	\$26.20	\$27.70	\$29.29
G239	CASE MGMNT/ASSESS SP I	\$0.00	\$0.00	\$26.20	\$27.70	\$29.29
G240	CASE MGMNT/ASSESS SP II	\$26.46	\$27.98	\$29.59	\$31.29	\$33.08
B013	CASE MGMNT/ASSESS SP II-U	\$26.46	\$27.98	\$29.59	\$31.29	\$33.08
G401-Y	CASE MGMNT/ASSESS SP II-Y	\$0.00	\$0.00	\$0.00	\$0.00	\$34.33
F080	CENTRAL SERVICES & SUPPLY	\$33.69	\$35.62	\$37.66	\$39.83	\$42.11
F052	CHIEF PUBLIC HLTH EDUC	\$33.80	\$35.74	\$37.79	\$39.96	\$42.25
E433	CHILD SUPPORT INVESTIGATR	\$31.07	\$32.85	\$34.74	\$36.73	\$38.84
B029	CHILD SUPPORT INVSTGTR-U	\$31.07	\$32.85	\$34.74	\$36.73	\$38.84
F074	CLIN LAB SCIENTIST I	\$33.18	\$35.09	\$37.10	\$39.23	\$41.48
F023	CLIN LAB SCIENTIST II	\$35.12	\$37.13	\$39.27	\$41.52	\$43.90
F023-R	CLIN LAB SCIENTIST II-R	\$36.87	\$38.99	\$41.22	\$43.59	\$46.09
B041	CLIN LAB SCIENTIST II-U	\$35.12	\$37.13	\$39.27	\$41.52	\$43.90
F074-R	CLIN LAB SCIENTIST I-R	\$34.84	\$36.84	\$38.95	\$41.19	\$43.55
B040	CLIN LAB SCIENTIST I-U	\$33.18	\$35.09	\$37.10	\$39.23	\$41.48
F047	CLINICAL COORD FOR PHARM	\$53.18	\$56.24	\$59.46	\$62.87	\$66.48
R004	CODE COMPLIANCE OFFCR I	\$24.38	\$25.77	\$27.25	\$28.82	\$30.47
R005	CODE COMPLIANCE OFFCR II	\$28.08	\$29.69	\$31.39	\$33.20	\$35.10
G114	COM WORKER III	\$25.28	\$26.73	\$28.26	\$29.89	\$31.60
J047	COMCBL DISEASE INVEST	\$26.40	\$27.91	\$29.52	\$31.21	\$33.00
B050	COMCBL DISEASE INVEST-U	\$26.40	\$27.91	\$29.52	\$31.21	\$33.00
V050	COMCTN DISPATCHER I/CLTKR	\$0.00	\$0.00	\$28.24	\$29.86	\$31.57
V048	COMCTN DISPATCHER II	\$31.22	\$33.02	\$34.91	\$36.91	\$39.03
V048-R	COMCTN DISPATCHER II-R	\$32.78	\$34.66	\$36.65	\$38.76	\$40.98
V050-R	COMCTN DISPTCH I/CALTKR-R	\$0.00	\$0.00	\$29.65	\$31.35	\$33.15
B133	COMM DISPATCHER/CLTKR I-U	\$0.00	\$0.00	\$28.24	\$29.86	\$31.57
F055	COMM HLTH PLANNER	\$32.55	\$34.42	\$36.39	\$38.48	\$40.69
T074-Y	COMM SERVICES OFFICER-Y	\$25.49	\$26.95	\$28.50	\$30.13	\$31.86
T074	COMM SVCS OFFICER	\$18.78	\$19.85	\$20.99	\$22.20	\$23.47
G112	COMM WORKER I	\$18.31	\$19.36	\$20.47	\$21.65	\$22.89
G113	COMM WORKER II	\$20.22	\$21.38	\$22.61	\$23.91	\$25.28
B184	COMM WORKER II-U	\$20.22	\$21.38	\$22.61	\$23.91	\$25.28
B183	COMM WORKER I-U	\$18.31	\$19.36	\$20.47	\$21.65	\$22.89
V045	COMMCTN DISPATCH COORDNTR	\$34.39	\$36.37	\$38.45	\$40.66	\$42.99
B063	CONSTRUCTION PROJ MGR-U	\$35.74	\$37.79	\$39.96	\$42.26	\$44.68
N001	CONSTRUCTION PROJECT MGR	\$35.74	\$37.79	\$39.96	\$42.26	\$44.68

EXHIBIT A
AFSCME- Extra Help Unit
Salaries November 10, 2013

Class Code	JobClassTitle	A/Hourly	B/Hourly	C/Hourly	D/Hourly	E/Hourly
S030	COOK I	\$0.00	\$0.00	\$21.61	\$22.85	\$24.16
S027	COOK II	\$0.00	\$0.00	\$23.38	\$24.72	\$26.14
F029	CREATIVE ARTS THERAPIST	\$26.94	\$28.49	\$30.12	\$31.85	\$33.68
G050	CRIME ANALYST	\$31.15	\$32.94	\$34.83	\$36.83	\$38.94
B010	CRIME ANALYST-U	\$31.15	\$32.94	\$34.83	\$36.83	\$38.94
F121	CRISIS TEAM TECHNICIAN	\$24.93	\$26.36	\$27.87	\$29.47	\$31.16
T075	CUSTODIAN	\$17.94	\$18.97	\$20.05	\$21.20	\$22.42
F073	CYTOLOGY TECHNOLOGIST I	\$0.00	\$0.00	\$36.30	\$38.38	\$40.58
F070	CYTOLOGY TECHNOLOGIST II	\$0.00	\$0.00	\$39.25	\$41.50	\$43.88
F078	DARKROOM TECHNICIAN	\$16.58	\$17.53	\$18.53	\$19.60	\$20.72
N016	DELINEATOR II	\$32.35	\$34.21	\$36.17	\$38.25	\$40.44
F039	DENTAL ASSISTANT	\$18.73	\$19.80	\$20.94	\$22.14	\$23.41
B086	DENTAL ASSISTANT-U	\$18.73	\$19.80	\$20.94	\$22.14	\$23.41
F036	DENTAL HYGIENIST	\$28.24	\$29.86	\$31.57	\$33.38	\$35.30
G223	DEPUTY PUBLIC ADMSTR I	\$0.00	\$0.00	\$26.20	\$27.70	\$29.29
G224	DEPUTY PUBLIC ADMSTR II	\$26.46	\$27.98	\$29.59	\$31.29	\$33.08
B326	DEPUTY PUBLIC ADMSTR II-U	\$26.46	\$27.98	\$29.59	\$31.29	\$33.08
B325	DEPUTY PUBLIC ADMSTR I-U	\$0.00	\$0.00	\$26.20	\$27.70	\$29.29
G220	DEPUTY PUBLIC GDN CON I	\$0.00	\$0.00	\$26.20	\$27.70	\$29.29
G225	DEPUTY PUBLIC GDN CON II	\$26.46	\$27.98	\$29.59	\$31.29	\$33.08
G217	DEPUTY PUBLIC GDN CON III	\$31.21	\$33.00	\$34.89	\$36.89	\$39.01
S032	DIETETIC ASSISTANT-T	\$0.00	\$0.00	\$0.00	\$25.71	\$27.19
S031	DIETETIC TECH	\$21.75	\$23.00	\$24.32	\$25.71	\$27.19
B173	DIETETIC TECH-U	\$21.75	\$23.00	\$24.32	\$25.71	\$27.19
S024	DIETITIAN	\$29.73	\$31.43	\$33.24	\$35.14	\$37.16
S023	DIETITIAN-E	\$29.73	\$31.43	\$33.24	\$35.14	\$37.16
B174	DIETITIAN-U	\$29.73	\$31.43	\$33.24	\$35.14	\$37.16
F107	ELECTROGRAPH TECH I	\$20.28	\$21.44	\$22.67	\$23.97	\$25.35
F108	ELECTROGRAPH TECH II	\$23.39	\$24.73	\$26.15	\$27.65	\$29.24
F108-R	ELECTROGRAPH TECH II-R	\$24.56	\$25.97	\$27.46	\$29.03	\$30.70
B075	ELECTROGRAPH TECH II-U	\$23.39	\$24.73	\$26.15	\$27.65	\$29.24
F107-R	ELECTROGRAPH TECH I-R	\$21.28	\$22.50	\$23.79	\$25.16	\$26.60
B074	ELECTROGRAPH TECH I-U	\$20.28	\$21.44	\$22.67	\$23.97	\$25.35
G237	EMPLMNT SRVCS SPEC I	\$23.43	\$24.78	\$26.20	\$27.70	\$29.29
G238	EMPLMNT SRVCS SPEC II	\$26.46	\$27.98	\$29.59	\$31.29	\$33.08
B144	EMPLMNT SRVCS SPEC II-U	\$26.46	\$27.98	\$29.59	\$31.29	\$33.08
B143	EMPLMNT SRVCS SPEC I-U	\$23.43	\$24.78	\$26.20	\$27.70	\$29.29
J007	ENVIR HLTH PROGRAM SUPR-E	\$42.75	\$45.20	\$47.80	\$50.54	\$53.44

EXHIBIT A
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Class Code	JobClassTitle	A/Hourly	B/Hourly	C/Hourly	D/Hourly	E/Hourly
J048	ENVIR HLTH SPEC I	\$0.00	\$0.00	\$28.39	\$30.02	\$31.74
J046	ENVIR HLTH SPEC II	\$33.26	\$35.16	\$37.18	\$39.31	\$41.57
J049	ENVIR HLTH SPEC III	\$35.29	\$37.31	\$39.45	\$41.72	\$44.11
B009	ENVIR HLTH SPEC III-U	\$35.29	\$37.31	\$39.45	\$41.72	\$44.11
B006	ENVIR HLTH SPEC II-U	\$33.26	\$35.16	\$37.18	\$39.31	\$41.57
B005	ENVIR HLTH SPEC I-U	\$25.39	\$26.85	\$28.39	\$30.02	\$31.74
J037	ENVIR HLTH SPEC IV	\$38.10	\$40.28	\$42.59	\$45.04	\$47.62
J039	ENVIR HLTH TECHNICIAN I	\$22.18	\$23.46	\$24.80	\$26.23	\$27.73
J040	ENVIR HLTH TECHNICIAN II	\$23.45	\$24.79	\$26.22	\$27.72	\$29.31
F007	EPIDEMIOLOGIST I	\$27.56	\$29.14	\$30.81	\$32.58	\$34.45
F002	EPIDEMIOLOGIST II	\$30.82	\$32.58	\$34.45	\$36.43	\$38.52
B051	EPIDEMIOLOGIST-U	\$30.82	\$32.58	\$34.45	\$36.43	\$38.52
L017	EQUIPMENT MECH/OPER PARKS	\$30.61	\$32.36	\$34.22	\$36.18	\$38.26
G215	ESTATE PROPERTY SUPRVSR-E	\$36.74	\$38.84	\$41.07	\$43.43	\$45.92
G055	EVALUATION ANALYST	\$31.15	\$32.94	\$34.83	\$36.83	\$38.94
S035	FOOD SERVICE SUP-E	\$0.00	\$0.00	\$23.38	\$24.72	\$26.14
B035	FOOD SERVICE SUPERVISOR-U	\$0.00	\$0.00	\$23.38	\$24.72	\$26.14
S038	FOOD SERVICE WORKER I	\$0.00	\$0.00	\$19.55	\$20.67	\$21.86
S037	FOOD SERVICE WORKER II	\$0.00	\$0.00	\$20.61	\$21.79	\$23.04
T070	FORENSIC AUTOPSY TECH	\$19.60	\$20.72	\$21.91	\$23.17	\$24.50
G065	FRAUD INVESTIGATOR I	\$26.46	\$27.98	\$29.59	\$31.29	\$33.08
G066	FRAUD INVESTIGATOR II	\$31.07	\$32.85	\$34.74	\$36.73	\$38.84
L042	GARDENER	\$25.12	\$26.56	\$28.09	\$29.70	\$31.40
J001	HAZ MAT SPECIALIST I	\$0.00	\$0.00	\$28.39	\$30.02	\$31.74
J003	HAZ MAT SPECIALIST II	\$33.26	\$35.16	\$37.18	\$39.31	\$41.57
J004	HAZ MAT SPECIALIST III	\$35.29	\$37.31	\$39.45	\$41.72	\$44.11
B053	HAZ MAT SPECIALIST III-U	\$35.29	\$37.31	\$39.45	\$41.72	\$44.11
B052	HAZ MAT SPECIALIST II-U	\$33.26	\$35.16	\$37.18	\$39.31	\$41.57
B033	HAZ MAT SPECIALIST I-U	\$0.00	\$0.00	\$28.39	\$30.02	\$31.74
J005	HAZ MAT SPECIALIST IV	\$38.10	\$40.28	\$42.59	\$45.04	\$47.62
B054	HAZ MAT SPECIALIST IV-U	\$38.10	\$40.28	\$42.59	\$45.04	\$47.62
G085	HEALTH EDUCATION ASSOC	\$24.25	\$25.64	\$27.11	\$28.67	\$30.31
B115	HEALTH EDUCATION ASSOC-U	\$24.25	\$25.64	\$27.11	\$28.67	30.31
F001	HOSPITAL CENTRAL SVC SP-E	\$31.55	\$33.36	\$35.28	\$37.30	39.44
R010	HOUSING & COMM DEV SUP	\$39.27	\$41.53	\$43.91	\$46.43	\$49.09
R001	HOUSING/COM DEV SPEC I	\$24.71	\$26.13	\$27.63	\$29.21	\$30.89
R002	HOUSING/COM DEV SPEC II	\$29.30	\$30.99	\$32.76	\$34.64	\$36.63
R003	HOUSING/COM DEV SPEC III	\$33.55	\$35.48	\$37.51	\$39.66	\$41.94

EXHIBIT A
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Class Code	JobClassTitle	A/Hourly	B/Hourly	C/Hourly	D/Hourly	E/Hourly
G230	HUMAN SVCS ANALYST I	\$25.11	\$26.55	\$28.08	\$29.69	\$31.39
G231	HUMAN SVCS ANALYST II	\$29.44	\$31.13	\$32.91	\$34.80	\$36.80
B061	HUMAN SVCS ANALYST II-U	\$29.44	\$31.13	\$32.91	\$34.80	\$36.80
B062	HUMAN SVCS ANALYST I-U	\$25.11	\$26.55	\$28.08	\$29.69	\$31.39
G233	HUMAN SVCS HEARINGS OFFCR	\$32.84	\$34.72	\$36.72	\$38.82	\$41.05
B231	HUMAN SVCS PRGRM POLICY-U	\$34.48	\$36.46	\$38.55	\$40.76	\$43.10
G221	HUMAN SVCS PROGRAM POLICY	\$34.48	\$36.46	\$38.55	\$40.76	\$43.10
G232	HUMAN SVCS SUPERVISOR-E	\$32.84	\$34.72	\$36.72	\$38.82	\$41.05
B060	HUMAN SVCS SUPERVISOR-U-E	\$32.84	\$34.72	\$36.72	\$38.82	\$41.05
F081	IMAGING SPECIALIST	\$39.66	\$41.93	\$44.34	\$46.88	\$49.57
F081-R	IMAGING SPECIALIST-R	\$41.65	\$44.04	\$46.56	\$49.24	\$52.06
G067	INVESTIGATIVE ANALYST	\$25.03	\$26.47	\$27.99	\$29.59	\$31.29
G234	JOB DEVEL SPEC I	\$25.11	\$26.55	\$28.08	\$29.69	\$31.39
G235	JOB DEVEL SPEC II	\$29.44	\$31.13	\$32.91	\$34.80	\$36.80
B141	JOB DEVEL SPEC II-U	\$29.44	\$31.13	\$32.91	\$34.80	\$36.80
B140	JOB DEVEL SPEC I-U	\$25.11	\$26.55	\$28.08	\$29.69	\$31.39
F152	LAB SUPPORT SVCS SUPV	\$23.95	\$25.33	\$26.78	\$28.32	\$29.94
F156	LABORATORY ASSISTANT II	\$19.48	\$20.60	\$21.78	\$23.03	\$24.35
F156-R	LABORATORY ASSISTANT II-R	\$20.44	\$21.61	\$22.85	\$24.16	\$25.55
B159	LABORATORY ASSISTANT II-U	\$19.48	\$20.60	\$21.78	\$23.03	\$24.35
B158	LABORATORY ASSISTANT I-U	\$9.18	\$9.70	\$10.26	\$10.85	\$11.47
F076	LD CNTRAL SVCS & SUPPLY A	\$20.34	\$21.51	\$22.75	\$24.05	\$25.43
G051	LD CRIME ANALYST	\$34.27	\$36.24	\$38.32	\$40.52	\$42.84
E359	LD MED INTERPRETOR/TRANS	\$25.80	\$27.28	\$28.85	\$30.50	\$32.25
F061	LD PHARMACY TECHNICIAN	\$23.10	\$24.43	\$25.83	\$27.31	\$28.88
B007	LEAD CRIME ANALYST-U	\$34.27	\$36.24	\$38.32	\$40.52	\$42.84
T076	LEAD CUSTODIAN	\$19.49	\$20.61	\$21.79	\$23.04	\$24.36
F045	LEAD ELECTROGRAPH TECH	\$25.46	\$26.92	\$28.46	\$30.09	\$31.82
J041	LEAD ENVIR HLTH TECHNICIA	\$24.87	\$26.30	\$27.81	\$29.40	\$31.09
L005	LEAD GARDENER	\$28.78	\$30.43	\$32.17	\$34.02	\$35.97
F082	LEAD IMAGING SPECIALIST	\$42.65	\$45.09	\$47.68	\$50.42	\$53.31
F160	LEAD PH LABORATORY TECHNI	\$24.87	\$26.30	\$27.81	\$29.40	\$31.09
F090	LEAD PHARMACIST	\$51.02	\$53.95	\$57.05	\$60.32	\$63.78
F118	LEAD RADIOLOGIC TECH	\$36.07	\$38.14	\$40.33	\$42.64	\$45.09
E478	LEAD TELEPHONE OPERATOR	\$22.57	\$23.86	\$25.23	\$26.68	\$28.21
T104	LEAD TRANSPORTATION OFFCR	\$20.45	\$21.62	\$22.86	\$24.17	\$25.56
F120	LICENSED PSYCH TECH	\$24.93	\$26.36	\$27.87	\$29.47	\$31.16
F120-R	LICENSED PSYCH TECH-R	\$26.16	\$27.66	\$29.25	\$30.93	\$32.70

EXHIBIT A
AFSCME- Extra Help Unit
Salaries November 10, 2013

Class Code	JobClassTitle	A/Hourly	B/Hourly	C/Hourly	D/Hourly	E/Hourly
B154	LICENSED PSYCH TECH-U	\$24.93	\$26.36	\$27.87	\$29.47	\$31.16
B154-R	LICENSED PSYCH TECH-U-R	\$26.16	\$27.66	\$29.25	\$30.93	\$32.70
F020	LICENSED VOC NURSE	\$0.00	\$26.36	\$27.87	\$29.47	\$31.16
F020-R	LICENSED VOC NURSE-R	\$26.16	\$27.66	\$29.25	\$30.93	\$32.70
B155	LICENSED VOC NURSE-U	\$0.00	\$26.36	\$27.87	\$29.47	\$31.16
S003	LINEN HOUSEKEEPG SVC SP-E	\$21.74	\$22.99	\$24.31	\$25.71	\$27.18
G121	MAR AND FAM THERAPIST I	\$28.86	\$30.51	\$32.26	\$34.11	\$36.07
G120	MAR AND FAM THERAPIST II	\$32.37	\$34.22	\$36.19	\$38.26	\$40.46
B109	MAR AND FAM THERAPST II-U	\$32.37	\$34.22	\$36.19	\$38.26	\$40.46
B110	MAR AND FAM THERAPST I-U	\$28.86	\$30.51	\$32.26	\$34.11	\$36.07
E360	MEDICAL INTERPRETOR/TRANS	\$21.67	\$22.92	\$24.23	\$25.62	\$27.09
F157	MEDICAL LAB TECH	\$23.95	\$25.33	\$26.78	\$28.32	\$29.94
E305	MEDICAL RECORDS CODER I	\$19.72	\$20.85	\$22.05	\$23.31	\$24.65
E306	MEDICAL RECORDS CODER II	\$26.63	\$28.16	\$29.78	\$31.48	\$33.29
E305-R	MEDICAL RECORDS CODER I-R	\$20.69	\$21.87	\$23.13	\$24.46	\$25.86
E306-R	MEDICAL RECORDS CODR II-R	\$27.97	\$29.57	\$31.27	\$33.06	\$34.96
E304	MEDICAL RECORDS TECH I	\$19.72	\$20.85	\$22.05	\$23.31	\$24.65
E303	MEDICAL RECORDS TECH II	\$23.15	\$24.48	\$25.88	\$27.37	\$28.94
E303-R	MEDICAL RECORDS TECH II-R	\$24.32	\$25.72	\$27.19	\$28.75	\$30.40
E304-R	MEDICAL RECORDS TECH I-R	\$20.69	\$21.87	\$23.13	\$24.46	\$25.86
F077	MEDICAL SERVICES ASST I	\$16.43	\$17.37	\$18.37	\$19.43	\$20.54
F079	MEDICAL SERVICES ASST II	\$19.15	\$20.25	\$21.41	\$22.64	\$23.94
B081	MEDICAL SERVICES ASST I-U	\$16.43	\$17.37	\$18.37	\$19.43	\$20.54
B082	MEDICAL SERVICES ASSTII-U	\$19.15	\$20.25	\$21.41	\$22.64	\$23.94
G119	MENTAL HLTH COUNSLR I	\$23.43	\$24.78	\$26.20	\$27.70	\$29.29
G118	MENTAL HLTH COUNSLR II	\$26.46	\$27.98	\$29.59	\$31.29	\$33.08
B105	MENTAL HLTH COUNSLR II-U	\$26.46	\$27.98	\$29.59	\$31.29	\$33.08
B104	MENTAL HLTH COUNSLR I-U	\$23.43	\$24.78	\$26.20	\$27.70	\$29.29
G081	MENTAL HLTH PROG SPEC	\$34.99	\$37.00	\$39.12	\$41.37	\$43.74
G083	MENTAL HLTH PROG SPEC-E	\$34.99	\$37.00	\$39.12	\$41.37	\$43.74
B156	MENTAL HLTH PROG SPEC-U	\$34.99	\$37.00	\$39.12	\$41.37	\$43.74
F174	OCC THERAPIST I	\$31.88	\$33.71	\$35.64	\$37.69	\$39.85
F184	OCC THERAPIST I, CCS	\$31.88	\$33.71	\$35.64	\$37.69	\$39.85
F175	OCC THERAPIST II	\$35.73	\$37.78	\$39.95	\$42.24	\$44.66
F185	OCC THERAPIST II, CCS	\$35.73	\$37.78	\$39.95	\$42.24	\$44.66
B065	OCC THERAPIST II-U	\$35.73	\$37.78	\$39.95	\$42.24	\$44.66
B064	OCC THERAPIST I-U	\$31.88	\$33.71	\$35.64	\$37.69	\$39.85
F084	OPERATING ROOM TECH	\$24.93	\$26.36	\$27.87	\$29.47	\$31.16

EXHIBIT A
AFSCME- Extra Help Unit
Salaries November 10, 2013

Class Code	JobClassTitle	A/Hourly	B/Hourly	C/Hourly	D/Hourly	E/Hourly
F084-R	OPERATING ROOM TECH-R	\$26.16	\$27.66	\$29.25	\$30.93	\$32.70
F004	OPTOMETRIST	\$40.80	\$43.14	\$45.62	\$48.23	\$51.00
F068	ORTHOPEDIC TECHNICIAN	\$21.07	\$22.28	\$23.56	\$24.91	\$26.34
L046	PARK AIDE-EH	\$11.98	\$12.66	\$13.39	\$14.16	\$14.97
L040	PARK RANGER I	\$22.18	\$23.46	\$24.80	\$26.23	\$27.73
L041	PARK RANGER II	\$25.12	\$26.56	\$28.09	\$29.70	\$31.40
L039	PARK RANGER III	\$28.78	\$30.43	\$32.17	\$34.02	\$35.97
L025	PARK RANGER IV-E	\$32.60	\$34.47	\$36.45	\$38.54	\$40.75
L014	PARKS & OPEN SPACE EQ OP	\$31.22	\$33.02	\$34.91	\$36.91	\$39.03
L043	PARKS ELECTR & MAINT WKR	\$31.65	\$33.46	\$35.38	\$37.41	\$39.56
J067	PEST DETECTION SPEC	\$18.95	\$20.04	\$21.19	\$22.40	\$23.69
B092	PEST DETECTION SPEC-U	\$18.95	\$20.04	\$21.19	\$22.40	\$23.69
J070	PEST DETECTION SUPERVSR-E	\$23.07	\$24.40	\$25.80	\$27.28	\$28.84
F059	PHARMACIST	\$48.34	\$51.12	\$54.05	\$57.15	\$60.43
F059-R	PHARMACIST-R	\$50.75	\$53.66	\$56.74	\$60.00	\$63.44
B097	PHARMACIST-U	\$48.34	\$51.12	\$54.05	\$57.15	\$60.43
B097-R	PHARMACIST-U-R	\$50.75	\$53.66	\$56.74	\$60.00	\$63.44
F060	PHARMACY AIDE	\$18.69	\$19.76	\$20.89	\$22.09	\$23.36
F058	PHARMACY TECHNICIAN	\$21.86	\$23.11	\$24.44	\$25.84	\$27.32
B098	PHARMACY TECHNICIAN-U	\$21.86	\$23.11	\$24.44	\$25.84	\$27.32
F171	PHYSICAL THERPST I	\$31.88	\$33.71	\$35.64	\$37.69	\$39.85
F181	PHYSICAL THERPST I, CCS	\$31.88	\$33.71	\$35.64	\$37.69	\$39.85
F172	PHYSICAL THERPST II	\$35.73	\$37.78	\$39.95	\$42.24	\$44.66
F182	PHYSICAL THERPST II, CCS	\$35.73	\$37.78	\$39.95	\$42.24	\$44.66
F109	PHYSICIANS ASSISTANT	\$55.54	\$58.73	\$62.10	\$65.66	\$69.43
R060	PLANNER I	\$25.19	\$26.64	\$28.17	\$29.78	\$31.49
R050	PLANNER II	\$29.86	\$31.58	\$33.39	\$35.30	\$37.33
R040	PLANNER III	\$34.20	\$36.16	\$38.24	\$40.43	\$42.75
B056	PLANNER III-UNC	\$34.20	\$36.16	\$38.24	\$40.43	\$42.75
B057	PLANNER II-UNC	\$29.86	\$31.58	\$33.39	\$35.30	\$37.33
B058	PLANNER I-UNC	\$25.19	\$26.64	\$28.17	\$29.78	\$31.49
R065	PLANNING TECHNICIAN	\$22.10	\$23.37	\$24.71	\$26.13	\$27.63
G106	PROGRAM COUNSELOR I	\$20.22	\$21.38	\$22.61	\$23.91	\$25.28
G107	PROGRAM COUNSELOR II	\$23.43	\$24.78	\$26.20	\$27.70	\$29.29
G040	PSYCH SOCIAL WORKER I	\$28.86	\$30.51	\$32.26	\$34.11	\$36.07
G035	PSYCH SOCIAL WORKER II	\$32.37	\$34.22	\$36.19	\$38.26	\$40.46
B111	PSYCH SOCIAL WORKER II-U	\$32.37	\$34.22	\$36.19	\$38.26	\$40.46
B112	PSYCH SOCIAL WORKER I-U	\$28.86	\$30.51	\$32.26	\$34.11	\$36.07

EXHIBIT A
AFSCME- Extra Help Unit
Salaries November 10, 2013

Class Code	JobClassTitle	A/Hourly	B/Hourly	C/Hourly	D/Hourly	E/Hourly
F116	PSYCHOLOGIST I	\$35.63	\$37.68	\$39.84	\$42.12	\$44.54
F050	PSYCHOLOGIST II	\$39.08	\$41.32	\$43.69	\$46.20	\$48.85
B046	PSYCHOLOGIST II-U	\$39.08	\$41.32	\$43.69	\$46.20	\$48.85
B045	PSYCHOLOGIST I-U	\$35.63	\$37.68	\$39.84	\$42.12	\$44.54
F057	PUBLIC HLTH EDUCATOR	\$32.55	\$34.42	\$36.39	\$38.48	\$40.69
B114	PUBLIC HLTH EDUCATOR-U	\$32.55	\$34.42	\$36.39	\$38.48	\$40.69
F158	PUBLIC HLTH LAB TECH I	\$20.90	\$22.10	\$23.37	\$24.71	\$26.13
F159	PUBLIC HLTH LAB TECH II	\$23.52	\$24.87	\$26.30	\$27.80	\$29.40
F065	PUBLIC HLTH MICROBLGST I	\$33.18	\$35.09	\$37.10	\$39.23	\$41.48
F066	PUBLIC HLTH MICROBLGST II	\$35.12	\$37.13	\$39.27	\$41.52	\$43.90
F046	PUBLIC HLTH NUTRTIONST-E	\$29.32	\$31.00	\$32.78	\$34.66	\$36.65
F075	RADIOLOGIC TEC I	\$29.93	\$31.65	\$33.46	\$35.38	\$37.41
F119	RADIOLOGIC TEC II	\$31.66	\$33.47	\$35.39	\$37.42	\$39.57
F125	RADIOLOGIC TEC III	\$33.46	\$35.38	\$37.40	\$39.55	\$41.82
F125-R	RADIOLOGIC TEC III-R	\$35.14	\$37.15	\$39.28	\$41.54	\$43.92
B072	RADIOLOGIC TEC III-U	\$33.46	\$35.38	\$37.40	\$39.55	\$41.82
F119-R	RADIOLOGIC TEC II-R	\$33.23	\$35.14	\$37.15	\$39.29	\$41.54
F075-R	RADIOLOGIC TEC I-R	\$31.42	\$33.22	\$35.12	\$37.14	\$39.27
F072	RADIOLOGY ASSISTANT	\$20.28	\$21.44	\$22.67	\$23.97	\$25.35
F151	REHAB MARKETING MANAGER	\$33.54	\$35.46	\$37.49	\$39.65	\$41.92
F150	REHAB PRODCTN MANAGER-E	\$35.06	\$37.07	\$39.19	\$41.44	\$43.82
F041	REHAB PRODCTN SUPVR I	\$22.92	\$24.23	\$25.63	\$27.10	\$28.65
F043	REHAB PRODCTN SUPVR II	\$26.04	\$27.53	\$29.11	\$30.78	\$32.55
F048	REHAB PRODCTN SUPVR III	\$29.16	\$30.83	\$32.60	\$34.47	\$36.45
B172	REHAB PRODCTN SUPVR II-U	\$26.04	\$27.53	\$29.11	\$30.78	\$32.55
B171	REHAB PRODCTN SUPVR I-U	\$22.92	\$24.23	\$25.63	\$27.10	\$28.65
G025	RESIDENTIAL COUNSELOR I	\$25.05	\$26.49	\$28.00	\$29.61	\$31.31
G027	RESIDENTIAL COUNSELOR II	\$27.85	\$29.45	\$31.14	\$32.92	\$34.81
G025-R	RESIDENTIAL COUNSELOR I-R	\$26.30	\$27.81	\$29.41	\$31.10	\$32.88
G027-R	RESIDENTIAL COUNSELOR II-R	\$29.23	\$30.91	\$32.68	\$34.56	\$36.54
J083	RESOURCE CONSERV SP II	\$31.18	\$32.97	\$34.86	\$36.87	\$38.98
J081	RESOURCE CONSERV SP III	\$33.68	\$35.61	\$37.66	\$39.82	\$42.10
B011	RESOURCE CONSERV SP III-U	\$33.68	\$35.61	\$37.66	\$39.82	\$42.10
B048	RESOURCE CONSERV SP II-U	\$31.18	\$32.97	\$34.86	\$36.87	\$38.98
B047	RESOURCE CONSERV SP I-U	\$28.34	\$29.96	\$31.68	\$33.50	\$35.42
J082	RESOURCE CONSERV SPEC I	\$28.34	\$29.96	\$31.68	\$33.50	\$35.42
F130	RESPIRATORY THERAPIST I	\$24.13	\$25.51	\$26.98	\$28.52	\$30.16
F132	RESPIRATORY THERAPIST II	\$28.82	\$30.48	\$32.23	\$34.08	\$36.03

EXHIBIT A
AFSCME- Extra Help Unit
Salaries November 10, 2013

Class Code	JobClassTitle	A/Hourly	B/Hourly	C/Hourly	D/Hourly	E/Hourly
F134	RESPIRATORY THERAPIST III	\$31.99	\$33.83	\$35.77	\$37.82	\$39.99
F130-R	RESPIRATORY THERAPIST I-R	\$25.34	\$26.79	\$28.33	\$29.95	\$31.67
F132-R	RESPIRATORY THERAPST II-R	\$30.26	\$32.00	\$33.84	\$35.78	\$37.83
F134-R	RESPIRATORY THERPST III-R	\$33.59	\$35.52	\$37.56	\$39.71	\$41.99
T105	SCHOOL BUS DRIVER	\$0.00	\$0.00	\$21.10	\$22.31	\$23.59
S065	SEAMSTRESS	\$16.88	\$17.85	\$18.87	\$19.96	\$21.10
R006	SENR CODE COMPLINC OFFC-E	\$33.55	\$35.48	\$37.51	\$39.66	\$41.94
J045	SENR COMCBL DISEASE INVST	\$27.90	\$29.50	\$31.20	\$32.99	\$34.88
R020	SENR PLANNER-E	\$43.19	\$45.67	\$48.29	\$51.06	\$53.99
G063	SENR SHELTER CARE COUN-E	\$30.92	\$32.69	\$34.57	\$36.55	\$38.65
T062	SENR UTILITY WORKER	\$21.94	\$23.20	\$24.53	\$25.94	\$27.43
G061	SHELTER CARE COUNSELOR I	\$25.05	\$26.49	\$28.00	\$29.61	\$31.31
G062	SHELTER CARE COUNSELOR II	\$27.85	\$29.45	\$31.14	\$32.92	\$34.81
G061-R	SHELTER CARE COUNSELR I-R	\$26.30	\$27.81	\$29.41	\$31.10	\$32.88
G062-R	SHELTER CARE COUNSLR II-R	\$29.23	\$30.91	\$32.68	\$34.56	\$36.54
G095	SOCIAL WORK SUPVSR	\$36.74	\$38.84	\$41.07	\$43.43	\$45.92
G093	SOCIAL WORK SUPVSR-E	\$36.74	\$38.84	\$41.07	\$43.43	\$45.92
G098	SOCIAL WORKER I	\$0.00	\$0.00	\$26.20	\$27.70	\$29.29
G097	SOCIAL WORKER II	\$26.46	\$27.98	\$29.59	\$31.29	\$33.08
G096	SOCIAL WORKER III	\$31.21	\$33.00	\$34.89	\$36.89	\$39.01
B106	SOCIAL WORKER III-U	\$31.21	\$33.00	\$34.89	\$36.89	\$39.01
B108	SOCIAL WORKER II-U	\$26.46	\$27.98	\$29.59	\$31.29	\$33.08
B107	SOCIAL WORKER I-U	\$0.00	\$0.00	\$26.20	\$27.70	\$29.29
F003	SPEECH PATHOLOGIST	\$35.36	\$37.39	\$39.53	\$41.80	\$44.20
F054	SR COMM HLTH PLANNER	\$34.99	\$37.00	\$39.12	\$41.37	\$43.74
F056	SR PUBLIC HEALTH EDUCATOR	\$34.99	\$37.00	\$39.12	\$41.37	\$43.74
T041	STATIONARY ENGINEER I	\$24.95	\$26.38	\$27.90	\$29.50	\$31.19
T040	STATIONARY ENGINEER II	\$0.00	\$0.00	\$0.00	\$0.00	\$36.90
F101	SUPERVISING EPIDEMIOLOGST	\$36.14	\$38.21	\$40.40	\$42.72	\$45.17
F092	SUPERVISING PHARMACIST	\$53.85	\$56.94	\$60.20	\$63.66	\$67.31
F191	SUPERVNG CLIN LAB SCIENTS	\$38.66	\$40.88	\$43.23	\$45.71	\$48.33
S020	SUPERVNG COOK-E	\$0.00	\$0.00	\$24.88	\$26.31	\$27.82
T060	SUPERVNG CUSTODIAN-E	\$20.87	\$22.07	\$23.34	\$24.67	\$26.09
G218	SUPERVNG DPG-CNVR-E	\$36.74	\$38.84	\$41.07	\$43.43	\$45.92
F005	SUPERVNG MENTL HLTH CLN-E	\$40.05	\$42.35	\$44.78	\$47.34	\$50.06
F006	SUPERVNG MENTL HLTH PSY-E	\$43.58	\$46.08	\$48.73	\$51.52	\$54.48
F194	SUPERVNG PSYCHOLOGIST-E	\$42.04	\$44.45	\$47.00	\$49.70	\$52.55
F062	SUPERVNG PUB HLTH MICRB-E	\$38.66	\$40.88	\$43.23	\$45.71	\$48.33

EXHIBIT A
AFSCME- Extra Help Unit
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Class Code	JobClassTitle	A/Hourly	B/Hourly	C/Hourly	D/Hourly	E/Hourly
F051	SUPERVNG PUB HLTH NST-E	\$32.82	\$34.70	\$36.69	\$38.79	\$41.02
F126	SUPERVNG RADIOLGC TECH-E	\$45.84	\$48.47	\$51.25	\$54.19	\$57.30
T012	SUPERVNG STATIONARY ENG-E	\$36.72	\$38.83	\$41.05	\$43.41	\$45.90
F187	SUPERVNG THERPST, CCS-E	\$38.75	\$40.98	\$43.33	\$45.81	\$48.44
G064	SUPERVSR FRAUD INVST-E	\$34.14	\$36.09	\$38.17	\$40.35	\$42.67
F168	SUPV CREATIVE ARTS THER-E	\$32.35	\$34.21	\$36.17	\$38.25	\$40.44
S025	SUPV DIETITIAN	\$32.82	\$34.70	\$36.69	\$38.79	\$41.02
B329	SUPV DPG CONSERVATOR-U-E	\$36.74	\$38.84	\$41.07	\$43.43	\$45.92
E480	TELEPHONE OPERATOR	\$18.28	\$19.33	\$20.44	\$21.61	\$22.85
V053	TELEPHONE SVCS ANALYST	\$27.59	\$29.17	\$30.85	\$32.62	\$34.49
E477	TELEPHONE SVCS SUPVSR-E	\$25.56	\$27.03	\$28.58	\$30.22	\$31.95
F044	THERAPY AIDE	\$20.11	\$21.27	\$22.49	\$23.78	\$25.14
F166	THERAPY ASST	\$25.51	\$26.98	\$28.52	\$30.16	\$31.89
B059	THERAPY ASST-U	\$25.51	\$26.98	\$28.52	\$30.16	\$31.89
T103	TRANSPORTATION OFFICER	\$0.00	\$0.00	\$21.10	\$22.31	\$23.59
T064	UTILITY WORKER I	\$18.87	\$19.95	\$21.10	\$22.31	\$23.59
T063	UTILITY WORKER II	\$19.90	\$21.05	\$22.25	\$23.53	\$24.88
G100	VOC REHAB COUNSELING SUPV	\$37.50	\$39.65	\$41.92	\$44.33	\$46.87
G200	VOC REHAB COUNSELOR I	\$23.43	\$24.78	\$26.20	\$27.70	\$29.29
G013	VOC REHAB COUNSELOR II	\$26.46	\$27.98	\$29.59	\$31.29	\$33.08
G190	VOC REHAB COUNSELOR III	\$31.21	\$33.00	\$34.89	\$36.89	\$39.01
B178	VOC REHAB COUNSELOR III-U	\$31.21	\$33.00	\$34.89	\$36.89	\$39.01
B177	VOC REHAB COUNSELOR II-U	\$26.46	\$27.98	\$29.59	\$31.29	\$33.08
B176	VOC REHAB COUNSELOR I-U	\$23.43	\$24.78	\$26.20	\$27.70	\$29.29

EXHIBIT B
SEIU - Extra-Help Unit

1. Premium Pay for Extra-Help Communications Technicians. A premium of \$5.00 per hour or fraction thereof will be paid to extra-help technicians for the time they are required to spend working on towers or poles used as antenna support structures at heights greater than 25 feet above the base of the tower or pole.
2. Advance Payments for Extra-Help Auditor-Appraisers. For out of town assignments for a period greater than one week, extra-help Auditor-Appraisers will be allowed up to \$2,000.00 as an advance on expenses.
3. Extra-help Senior Internal Auditors in the Controller's Office who are assigned to conduct operational/management audits shall receive a 10% differential for all hours worked in said assignment.

EXHIBIT B
SEIU- Extra Help Unit
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Class Code	JobClassTitle	A/Hourly	B/Hourly	C/Hourly	D/Hourly	E/Hourly
E030	ACCOUNTANT I	\$24.30	\$25.69	\$27.16	\$28.72	\$30.37
E011	ACCOUNTANT II	\$28.41	\$30.04	\$31.76	\$33.58	\$35.51
E010	ACCOUNTANT II-E	\$28.41	\$30.04	\$31.76	\$33.58	\$35.51
B002	ACCOUNTANT II-U	\$28.41	\$30.04	\$31.76	\$33.58	\$35.51
B001	ACCOUNTANT I-U	\$24.30	\$25.69	\$27.16	\$28.72	\$30.37
E029	ADMIN ASST I	\$25.90	\$27.39	\$28.96	\$30.62	\$32.38
E089	ADMIN ASST II-E	\$29.44	\$31.13	\$32.91	\$34.80	\$36.80
B134	ADMIN ASST II-U-E	\$29.44	\$31.13	\$32.91	\$34.80	\$36.80
B131	ADMIN ASST I-U	\$25.90	\$27.39	\$28.96	\$30.62	\$32.38
E001	ADMIN SECRETARY I	\$21.67	\$22.92	\$24.23	\$25.62	\$27.09
E002	ADMIN SECRETARY II	\$23.40	\$24.74	\$26.16	\$27.66	\$29.25
E003	ADMIN SECRETARY III	\$24.54	\$25.95	\$27.44	\$29.02	\$30.68
B016	ADMIN SECRETARY III-U	\$24.54	\$25.95	\$27.44	\$29.02	\$30.68
E003-Y	ADMIN SECRETARY III-Y	\$0.00	\$0.00	\$0.00	\$0.00	\$33.33
B015	ADMIN SECRETARY II-U	\$23.40	\$24.74	\$26.16	\$27.66	\$29.25
B017	ADMIN SECRETARY I-U	\$21.67	\$22.92	\$24.23	\$25.62	\$27.09
V215	ADV SYSTEMS ENGINEER	\$42.78	\$45.24	\$47.83	\$50.58	\$53.48
V214	ADV SYSTEMS ENGINEER-E	\$42.78	\$45.24	\$47.83	\$50.58	\$53.48
B103	ADV SYSTEMS ENGINEER-U	\$42.78	\$45.24	\$47.83	\$50.58	\$53.48
U076	APPRAISER I	\$0.00	\$0.00	\$26.68	\$28.21	\$29.83
B304	APPRAISER I- U	\$0.00	\$0.00	\$26.68	\$28.21	\$29.83
U074	APPRAISER II	\$29.50	\$31.20	\$32.99	\$34.88	\$36.88
B305	APPRAISER II- U	\$29.50	\$31.20	\$32.99	\$34.88	\$36.88
E327-Y	ASSESS/RECORDR TECH III-Y	\$0.00	\$0.00	\$0.00	\$0.00	\$27.80
E325	ASSESSOR/REC SUPP SVCS SU	\$25.90	\$27.39	\$28.96	\$30.62	\$32.38
E321	ASSESSOR/RECORDER TECH I	\$18.06	\$19.10	\$20.20	\$21.35	\$22.58
E322	ASSESSOR/RECORDER TECH II	\$19.04	\$20.13	\$21.29	\$22.51	\$23.80
E323	ASSESSOR/RECORDR TECH III	\$21.81	\$23.06	\$24.38	\$25.78	\$27.26
E326-Y	ASSESSOR/RECRD TECH II-Y	\$0.00	\$0.00	\$0.00	\$0.00	\$24.05
B126	ASSESSOR/RECRDR TECH II-U	\$19.04	\$20.13	\$21.29	\$22.51	\$23.80
V200	ASSISTANT SYSTEMS ENGR	\$28.45	\$30.08	\$31.81	\$33.63	\$35.56
V205	ASSOCIATE SYSTEMS ENGR	\$33.47	\$35.39	\$37.42	\$39.57	\$41.84
B127	ASSOCIATE SYSTEMS ENGR-U	\$33.47	\$35.39	\$37.42	\$39.57	\$41.84
U079	AUDITOR-APPRAISER I	\$0.00	\$0.00	\$26.68	\$28.21	\$29.83
U078	AUDITOR-APPRAISER II	\$29.50	\$31.20	\$32.99	\$34.88	\$36.88
E140	BUYER I	\$24.77	\$26.19	\$27.69	\$29.28	\$30.96
E125	BUYER II	\$28.55	\$30.19	\$31.92	\$33.75	\$35.69
B218	C/CAG TRANS PROG SPEC II-	\$32.40	\$34.26	\$36.22	\$38.30	\$40.50
B217	C/CAG TRANS PROG SPEC I-U	\$27.61	\$29.19	\$30.87	\$32.64	\$34.51

EXHIBIT B
SEIU- Extra Help Unit
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Class Code	JobClassTitle	A/Hourly	B/Hourly	C/Hourly	D/Hourly	E/Hourly
E348	CASHIER	\$18.78	\$19.85	\$20.99	\$22.20	\$23.47
B330	CHILD SUP CUST SV SPEC-U	\$21.79	\$23.04	\$24.36	\$25.76	\$27.24
E436	CHILD SUPPORT ANALYST I	\$24.44	\$25.84	\$27.32	\$28.89	\$30.55
E435	CHILD SUPPORT ANALYST II	\$25.74	\$27.21	\$28.77	\$30.42	\$32.17
E437	CHILD SUPPORT ANALYST III	\$27.62	\$29.20	\$30.88	\$32.65	\$34.52
E439	CHILD SUPPORT CUST SV SUP	\$32.09	\$33.93	\$35.88	\$37.93	\$40.11
E290	CHILD SUPPORT SPEC I	\$21.81	\$23.06	\$24.38	\$25.78	\$27.26
E291	CHILD SUPPORT SPEC II	\$23.39	\$24.73	\$26.15	\$27.65	\$29.24
E294	CHILD SUPPORT SPEC III	\$25.74	\$27.21	\$28.77	\$30.42	\$32.17
E434	CHILD SUPPORT SUPVR-E	\$32.09	\$33.93	\$35.88	\$37.93	\$40.11
B145	CHILD SUPPORT SUPVR-U-E	\$32.09	\$33.93	\$35.88	\$37.93	\$40.11
E432	CHILD SUPPORT TECH	\$21.79	\$23.04	\$24.36	\$25.76	\$27.24
E431	CHLD SUP CUST SVC SPEC	\$21.79	\$23.04	\$24.36	\$25.76	\$27.24
K008	CIRCULATION SUPERVISOR-E	\$26.43	\$27.95	\$29.55	\$31.25	\$33.04
G245	COMM PROG ANALYST I	\$27.61	\$29.19	\$30.87	\$32.64	\$34.51
G246	COMM PROG ANALYST II	\$32.40	\$34.26	\$36.22	\$38.30	\$40.50
G226	COMM PROG SPC I	\$24.65	\$26.06	\$27.56	\$29.14	\$30.81
G227	COMM PROG SPC II	\$27.61	\$29.19	\$30.87	\$32.64	\$34.51
B180	COMM PROG SPC III-U	\$32.40	\$34.26	\$36.22	\$38.30	\$40.50
B181	COMM PROG SPC II-U	\$27.61	\$29.19	\$30.87	\$32.64	\$34.51
B182	COMM PROG SPC I-U	\$24.65	\$26.06	\$27.56	\$29.14	\$30.81
G236	COMM PROG SUPV	\$35.65	\$37.69	\$39.86	\$42.14	\$44.56
E428	COMPUTER OPERATOR I	\$17.35	\$18.35	\$19.40	\$20.51	\$21.69
E429	COMPUTER OPERATOR II	\$22.25	\$23.52	\$24.87	\$26.30	\$27.81
N060	CONSTRUCTION INSPECTOR I	\$27.78	\$29.37	\$31.05	\$32.84	\$34.72
N062	CONSTRUCTION INSPECTOR II	\$32.66	\$34.54	\$36.52	\$38.61	\$40.83
G247	CONTRACT ADMIN I	\$27.61	\$29.19	\$30.87	\$32.64	\$34.51
G248	CONTRACT ADMIN II	\$32.40	\$34.26	\$36.22	\$38.30	\$40.50
E310	COPY OPERATOR	\$18.31	\$19.36	\$20.47	\$21.65	\$22.89
E423	DATA ENTRY OPERATOR I	\$15.82	\$16.72	\$17.68	\$18.70	\$19.77
E424	DATA ENTRY OPERATOR II	\$18.31	\$19.36	\$20.47	\$21.65	\$22.89
E426	DATA ENTRY SUPERVISOR	\$22.90	\$24.22	\$25.61	\$27.08	\$28.63
N017	DELINEATOR I	\$25.90	\$27.39	\$28.96	\$30.62	\$32.38
E531	DEPT DATA PROC SPC	\$24.78	\$26.20	\$27.70	\$29.29	\$30.97
V233	DEPT SYS ANALYST	\$39.04	\$41.28	\$43.65	\$46.15	\$48.80
E393	DEPUTY COURT CLERK I	\$18.30	\$19.35	\$20.46	\$21.64	\$22.88
E394	DEPUTY COURT CLERK II	\$19.83	\$20.97	\$22.17	\$23.44	\$24.79
Q002	DISTRICT COORD, OES	\$29.50	\$31.20	\$32.99	\$34.88	\$36.88
B321	DISTRICT COORD, OES-U	\$29.50	\$31.20	\$32.99	\$34.88	\$36.88

EXHIBIT B
SEIU- Extra Help Unit
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Class Code	JobClassTitle	A/Hourly	B/Hourly	C/Hourly	D/Hourly	E/Hourly
N053	DRAFTING TECHNICIAN I	\$24.10	\$25.49	\$26.95	\$28.50	\$30.13
N052	DRAFTING TECHNICIAN II	\$28.27	\$29.89	\$31.61	\$33.42	\$35.34
B032	ELEC GRAPH SPEC-U	\$26.58	\$28.10	\$29.71	\$31.42	\$33.22
E452	ELECTION TECH	\$20.76	\$21.95	\$23.21	\$24.54	\$25.95
E166	ELECTIONS SPECIALIST I	\$19.93	\$21.07	\$22.28	\$23.56	\$24.91
E167	ELECTIONS SPECIALIST II	\$22.65	\$23.95	\$25.32	\$26.77	\$28.31
E168	ELECTIONS SPECIALIST III	\$30.18	\$31.92	\$33.75	\$35.68	\$37.73
E169	ELECTIONS SPECIALIST SPVR	\$34.70	\$36.70	\$38.80	\$41.03	\$43.38
E443	ESTATE PROPERTY OFFICER	\$21.78	\$23.03	\$24.35	\$25.74	\$27.22
B327	ESTATE PROPERTY OFFICER-U	\$21.78	\$23.03	\$24.35	\$25.74	\$27.22
B161	FIRST 5 PROG SPEC II-U	\$32.40	\$34.26	\$36.22	\$38.30	\$40.50
B160	FIRST 5 PROG SPEC I-U	\$27.61	\$29.19	\$30.87	\$32.64	\$34.51
E346	FISCAL OFFICE ASST I	\$18.06	\$19.10	\$20.20	\$21.35	\$22.58
E347	FISCAL OFFICE ASST II	\$19.04	\$20.13	\$21.29	\$22.51	\$23.80
B020	FISCAL OFFICE ASST II-U	\$19.04	\$20.13	\$21.29	\$22.51	\$23.80
B042	FISCAL OFFICE ASST I-U	\$18.06	\$19.10	\$20.20	\$21.35	\$22.58
E534	FISCAL OFFICE SERV SUP	\$25.90	\$27.39	\$28.96	\$30.62	\$32.38
E351	FISCAL OFFICE SERV SUP-E	\$25.90	\$27.39	\$28.96	\$30.62	\$32.38
E350	FISCAL OFFICE SPEC	\$21.81	\$23.06	\$24.38	\$25.78	\$27.26
B067	FISCAL OFFICE SPEC-U	\$21.81	\$23.06	\$24.38	\$25.78	\$27.26
N043	GRAPHICS COMMUNCTN SPEC	\$32.35	\$34.21	\$36.17	\$38.25	\$40.44
N041	GRAPHICS SPECIALIST	\$25.90	\$27.39	\$28.96	\$30.62	\$32.38
B028	GRAPHICS SPECIALIST-U	\$25.90	\$27.39	\$28.96	\$30.62	\$32.38
E486	HEALTH BENEFITS SUPV	\$32.84	\$34.72	\$36.72	\$38.82	\$41.05
E483	HLTH BENEFITS ANALYST I	\$0.00	\$0.00	\$23.93	\$25.31	\$26.76
E484	HLTH BENEFITS ANALYST II	\$24.25	\$25.64	\$27.11	\$28.67	\$30.31
E418	HOSPITAL UNIT COORDINATOR	\$20.42	\$21.60	\$22.83	\$24.14	\$25.53
V235	INFO TECHNOLOGY ANALYST	\$39.04	\$41.28	\$43.65	\$46.15	\$48.80
B152	INFO TECHNOLOGY ANALYST-U	\$39.04	\$41.28	\$43.65	\$46.15	\$48.80
V240	INFO TECHNOLOGY SUPVR-E	\$42.78	\$45.24	\$47.83	\$50.58	\$53.48
B136	INFO TECHNOLOGY SUPV-U	\$42.78	\$45.24	\$47.83	\$50.58	\$53.48
V230	INFO TECHNOLOGY TECH	\$30.94	\$32.72	\$34.60	\$36.58	\$38.68
B150	INFO TECHNOLOGY TECH-U	\$30.94	\$32.72	\$34.60	\$36.58	\$38.68
E095	INTERNAL AUDITOR I	\$0.00	\$0.00	\$28.81	\$30.46	\$32.21
E094	INTERNAL AUDITOR II	\$30.10	\$31.82	\$33.65	\$35.58	\$37.62
E014	INVESTMENT SVCS SPEC I	\$23.43	\$24.78	\$26.20	\$27.70	\$29.29
E015	INVESTMENT SVCS SPEC II	\$26.46	\$27.98	\$29.59	\$31.29	\$33.08
B031	LD PATIENT SERVCS ASST-U	\$23.37	\$24.71	\$26.13	\$27.63	\$29.21
E328-Y	LEAD ASSESS/RECDR TECH-Y	\$0.00	\$0.00	\$0.00	\$0.00	\$25.69

EXHIBIT B
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Class Code	JobClassTitle	A/Hourly	B/Hourly	C/Hourly	D/Hourly	E/Hourly
E324	LEAD ASSESS/RECORD TECH	\$20.76	\$21.95	\$23.21	\$24.54	\$25.95
E124	LEAD BUYER	\$31.41	\$33.21	\$35.12	\$37.13	\$39.26
E438	LEAD CHLD SUPP CUST SVCS	\$25.74	\$27.21	\$28.77	\$30.42	\$32.17
E430	LEAD COMPUTER OPERATOR	\$27.54	\$29.12	\$30.80	\$32.56	\$34.43
E550	LEAD COPY OPERATOR	\$20.56	\$21.74	\$22.99	\$24.31	\$25.70
E395	LEAD DEPUTY COURT CLERK	\$23.22	\$24.56	\$25.97	\$27.45	\$29.03
E442	LEAD ESTATE PROP OFF	\$23.94	\$25.32	\$26.77	\$28.31	\$29.93
E349	LEAD FISCAL OFFICE ASST	\$20.76	\$21.95	\$23.21	\$24.54	\$25.95
B025	LEAD FISCAL OFFICE ASST-U	\$20.76	\$21.95	\$23.21	\$24.54	\$25.95
E485	LEAD HLTH BENEFITS ANALYS	\$26.07	\$27.57	\$29.15	\$30.82	\$32.59
E374	LEAD LEGAL OFFICE ASST	\$23.96	\$25.33	\$26.79	\$28.32	\$29.95
B030	LEAD LEGAL OFFICE ASST-U	\$23.96	\$25.33	\$26.79	\$28.32	\$29.95
E389	LEAD LEGAL PROCESS TECH	\$21.95	\$23.21	\$24.54	\$25.95	\$27.44
B073	LEAD LEGAL PROCESS TECH-U	\$21.95	\$23.21	\$24.54	\$25.95	\$27.44
E379	LEAD LEGAL SECRETARY	\$26.57	\$28.09	\$29.70	\$31.41	\$33.21
E356	LEAD LEGAL WORD PROCESSOR	\$24.55	\$25.96	\$27.45	\$29.02	\$30.69
E401	LEAD MAIL SVCS DRIVER	\$20.56	\$21.74	\$22.99	\$24.31	\$25.70
E419	LEAD MEDICAL OFFICE ASST	\$23.01	\$24.33	\$25.72	\$27.20	\$28.76
E336	LEAD OFFICE ASST	\$20.22	\$21.38	\$22.61	\$23.91	\$25.28
E413	LEAD PATIENT SVCS ASST	\$23.37	\$24.71	\$26.13	\$27.63	\$29.21
V102	LEAD PRODUCTION TECH	\$25.59	\$27.06	\$28.61	\$30.25	\$31.99
E450	LEAD PROPERTY TRANS ASST	\$22.31	\$23.59	\$24.95	\$26.38	\$27.89
E482	LEAD RECORDS CENTER ASST	\$21.95	\$23.21	\$24.54	\$25.95	\$27.44
E456	LEAD REVENUE COLLECTOR	\$26.70	\$28.23	\$29.85	\$31.56	\$33.37
E408	LEAD STOREKEEPER	\$21.40	\$22.63	\$23.93	\$25.30	\$26.75
E357	LEAD WORD PROCESSOR	\$21.24	\$22.46	\$23.75	\$25.11	\$26.55
E372	LEGAL OFFICE ASST I	\$19.86	\$21.00	\$22.21	\$23.48	\$24.83
E373	LEGAL OFFICE ASST II	\$20.94	\$22.15	\$23.42	\$24.76	\$26.18
B138	LEGAL OFFICE ASST II-U	\$20.94	\$22.15	\$23.42	\$24.76	\$26.18
B137	LEGAL OFFICE ASST I-U	\$19.86	\$21.00	\$22.21	\$23.48	\$24.83
E376	LEGAL OFFICE SERV SUPVR-E	\$28.51	\$30.15	\$31.88	\$33.71	\$35.64
E375	LEGAL OFFICE SPECIALIST	\$23.96	\$25.33	\$26.79	\$28.32	\$29.95
B055	LEGAL OFFICE SPECIALIST-U	\$23.96	\$25.33	\$26.79	\$28.32	\$29.95
E387	LEGAL PROCESS TECH I	\$18.30	\$19.35	\$20.46	\$21.63	\$22.87
B071	LEGAL PROCESS TECH I-U	\$18.30	\$19.35	\$20.46	\$21.63	\$22.87
E377	LEGAL SECRETARY I	\$22.20	\$23.47	\$24.82	\$26.24	\$27.75
E378	LEGAL SECRETARY II	\$24.70	\$26.12	\$27.62	\$29.20	\$30.88
E355	LEGAL WORD PROCESSOR	\$22.26	\$23.53	\$24.88	\$26.31	\$27.82
B068	LEGAL WORD PROCESSOR-U	\$22.26	\$23.53	\$24.88	\$26.31	\$27.82

EXHIBIT B
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Class Code	JobClassTitle	A/Hourly	B/Hourly	C/Hourly	D/Hourly	E/Hourly
K001	LIBRARIAN I	\$26.30	\$27.81	\$29.41	\$31.10	\$32.88
K002	LIBRARIAN II	\$28.68	\$30.33	\$32.07	\$33.90	\$35.85
E071	LIBRARY AIDE-EH	\$11.18	\$11.83	\$12.50	\$13.22	\$13.98
K011	LIBRARY ASSISTANT BKMB OP	\$22.97	\$24.29	\$25.68	\$27.15	\$28.71
K009	LIBRARY ASSISTANT I	\$0.00	\$0.00	\$20.12	\$21.28	\$22.50
K010	LIBRARY ASSISTANT II	\$21.26	\$22.48	\$23.76	\$25.13	\$26.57
K014	LIBRARY TECHNICIAN I	\$0.00	\$0.00	\$20.12	\$21.28	\$22.50
K012	LIBRARY TECHNICIAN II	\$21.26	\$22.48	\$23.76	\$25.13	\$26.57
K007	LITERACY SPECIALIST	\$25.99	\$27.48	\$29.06	\$30.73	\$32.49
E399	MAIL SERVICES AIDE	\$15.82	\$16.72	\$17.68	\$18.70	\$19.77
E400	MAIL SERVICES DRIVER	\$18.35	\$19.40	\$20.52	\$21.70	\$22.94
E416	MEDICAL OFFICE ASST I	\$18.42	\$19.48	\$20.60	\$21.78	\$23.03
E417	MEDICAL OFFICE ASST II	\$19.85	\$20.99	\$22.19	\$23.46	\$24.81
B078	MEDICAL OFFICE ASST II-U	\$19.85	\$20.99	\$22.19	\$23.46	\$24.81
E417-Y	MEDICAL OFFICE ASST II-Y	\$0.00	\$0.00	\$0.00	\$0.00	\$30.81
B077	MEDICAL OFFICE ASST I-U	\$18.42	\$19.48	\$20.60	\$21.78	\$23.03
E421	MEDICAL OFFICE SERV SUP-E	\$27.37	\$28.94	\$30.60	\$32.35	\$34.21
B076	MEDICAL OFFICE SPEC - U	\$23.01	\$24.33	\$25.72	\$27.20	\$28.76
E420	MEDICAL OFFICE SPECIALIST	\$23.01	\$24.33	\$25.72	\$27.20	\$28.76
E361	MEDICAL TRANSCRIPTIONIST	\$21.50	\$22.73	\$24.03	\$25.41	\$26.87
E396	MICROFILM TECHNICIAN I	\$15.82	\$16.72	\$17.68	\$18.70	\$19.77
E397	MICROFILM TECHNICIAN II	\$19.12	\$20.22	\$21.38	\$22.60	\$23.90
E422	MOBILE HEALTH SVS ASST	\$21.60	\$22.84	\$24.15	\$25.54	\$27.00
E334	OFFICE ASSISTANT I	\$15.93	\$16.84	\$17.81	\$18.83	\$19.91
E335	OFFICE ASSISTANT II	\$18.31	\$19.36	\$20.47	\$21.65	\$22.89
B070	OFFICE ASSISTANT II-U	\$18.31	\$19.36	\$20.47	\$21.65	\$22.89
B069	OFFICE ASSISTANT I-U	\$15.93	\$16.84	\$17.81	\$18.83	\$19.91
E338	OFFICE SERVICES SUPVSR-E	\$24.64	\$26.05	\$27.55	\$29.13	\$30.80
E337	OFFICE SPECIALIST	\$20.22	\$21.38	\$22.61	\$23.91	\$25.28
B019	OFFICE SPECIALIST-U	\$20.22	\$21.38	\$22.61	\$23.91	\$25.28
E008	PARALEGAL	\$26.57	\$28.09	\$29.70	\$31.41	\$33.21
B008	PARALEGAL-U	\$26.57	\$28.09	\$29.70	\$31.41	\$33.21
E411	PATIENT SERVICES ASST I	\$19.35	\$20.46	\$21.64	\$22.88	\$24.19
E412	PATIENT SERVICES ASST II	\$20.42	\$21.60	\$22.83	\$24.14	\$25.53
E414	PATIENT SERVICES SPEC	\$23.37	\$24.71	\$26.13	\$27.63	\$29.21
E415	PATIENT SERVICES SUPVSR-E	\$29.05	\$30.71	\$32.48	\$34.34	\$36.31
B084	PATIENT SVCS ASST II-U	\$20.42	\$21.60	\$22.83	\$24.14	\$25.53
B083	PATIENT SVCS ASST I-U	\$19.35	\$20.46	\$21.64	\$22.88	\$24.19
B085	PATIENT SVCS SUPERVISOR-U	\$29.05	\$30.71	\$32.48	\$34.34	\$36.31

EXHIBIT B
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Class Code	JobClassTitle	A/Hourly	B/Hourly	C/Hourly	D/Hourly	E/Hourly
E403	PAYROLL/PERS SVC SPEC	\$21.81	\$23.06	\$24.38	\$25.78	\$27.26
U045	PRINCIPAL APPRAISER-E	\$39.64	\$41.91	\$44.32	\$46.86	\$49.55
U077	PRINCIPAL AUDITOR-APPRS-E	\$39.64	\$41.91	\$44.32	\$46.86	\$49.55
B049	PRINCIPAL AUDITR/APPRSR-U	\$39.64	\$41.91	\$44.32	\$46.86	\$49.55
V100	PRODUCTION TECH I	\$20.13	\$21.28	\$22.50	\$23.79	\$25.16
V101	PRODUCTION TECH II	\$22.26	\$23.53	\$24.88	\$26.31	\$27.82
G243	PROGRAM COORDINATOR I	\$27.61	\$29.19	\$30.87	\$32.64	\$34.51
G244	PROGRAM COORDINATOR II	\$32.40	\$34.26	\$36.22	\$38.30	\$40.50
G243-Y	PROGRAM COORDINATOR I-Y	\$0.00	\$0.00	\$0.00	\$0.00	\$40.50
K006	PROJECT READ PROGRAM DIR	\$30.58	\$32.33	\$34.18	\$36.15	\$38.22
E018	PROPERTY TAX SPEC	\$28.41	\$30.04	\$31.76	\$33.58	\$35.51
E367	PUBLIC SVCS ASSISTANT	\$17.00	\$17.98	\$19.01	\$20.10	\$21.25
E368	PUBLIC SVCS SPECIALIST	\$19.22	\$20.33	\$21.49	\$22.73	\$24.03
N010	PUBLIC WORKS TECH I	\$24.10	\$25.49	\$26.95	\$28.50	\$30.13
N011	PUBLIC WORKS TECH II	\$28.27	\$29.89	\$31.61	\$33.42	\$35.34
B193	PUBLIC WORKS TECH II-U	\$28.27	\$29.89	\$31.61	\$33.42	\$35.34
B192	PUBLIC WORKS TECH I-U	\$24.10	\$25.49	\$26.95	\$28.50	\$30.13
E405	PURCHASING TECHNICIAN	\$19.73	\$20.86	\$22.06	\$23.32	\$24.66
U005	REAL PROPERTY AGENT I	\$0.00	\$0.00	\$28.99	\$30.65	\$32.41
U004	REAL PROPERTY AGENT II	\$35.59	\$37.63	\$39.79	\$42.08	\$44.49
U003	REAL PROPERTY AGENT III	\$39.54	\$41.81	\$44.21	\$46.75	\$49.43
U081	REAL PROPERTY APPR TECH	\$0.00	\$0.00	\$22.67	\$23.97	\$25.35
E363	RECORDABLE DOCUMENT INDEX	\$20.50	\$21.67	\$22.92	\$24.23	\$25.62
E459	RECORDS CENTER ASST I	\$19.21	\$20.31	\$21.48	\$22.71	\$24.01
E460	RECORDS CENTER ASST II	\$20.22	\$21.38	\$22.61	\$23.91	\$25.28
E473	RECORDS CENTER SUPVSR-E	\$24.06	\$25.44	\$26.90	\$28.44	\$30.07
V250	RESOURCE SP PT FIN SVC SY	\$39.04	\$41.28	\$43.65	\$46.15	\$48.80
E489	RET ACCOUNTANT I	\$24.30	\$25.69	\$27.16	\$28.72	\$30.37
E490	RET ACCOUNTANT II	\$28.41	\$30.04	\$31.76	\$33.58	\$35.51
E032	RET ACCOUNTING TECH I	\$19.51	\$20.63	\$21.82	\$23.07	\$24.39
E033	RET ACCOUNTING TECH II	\$21.81	\$23.06	\$24.38	\$25.78	\$27.26
E054	RET COMMUNICATION SPEC	\$36.06	\$38.12	\$40.31	\$42.62	\$45.07
E012	RET SR ACCT-E	\$34.85	\$36.85	\$38.96	\$41.20	\$43.56
E493	RET SUPPORT SPEC	\$22.45	\$23.74	\$25.10	\$26.54	\$28.06
V237	RET SYS TECH	\$40.99	\$43.34	\$45.83	\$48.46	\$51.24
E491	RETIREMENT ANALYST	\$27.14	\$28.70	\$30.35	\$32.09	\$33.93
E052	RETIREMENT INV ANALYST I	\$32.84	\$34.72	\$36.72	\$38.82	\$41.05
E053	RETIREMENT INV ANALYST II	\$41.05	\$43.40	\$45.89	\$48.53	\$51.31
E455	REVENUE COLLECTION SPVR-E	\$31.46	\$33.26	\$35.17	\$37.19	\$39.32

EXHIBIT B
SEIU- Extra Help Unit
Salaries November 10, 2013

Class Code	JobClassTitle	A/Hourly	B/Hourly	C/Hourly	D/Hourly	E/Hourly
E458	REVENUE COLLECTOR I	\$19.90	\$21.04	\$22.24	\$23.52	\$24.87
E457	REVENUE COLLECTOR II	\$24.60	\$26.01	\$27.50	\$29.08	\$30.75
B044	REVENUE COLLECTOR II-U	\$24.60	\$26.01	\$27.50	\$29.08	\$30.75
B043	REVENUE COLLECTOR I-U	\$19.90	\$21.04	\$22.24	\$23.52	\$24.87
E017	SENIOR PROP TAX SPEC	\$34.85	\$36.85	\$38.96	\$41.20	\$43.56
E007	SENR ACCOUNTANT	\$34.85	\$36.85	\$38.96	\$41.20	\$43.56
E009	SENR ACCOUNTANT-E	\$34.85	\$36.85	\$38.96	\$41.20	\$43.56
B003	SENR ACCOUNTANT-U-E	\$34.85	\$36.85	\$38.96	\$41.20	\$43.56
U068	SENR APPRAISER	\$33.50	\$35.42	\$37.45	\$39.60	\$41.87
B088	SENR APPRAISER-U	\$33.50	\$35.42	\$37.45	\$39.60	\$41.87
U063	SENR AUDITOR-APPRAISER	\$33.50	\$35.42	\$37.45	\$39.60	\$41.87
N051	SENR DRAFTING TECHNICIAN	\$31.68	\$33.50	\$35.42	\$37.45	\$39.60
V238	SENR GRAPHICS SPEC	\$31.56	\$33.37	\$35.29	\$37.31	\$39.45
V234	SENR INFO TECH ANALYST	\$39.82	\$42.11	\$44.52	\$47.08	\$49.78
B153	SENR INFO TECH ANALYST-U	\$39.82	\$42.11	\$44.52	\$47.08	\$49.78
V231	SENR INFO TECHNOLOGY TECH	\$31.56	\$33.37	\$35.29	\$37.31	\$39.45
E093	SENR INTERNAL AUDITOR	\$38.63	\$40.85	\$43.19	\$45.67	\$48.29
K017	SENR LIBRARY ASST	\$22.54	\$23.83	\$25.20	\$26.64	\$28.17
K016	SENR LIBRARY TECH	\$22.54	\$23.83	\$25.20	\$26.64	\$28.17
V225	SENR SYS ENGINEER	\$46.58	\$49.26	\$52.08	\$55.07	\$58.23
E447-Y	SHERIFF'S CRIM RD SUP-E-Y	\$35.20	\$37.22	\$39.35	\$41.61	\$44.00
E447	SHERIFF'S CRIM RD SUPV-E	\$27.36	\$28.93	\$30.59	\$32.34	\$34.20
E445	SHERIFF'S CRIM RD TECH I	\$19.72	\$20.85	\$22.05	\$23.31	\$24.65
E446	SHERIFF'S CRIM RD TECH II	\$20.88	\$22.08	\$23.34	\$24.68	\$26.10
E446-Y	SHERIFF'S CRIM RD TH II-Y	\$25.02	\$26.45	\$27.97	\$29.57	\$31.27
G228	SR COMMUNITY PROG SPEC	\$32.40	\$34.26	\$36.22	\$38.30	\$40.50
E492	SR RET ANALYST	\$31.83	\$33.66	\$35.59	\$37.63	\$39.79
E406	STOREKEEPER I	\$16.18	\$17.11	\$18.09	\$19.13	\$20.23
E407	STOREKEEPER II	\$19.73	\$20.86	\$22.06	\$23.32	\$24.66
E410	STOREKEEPING SPVSR-E	\$24.06	\$25.44	\$26.90	\$28.44	\$30.07
B331	STOREKEEPING SUPV-U-E	\$24.06	\$25.44	\$26.90	\$28.44	\$30.07
Q005	SUPERVNG DIST COORD,OES-E	\$34.50	\$36.48	\$38.58	\$40.79	\$43.13
E380	SUPERVNG LEGAL SECRETRY-E	\$30.54	\$32.30	\$34.15	\$36.11	\$38.18
N035	SUPERVNG PUBLIC WORKS TEC	\$36.09	\$38.16	\$40.35	\$42.66	\$45.11
E409	SURPLUS PROPERTY OFFCR	\$24.77	\$26.19	\$27.69	\$29.28	\$30.96
V210	SYSTEMS ENGINEER	\$39.82	\$42.11	\$44.52	\$47.08	\$49.78
B128	SYSTEMS ENGINEER-U	\$39.82	\$42.11	\$44.52	\$47.08	\$49.78
V252	SYSTM SUPP SPEC	\$39.04	\$41.28	\$43.65	\$46.15	\$48.80
E352	WORD PROCESSOR I	\$18.38	\$19.44	\$20.55	\$21.73	\$22.98

EXHIBIT B
SEIU- Extra Help Unit
Salaries November 10, 2013

Class Code	JobClassTitle	A/Hourly	B/Hourly	C/Hourly	D/Hourly	E/Hourly
E353	WORD PROCESSOR II	\$19.55	\$20.67	\$21.86	\$23.11	\$24.44

EXHIBIT C – Definitions

I. Extra-help

Usage:

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

Eligible Classifications:

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

Compensation:

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

Health Benefits:

Eligible under the criteria listed in Section 17, Hospitalization and Medical Care

Hours Limitations:

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

II.

Seasonal/Periodic

Usage:

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

Eligible Classifications:

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

Compensation:

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

Health Benefits:

Eligible under the criteria listed in Section 17, Hospitalization and Medical Care

Hours Limitations:

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

III. Relief

Usage:

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

Eligible Classifications:

Clinical Laboratory Scientist I/II

Communications Dispatcher I/II

Electrograph Technician I/II

Imaging Specialist

Laboratory Assistant I/II

Licensed Psychiatric Technician

Licensed Vocational Nurse

Medical Records Coder I/II

Medical Records Technician I/II

Operating Room Technician

Pharmacist

Radiologic Technologist I/II/III

Residential Counselor I/II

Respiratory Therapist I/II/III

Shelter Care Counselor I/II

Compensation:

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

Health Benefits:

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

Hours Limitations:

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