

**MEMORANDUM
OF
UNDERSTANDING**

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



December 31, 2006 – December 20, 2015

2006 - 2015
MEMORANDUM OF UNDERSTANDING
BETWEEN
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OF THE SERVICE EMPLOYEES INTERNATIONAL UNION, CTW
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THIS MEMORANDUM OF UNDERSTANDING is entered into by the Director of Human Resource Services of the County of Alameda, said political subdivision hereafter designated as "County," and Northern California Public Sector Region, Local 1021 of the Service Employees International Union, CTW, hereafter designated as "Union," as a recommendation to the Board of Supervisors of the County of Alameda of those conditions of employment which are to be in effect from December 31, 2006 to and including December 20, 2015, for those employees working in representation units referred to in Section 1 hereof.

MUTUAL RESPECT. The County and the Union agree that all employees regardless of position, profession, or rank will treat each other with courtesy, dignity, and respect. The foregoing principles shall also apply in providing services to the public.

SECTION 1. RECOGNITION

A. The County recognizes the Union as the exclusive bargaining representative for the following employees:

1. All full-time employees in classifications included in Bargaining Units 003, 004, 005, 006, 007, 008, 010, 011, and 012, as specifically enumerated in the appendices attached hereto;
2. All part-time employees in classifications included in Bargaining Units 003, 004, 005, 006, 007, 008, 010, 011, and 012, as referenced above, who are regularly scheduled to work two-fifths or more time per pay period; and,
3. All services-as-needed employees included in classifications included in Bargaining Units 003, 004, 007, 008, 010, 011, and 012, as specifically enumerated in the appendices attached hereto, who are regularly scheduled to work two-fifths time or more per pay period.

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

B. In disputes between the County and the Union over the assignment of newly created Civil Service classifications to appropriate bargaining units, the arbitrator shall decide the matter on the following basis:

1. The arbitrator shall reject any claim by the Union to any newly created classification whose duties are substantially within the scope of (a) management designated classifications; e.g., project specialists, management specialists, administrative interns or other administrative classifications or (b) classifications represented by other employee organizations.

2. The arbitrator shall reject any claim of the Union to any newly created classification occupied exclusively by employees who work less than two-fifths time.
3. The arbitrator shall determine any dispute over whether or not the scope of duties of a newly created classification is substantially within the scope of duties now included within an SEIU represented classification or if a newly created classification is without clear recent precedent in the County service, whether or not the duties of such classification are, in general character, similar to those within SEIU represented units provided, however, that the arbitrator shall have no power to assign a supervisory classification, as defined in the National Labor Relations Act, to a non-supervisory bargaining unit represented by the Union. In case of an arbitration involving classifications without clear recent precedent in the County service, the arbitrator shall receive as relevant evidence the views of affected employees.
4. In the resolution of disputes arising from this Section 1, the parties agree on the selection of a permanent arbitrator for each fiscal year from a panel of no less than five arbitrators. In case of disagreement on the selection of the five member panel or the selection of the arbitrator, the provisions of Section 20.H. of the Memorandum of Understanding shall apply.

SECTION 2. NO DISCRIMINATION

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

SECTION 3. UNION SECURITY

- A. NOTICE OF RECOGNIZED UNION.** Each county department or agency shall post within the employee work or rest area a written notice which sets forth the classifications included within each representation unit referred to in Section 1 hereof and which includes any classification existing in the department or agency, and the name and address of the recognized employee organization for each such unit. The department or agency shall also give a written notice to persons newly employed in representation unit classifications which notice shall contain the name and address of the employee organization recognized for such unit; the fact that the Union is the exclusive bargaining representative for the employee's unit and classification; and a copy of the current Memorandum of Understanding to be supplied by the Union. Each union shall receive from the County on a flow basis, but at least once biweekly, the names and addresses of all new employees hired within such units. The Union agrees that it has a duty to provide fair and non-discriminatory representation to all employees in all classes of the units for which this Section is applicable provided the employee pays Union dues, a service fee or a charitable contribution.
- B. AGENCY SHOP**
 1. **AGENCY SHOP.** Except as provided otherwise in this Section, employees in representation units referred to in Section 1 hereof, shall, as a condition of continuing employment, become and remain members of the Union or shall pay to the Union a service fee in lieu thereof. Such service fee shall be ninety eight percent of Union dues and initiation fees (hereinafter

collectively termed "service fee") of the Union representing the employee's classification and representation unit. Initiation fees shall not exceed a total of One Hundred Dollars.

2. **IMPLEMENTATION.** Any employee hired by the County subject to this Memorandum of Understanding shall be provided through the employee's department or agency with a notice advising that the County has entered into an Agency Shop agreement with the Union and that all employees subject to the Memorandum of Understanding must either join the Union, pay a service fee to the Union, or execute a written declaration claiming a religious exemption from this requirement. Such notice shall include a form for the employee's signature authorizing payroll deduction of Union dues or a service fee. Said employee shall have five working days following the initial date of employment to fully execute the authorization form of his/her choice and return said form to Agency/Department Payroll. If the form is not completed properly and returned within five working days, the County Auditor shall commence and continue a payroll deduction of service fees from the regular biweekly pay warrants of such employee. The effective date of Union dues, service fee deductions or charitable contribution for such employees shall be the beginning of the first pay period of employment except that initiation fees shall be deducted in up to four equal installments in successive pay periods, beginning with the first pay period.

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

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

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

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

4. **EXCLUSION OF EMPLOYEES.** The Agency Shop provisions set forth in paragraphs 1, 2 and 3 herein shall not apply to persons occupying positions designated as management, supervisory or confidential, nor to persons not in the classified civil service. The County may designate positions as confidential in accordance with Administrative Code Section 3.04.020. Those positions designated as confidential upon implementation of this Section, as set forth in Appendix C of this Memorandum of Understanding, shall not be precedent-setting for future designations of confidential positions. If any position designated confidential after the

effective date of this Agency Shop provision is disputed by the Union, the matter shall be decided by an arbitrator.

5. **FINANCIAL REPORTS.** Service Employees International Union Local 1021 shall submit copies of its financial report, as required under Section 3502.5(f) of the Government Code, and its financial reports as may be required under the Labor Management Disclosure Act (29 USCS 401 et seq.) to the County within 30 days following its submission of such reports to PERB and the Secretary of Labor, respectively. Copies of such reports shall be available to employees as provided in applicable provisions of the Government Code and 29 USCS 401 et seq.

Failure to file such reports to the County within 100 days of the close of Local 1021's fiscal year may result in the termination of all agency fee deductions without jeopardy to any employee, in addition to any State and Federal remedies, until such report is filed.

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

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

- A. **BULLETIN BOARDS.** Reasonable space shall be allowed on bulletin boards as specified by Agency/Department Heads for use by employees and Union to communicate with agency/departmental employees. Material shall be posted upon the bulletin board space as designated, and not upon walls, doors, file cabinets or any other place. Posted material shall not be obscene, defamatory, or of a partisan political nature, nor shall it pertain to public issues which do not involve the County or its relations with County employees. All posted material shall bear the identity of the sponsor, shall be neatly displayed, and shall be removed when no longer timely. Where an Agency/Department policy permits an employee to post materials in their workplace for their personal convenience, union materials shall be treated on the same basis with other materials so posted.

- B. USE OF COUNTY FACILITIES.** County facilities may be made available upon timely application for use by off-duty employees and the Union. Application for such use shall be made to the management person under whose control the facility is placed.
- C. JOB CONTACTS.** Any authorized representative of Union shall have the right to contact individual employees working within the representation unit represented by his/her organization in County facilities during business hours on matters within the scope of representation providing prior arrangements have been made for each such contact with the Agency/Department Head who shall grant permission for such contact, if, in his/her judgment, it will not disrupt the business of the work unit involved. When contact on the work location is precluded by confidentiality of records, or of work situation, health and safety of employees or the public, or by disturbance to others, the Agency/Department Head shall make other arrangements for a contact location removed from the work area during the same workday or the following workday.
- D. MEETINGS.** Meetings of a representative of a recognized employee organization and a group of employees shall not be permitted during working hours, except as provided herein or in Section 20. The Agency/Department Head may, upon timely application, allow meetings of a representative and/or a steward of a recognized employee organization and a group of employees during the lunch period in County facilities. If conducting group orientation sessions for new employees, the Agency/Department Head shall permit a union representative or a steward to meet with said new employees for a period not to exceed 10 minutes. A steward who attends an orientation session shall be permitted release time for this purpose. No contacts shall be permitted during working hours with employees regarding membership, collection of monies, election of officers, or other similar internal employee organization business.
- E. DEPARTMENTAL MEETINGS.** Unless otherwise agreed, representatives or employees of employee organization shall not be permitted to attend meetings or conferences called by agency/departmental personnel to attend to matters arising out of the normal course of agency/departmental activities.

As used herein, agency/departmental meetings shall not include meetings between management and affected employees on matters mutually acknowledged to be submitted under Section 20. Grievance Procedure.

- F. ACCESS TO RECORDS.** An employee shall be permitted to review his/her own personnel record. Union representatives shall be permitted to review employee records when accompanied by the employee or upon presentation of a written authorization signed by the employee. The employee or the Union representative when accompanied by the employee or upon presentation of a written authorization signed by the employee may request a copy of the employee's personnel record. The County shall provide one copy of the record without charge. The County may verify any written authorization. The Union's access to employee records shall be for good cause only. Third party reference material shall not be made available.

Letters of reprimand or warning will be removed from an employee's official personnel file upon request of the employee after 5 years from the date of the letter, provided the County has not initiated any subsequent corrective action of the employee. All requests must be presented in writing to the Agency/Department Head.

- G. DATA TO UNION.** The County shall, upon request, supply the Union with data processing runs of the names, home and office addresses and Civil Service classifications of all employees in represented units. Such service shall be supplied at no more than cost to the County.

SECTION 5. SHOP STEWARDS

- A. PURPOSE.** The County recognizes the need and affirms the right of the Union to designate shop stewards from among employees in the unit. It is agreed that the Union in appointing such shop stewards, does so for the purpose of promoting an effective relationship between supervisors and employees by helping to settle problems at the lowest level of supervision.
- B. ROLE OF STEWARD AND SUPERVISOR.** The shop steward recognizes the fact that the supervisor is the key person in the agency/department and, as such, is responsible to higher management for the quality and quantity of work. As the supervisor is the key person for management, the shop steward is the key person for the Union. They must promote and maintain good morale and friendly relations and must be willing to meet in good faith to settle grievances as they arise, exercising a positive approach. There must be mutual respect on both sides in these relations. The shop steward understands that his/her stewardship function does not relieve him/her from conforming to all rules of conduct and standards of performance established by law, regulation, county or agency/department policy or Memorandum of Understanding.
- C. SELECTION OF STEWARDS.** The Union shall reserve the right to designate the method of selection of shop stewards. The Union shall notify the Agency/Department Head in writing of the names of the stewards and the units they represent. If a change in stewards is made, the Agency/Department Head shall be advised in writing of the steward being replaced and the steward named to take his/her place. The number of stewards shall be mutually agreed upon and a list of stewards shall be submitted to each agency/department concerned.
- D. DUTIES AND RESPONSIBILITIES OF STEWARDS.** The following functions are understood to constitute the complete duties and responsibilities of shop stewards.

1. Duties and Time Limits

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

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

The shop steward is permitted to discuss the problem with all employees immediately concerned, and, if appropriate, to attempt to achieve settlement with the supervisory personnel involved. Agencies, wards, clients, detainees and outside interested parties will not be contacted by stewards as part of the grievance process. The employee may be represented by a steward at such times as a grievance is reduced to writing.

2. If, in the judgment of the supervisor, because of the necessity of maintaining an adequate level of service, permission cannot be granted immediately to the shop steward in order to

present or investigate a grievance or a disciplinary action during on-duty time, such permission shall be granted by the supervisor no later than the next working day from the date the shop steward was denied permission.

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

- E. CHANGES IN STEWARDS OR NUMBER OF STEWARDS.** If management reassigns a shop steward which will leave his/her present shift or work location without a steward, the Union shall have the right to appoint a replacement. Should the Union wish to change stewards during the grievance procedure, it may do so provided that only one steward will be allowed time off from work upon one occasion to investigate the grievance.
- F. CONDUCT OF MEETINGS.** Any meeting of shop stewards and supervisors will be held in a quiet, dignified manner. Management personnel will agree to recognize and work with Union stewards in a conscientious effort to settle problems at the earliest possible step of the grievance procedure.
- G. LIMITATIONS OF TIME OFF.** Stewards shall not be permitted time off from their work assignment for the purpose of conducting general Union business.
- H. SHOP STEWARD SIGNS.** Shop stewards may identify themselves by use of an appropriate sign or placard so long as the sign or placard is no larger than 4 inches by 12 inches.

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

- A. WORK SCHEDULE AND CHANGE OF SHIFT.** Except for an employee in a classification enumerated in Appendix B, the Agency/Department Head shall prepare a schedule showing the hours each employee and appointive officer of the County in his/her agency/department is to work. Except under unforeseeable circumstances, the Agency/Department Head shall make every reasonable effort to assure that no employee shall have more than one change of shift in any workweek and that the employee shall be off duty no less than 12 hours prior to working the new shift. Except in cases of emergency, employees in units regularly assigned to cover shifts seven days a week, 24-hours a day, shall be given ten calendar days' notice of any change in shift schedule.
- B. WORKDAY AND WORKWEEK** - except as provided in Section 7.G., H., I., J., K., L., M., N., O., P., Q., R. and S. hereof, the following shall apply:
 1. For each full-time employee who works 7.5 hours per day, the normal workweek shall be 37.5 hours.
 2. For each full-time employee who works 8 hours per day, the normal workweek shall be 40 hours.
 3. For each part-time employee, the workday and/or workweek will be determined by the Agency/Department Head. The workday and/or workweek will be a proration of time scheduled to work to the normal 37.5 or 40 hour workweek base as designated for the employee's classification enumerated in the Appendix A.
 4. For services as needed employees, the workweek is scheduled on an as needed basis as determined by the Agency/Department Head, with the workweek base being 37.5 or 40 hours as designated for the employee's classification in Appendix A.

5. For part-time and services as needed employees, the "workweek base," as used herein, shall mean an amount of hours in a workweek which are equivalent to the full time hours listed for classifications as enumerated in Appendix A.

C. HOURS OF WORK DEFINED. For all nonsupervisory or nonprofessional employees, hours worked, including all hours suffered to be worked, shall include all time not under the control of the employee whether such hours are worked in the County's work place, or in some other place where the employee is carrying out the duties of the County.

D. REST PERIODS. No wage deduction shall be made nor time off charged against employees taking authorized rest periods, nor shall any right to overtime be accrued for rest periods not taken. There is no obligation upon the County to provide facilities for refreshments during the rest period, or for procurement thereof.

1. **All Employees Other than Video Display Screen Users:** Each employee shall be granted a rest period of 15 minutes during each work period of more than 3 hours duration; provided, however, that rest periods are not scheduled during the first or last hour of such period of work.
2. **Employees Using Video Display Screens:** In lieu of Section 6.D.1. above, employees who operate video display equipment which requires continuous viewing of a video screen for more than two consecutive hours in a day shall be granted rest periods of ten minutes in each hour of such assignment; provided, however, that a rest period is not scheduled during the last hour of an employee's scheduled workday. Occasional use of the telephone or services-as-needed public contact not related to the video display equipment of less than five minutes duration per hour is not inconsistent with the meaning of "continuous viewing" as stated herein. Employees described herein may alternatively select to schedule rest periods as described in Section 6.D.1. above instead of the rest periods described in Section 6.D.2.

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

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

F. VOLUNTARY REDUCTION OF WORK PERIOD. Upon mutual agreement of a full-time permanent employee covered by this Memorandum of Understanding and an Agency/Department Head such employee may elect to reduce work hours with an equal reduction in pay and paid benefits for periods of up to 13 pay periods as follows:

1. An employee and Agency/Department Head may agree that the employee shall work a part-time work schedule of 90 percent, 80 percent, 70 percent, 60 percent, or 50 percent in any biweekly pay period with a corresponding reduction in pay and paid benefits as set forth in paragraph 4 of this subsection.

2. Employees working an approved reduced work schedule shall revert to full-time work status at the end of the agreed to period or, if the employee transfers, promotes, demotes, terminates or in any other way changes his/her status with the County he/she shall be removed from the reduced work schedule.
3. With ten calendar days advance notice, an Agency/Department Head may unilaterally terminate an approved reduced work schedule in the event of an unanticipated staffing or fiscal emergency. The determination to terminate the approved reduction shall be final and nongrievable.
4. Employees opting to reduce hours under this section, shall be deemed full-time employees for all purposes of this Memorandum provided that such employees shall be entitled to paid leave accruals and health and dental plan contributions on the same basis as part-time employees represented herein during such periods.
5. Employees who reduce working hours under this section will remain on the payroll with full-time employee status and the hours not worked as the result of the reduction shall be coded as leave without pay.

G. WORKING NONASSIGNED SHIFTS. A **less than full-time** employee may contact his/her respective Agency/Department Head and request to be scheduled to any nonassigned shift. In order to be considered timely, such requests must be made in writing at least 72 hours in advance of the starting time of the shift requested. An employee scheduled to work a nonassigned shift, who has less than eight hours of compensatory time accrued, may elect to be compensated for such work in cash or compensatory time off by including such election in the written request to be assigned.

The Agency/Department Head shall respond to all timely requests and shall schedule the requesting employee for the requested nonassigned shift unless:

1. The requesting employee, in the judgment of the Agency/Department Head, does not have the ability, skills, training and preparation to perform the duties of said shift assignment; and/or,
2. The requested shift would make the requesting employee eligible for overtime in which case the assignment shall be subject to approval by the Agency/Department Head as specified in Section 7.A. of this Memorandum.

If more than one such request is received, the Agency/Department Head shall respond to said requests in the order received.

Judgments made by the Agency/Department Head, as herein provided, shall not be subject to the grievance procedure.

SECTION 7. OVERTIME

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

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

C. RATES DEFINED.

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

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

D. OVERTIME PAYMENT. Employees shall be compensated for overtime work either in cash or in compensatory time at the option of the Agency/Department Head as follows and consistent with subsection F. herein:

1. For classifications with a 37.5 hour workweek or a 37.5 hour workweek base, employees shall be compensated at time and one-half for all time worked in excess of 37.5 hours.
2. For classifications with a 40 hour workweek or a 40 hour workweek base, excluding employees in classifications enumerated in Appendix D, employees shall be compensated at time and one-half for all time worked in excess of 40 hours.
3. The method of compensation for cash payment of overtime worked shall be as follows:
 - a. Employees covered by the overtime provisions of the Fair Labor Standards Act shall be paid time and one-half for overtime worked as provided in subsection D. based on the hourly rate defined in subsection C.1 provided, however, that time and one-half the employee's Fair Labor Standards Act regular rate defined in subsection C.2 shall be paid for all actual hours worked in excess of 40 hours (excluding holidays and paid leave time) in an employee's designated workweek.
 - b. Employees exempt from the overtime provisions of the Fair Labor Standards Act shall be paid time and one-half for all overtime worked as provided in subsection D. based on the hourly rate defined in subsection C.1.

4. There shall be no overtime payment unless the employee has actually worked at least some portion of time during said workweek. An employee on paid leave only, during an entire workweek, is not entitled to any overtime compensation unless the individual physically works hours during that workweek. (For example: an employee on vacation Sunday through Thursday (37.5 or 40 hours) could work Friday and/or Saturday and receive overtime. The fact that the employee physically worked Friday and/or Saturday meets the criteria of performing work within the workweek.)
5. For employees in classifications enumerated in Appendix D and the classification of 5420N, flextime schedules requiring an employee to work in excess of eight hours in any one workday, excluding meal period, or in excess of eight hours in consecutive time, excluding meal period, shall be exempted from the provision requiring overtime compensation after eight hours in a workday.

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

F. WHEN COMPENSATING TIME OFF MAY BE TAKEN OR PAID: Compensating time off earned on or after April 15, 1986 may be accrued to a maximum of 80 hours, and any employee who has accumulated 80 hours of compensatory time off shall be paid in cash for all subsequent overtime worked until such time as the employee's compensating time off balance is reduced below 80 hours. Notwithstanding the foregoing, an employee may exceed the 80 hour maximum when an emergency or other unusual circumstances exist and the Agency/Department has obtained approval of the County Administrator's Office to grant compensating time off in excess of 80 hours.

Scheduling of compensating time off shall be by mutual agreement of the employee and the Agency/Department Head provided that the Agency/Department Head may require that an employee adjust his/her workweek in order to avoid overtime penalties.

An employee covered by the overtime provisions of the Fair Labor Standards Act who has accrued compensating time off in accordance with this subsection shall upon separation from County service be paid for unused compensating time off at a rate of compensation not less than the average regular rate, as defined above, received by such employee during the last 3 years of employment or the final regular rate received by such employee, whichever is higher. An employee shall be paid off for any unused compensating time off, up to a maximum of 80 hours, upon resignation/reinstatement, transfer from a regular position to a SAN position, or transfer to another agency/department. An employee shall be paid off for any unused compensating time off, up to a maximum of 80 hours, prior to appointment from an FLSA non-exempt position to an FLSA exempt position.

An employee who is exempt from the overtime provisions of the Fair Labor Standards Act who has accrued compensating time off in accordance with this subsection shall, upon separation from County service, be paid for unused compensating time off, up to a maximum of 80 hours, at the employee's biweekly or hourly rate for each classification as set forth in Appendix A.

G. BIWEEKLY WORK SCHEDULE IN THE INFORMATION TECHNOLOGY DEPARTMENT. Notwithstanding Sections 7.B. and 7.C. of this Memorandum, in those cases in which an employee working in the Information Technology Department and the Director of Information Technology agree to a fixed flexible biweekly work schedule under which an employee, who would normally be subject to a 37.5 hour workweek, is scheduled to work 35 hours in one week and 40 hours in the other week of a biweekly pay period, or, in the case of an employee whose classification is exempt from FLSA overtime provisions who would normally be subject to a 40 hour workweek, is scheduled to work 35 hours in one week and 45 hours in the other week of a biweekly pay period, the

employee, if otherwise eligible for overtime compensation, shall be entitled to such compensation only for the time worked in excess of the scheduled workweek of 35/35 hours or 40/45 hours. Information Technology Department employees who are subject to the foregoing flexible work schedule shall not be entitled to more than 7.5/8 hours off with pay on paid holidays and shall be required to makeup during the workweek in which the holiday falls the difference between 7.5/8 hours and the length of the workday which the employee would have been scheduled to work had the holiday been a normal workday on the flexible schedule. Said employee shall not be entitled to overtime compensation for working said holiday makeup hours. The Director of Information Technology shall, in his/her discretion determine which, if any, classifications and positions shall be eligible for the flexible biweekly work schedule and retains the right, upon appropriate notice to Union and after meeting and conferring if requested by Union, to make changes in the classifications and positions eligible for such flexible schedule or to eliminate the program in its entirety.

- H. BIWEEKLY WORK SCHEDULE IN THE SOCIAL SERVICES AGENCY.** Notwithstanding Section 7.B. and 7.C. of the Memorandum of Understanding, in those cases in which a non-exempt employee (not eligible for schedule B) working in the Social Services Agency and the Director of the Social Services Agency agree to a fixed flexible biweekly work schedule under which a non-exempt employee who would normally be subject to a 37.5 hour week is scheduled to work 40 hours in one week and 35 hours the other week of a biweekly pay period, the employee, if otherwise eligible for overtime compensation, shall be entitled to such compensation only for the time worked in excess of the scheduled workweek of 40 hours or 35 hours. In those cases in which an exempt employee working in the Social Services Agency and the Director of the Social Services Agency agree to a fixed flexible work schedule under which an exempt employee who would normally be subject to a 37.5 hour week is scheduled to work 42.5 hours in one week and 32.5 hours the other week of a biweekly pay period, the employee, if otherwise eligible for overtime compensation, shall be entitled to such compensation for the time worked in excess of the scheduled workweek of 42.5 hours and 32.5 hours. Social Services Agency employees who are subject to the foregoing flexible work schedules shall not be entitled to more than 7.5 hours off with pay on paid holidays and shall be required to makeup during the workweek in which the holiday falls, the difference between 7.5 hours and the length of the workday in which the employee would have been scheduled to work had the holiday been a normal workday on the flexible schedule. Said employee shall not be entitled to overtime compensation if he/she is approved to work said holiday makeup hours, rather than take vacation or compensatory time.
- I. BIWEEKLY WORK SCHEDULE IN THE PROBATION DEPARTMENT.** Notwithstanding Section 7.B. and 7.C. of this Memorandum, in those cases in which an employee working in the Probation Department and the Chief Probation Officer agree to a fixed flexible biweekly work schedule under which an employee, who would normally be subject to a 37.5 hour workweek, is scheduled to work 35 hours in one week and 40 hours in the other week of a biweekly pay period, the employee, if otherwise eligible for overtime compensation, shall be entitled to such compensation only for the time worked in excess of the scheduled workweek of 35 hours or 40 hours. Probation Department employees who are subject to the foregoing flexible work schedule shall not be entitled to more than 7.5 hours off with pay on paid holidays and shall be required to makeup during the pay period in which the holiday falls the difference between 7.5 hours and the length of the workday which the employee would have been scheduled to work had the holiday been a normal workday on the flexible schedule. Said employee shall not be entitled to overtime compensation for working said holiday makeup hours. The Chief Probation Officer shall, in his/her discretion, determine which, if any, classifications and positions shall be eligible for the flexible biweekly work schedule and retains the right, upon appropriate notice to Union and after meeting and conferring if requested by Union, to make changes in the classifications and positions eligible for such flexible schedule or to eliminate the program in its entirety.

J. BIWEEKLY WORK SCHEDULE IN THE COMMUNITY DEVELOPMENT AGENCY.

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

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

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

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

workweek in which the holiday falls the difference between 7.5/8 hours and the length of the workday which the employee would have been scheduled to work had the holiday been a normal workday on the flexible schedule. Said employees shall not be entitled to overtime compensation for working said holiday makeup hours.

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

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

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

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

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

shall not be entitled to overtime compensation for working said holiday makeup hours. The County Librarian shall, in his/her discretion, determine which, if any, classifications and positions shall be eligible for the flexible biweekly work schedule and retains the right upon appropriate notice to the Union and after meeting and conferring if requested by the Union, to make changes in the classifications and positions eligible for such flexible schedule or eliminate the program in its entirety.

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

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

Behavioral Health Care Services Department employees who are subject to the foregoing flexible work schedule shall not be entitled to more than 7.5/8 hours off with pay on paid holidays and shall be required to makeup during the work week in which the holiday falls the difference between 7.5/8 hours and the length of the work day which the employee would have been scheduled to work had the holiday been a normal work day on the flexible schedule. Said employee shall not be entitled to overtime compensation for working said holiday makeup hours. The Director of Behavioral Health Care Services shall, in his/her discretion, determine which, if any, classifications and positions shall be eligible for the flexible biweekly work schedule and retains the right, upon appropriate notice to Union and after meeting and conferring if requested by Union, to make changes in the classifications and positions eligible for such flexible schedule or to eliminate the program in its entirety.

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

Employees of the Retirement Association who are subject to the foregoing flexible work schedule shall not be entitled to more than 7.5 hours off with pay on paid holiday and shall be required to makeup during the workweek in which the holiday falls, the difference between 7.5 hours and the

length of the workday which the employee would have been scheduled to work had the holiday been a normal workday on the flexible schedule. Said employees shall not be entitled to overtime compensation for working said holiday makeup hours.

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

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

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

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

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

SECTION 8. LEAVES OF ABSENCE

- A. LEAVE MAY NOT EXCEED NINE MONTHS.** A leave of absence without pay may be granted by the Agency/Department Head upon the request of the employee seeking such leave, but shall not be longer than nine months, except as hereinafter provided.
- B. NO LEAVE TO ACCEPT OUTSIDE EMPLOYMENT.** A leave of absence without pay may not be granted to a person accepting either private or public employment outside the service of the County of Alameda, except as hereinafter provided.

- C. MILITARY LEAVE.** Every employee shall be entitled to military leaves of absence as specified in Chapter 7, Part 1, Division 2 of the California Military and Veterans Code. The employee must present to his supervisor a copy of his/her military orders which specify the dates and duration of such leave.

If such employee shall have been continuously employed by the County for at least one year prior to the date such absence begins, he/she shall be entitled to receive paid military leave as follows:

1. Paid military leave which may be granted during a fiscal year is limited to an aggregate of 30 calendar days during ordered military leave, including weekend days and travel time.
2. During the period specified in 8.C.1. above, the employee shall be entitled to receive pay only for those days or fractions of days which the employee would have been scheduled to work and would have worked but for the military leave.
3. The rate of pay shall be the same rate the employee would have received for shifts he/she would have been scheduled to work or scheduled for paid holiday leave, had he/she not been on military leave.
4. In no event shall an employee be paid for time he/she would not have been scheduled to work during said military leave.

Time spent on military leave shall be included in determining eligibility to occupy a classification based upon length of service.

- D. TEMPORARY APPOINTMENT DUE TO MILITARY LEAVE.** An Agency/Department Head may grant an employee a leave of absence without pay from his/her position to permit such an employee to be temporarily appointed to fill a position which is vacant as the result, and during the period of, a military leave of absence.

- E. EDUCATIONAL LEAVE.** A leave of absence without pay may be granted by the Agency/Department Head upon the request of the employee seeking such leave for the purpose of education, but no one such leave of absence shall exceed a period of one year.

- F. PAID TIME OFF FOR EDUCATION PURPOSES.** Except for employees enumerated in Appendix B, employees in the following classifications will be granted paid leave per fiscal year for state mandated training required to maintain their licenses, certifications, or registration. Paid leave for any employee regularly scheduled to work less than the normal work week for the job classification shall be prorated within a pay period in which leave is granted, based upon a proportion of the hours which would have been worked during that pay period but for the leave to the normal full-time pay period for the job classification.

The County may substitute on an hour-for-hour basis accredited mandated training offered by the County on an in-service basis for Nursing and Pharmacy classifications, and for the classifications of Psychiatric Social Worker I and Psychiatric Social Worker II. With respect to scheduling paid time off for the Nursing classes included in this provision the Agency Head shall schedule such time as follows: The Agency Head shall designate a bulletin board at each major work location where continuing education course announcements shall be posted in a timely fashion. Nurses wishing leave to attend such courses shall complete and forward to the Agency Head any necessary leave form. The County shall have 15 days to deny such leave in writing or leave shall be granted as requested by the employee.

If additional classifications covered by this Memorandum of Understanding are mandated by State law or regulation to complete a continuing education requirement to maintain licensure or certification, at the request of the union, the County will meet and confer on inclusion of such classifications within the provisions of this Section 8.F.

1. Microbiologist, Senior Microbiologist Up to 15 hours
2. Dental Hygienist Up to 12.5 hours
3. Clinical Pharmacist Specialist Up to 15 hours
4. Appraisers Up to 24 hours
5. Clinical Nurse Specialist, Registered Nurse I, II and III, Mid-level Practitioner, Mental Health Specialists licensed as Vocational Nurses Up to 30 hours over a 2-fiscal year period
6. If a Mid-level Practitioner is required to obtain educational units by an Agency/Department Head that cannot be taken within the limit in No. 5 above, the Agency/Department Head will authorize such additional paid educational leave as is necessary to satisfy practitioner staff qualifications. Any such additional leave shall be prorated for part-time Mid-level Practitioners as provided above .
7. Clinical Psychologist Up to 36 hours over a 2-fiscal year period
8. Acupuncturist Up to 30 hours over a 2-fiscal year period
9. Psychiatric Social Worker I and II, Marriage and Family Therapist I and II Up to 36 hours over a 2-fiscal year period, effective on the date established by the Board of Behavioral Sciences
10. If a Psychiatric Social Worker I or Psychiatric Social Worker II has not complied with the one-time-State-required 10-hour Human Sexuality Training, or one-time-State-required 7-hour Child Abuse Training, or one-time-State-required 15 hour Alcoholism Training, the Agency/Department Head shall authorize paid educational leave for these specific hours for these specific training programs. Any such leave shall be prorated for part-time employees in these classifications.
11. Clinical Review Specialist – If a Clinical Review Specialist is required to obtain education units mandated by State law or regulation to maintain licensure or certification, the Agency/ Department Head shall grant paid educational leave per fiscal year as is necessary to satisfy the specific hours requirement for the State-mandated training. Any such leave shall be prorated for part-time employees in this classification.

G. LEAVE WHEN LENT TO OTHER GOVERNMENTAL AGENCY OR GOVERNMENTAL INSTITUTION. A leave of absence without pay may be granted by the Agency/Department Head to any employee who is lent to another governmental jurisdiction, to an agency engaged in a survey of government practices, or to an educational institution, but no one such leave of absence shall exceed a period of one year.

- H. LEAVE OF ABSENCE TO ACCEPT APPOINTMENT TO THE UNCLASSIFIED SERVICE.** A leave of absence without pay may be granted to an employee to permit such person to accept employment for an indefinite period in the unclassified civil service of the County or in a position outside the County service, the salary of which is paid in whole or in part by the County. Upon termination of such employment, such person shall revert to the position from which said leave of absence was granted and, in the event such position has been filled by another person, the reduction in force procedures set forth in the Civil Service Commission Rules shall apply.
- I. LEAVES OF ABSENCE TO ACCEPT APPOINTMENT TO ANOTHER POSITION IN THE CLASSIFIED SERVICE.** An employee having tenure in a classification in the classified civil service who is appointed to another classification in the classified service of the County may be granted a leave of absence without pay from the position to which he/she has tenure until he/she obtains tenure to such other position, or his/her appointment thereto is terminated for any reason, whichever first occurs. In the event of the return of such employee to the position from which leave of absence was granted, the employee with the least seniority in such class in such agency/department shall be laid off if all authorized positions are filled.
- J. LEAVE FOR ASSIGNMENT TO SPECIAL PROJECT.** An employee having tenure in a classification in the classified civil service, who is appointed to the classification of Project Specialist, may be granted a leave of absence without pay from the classification in which he/she has tenure, by the Agency/Department Head, for the duration of said employee's assignment to the special project.
- K. LEAVE FOR JURY DUTY OR IN ANSWER TO A SUBPOENA.** Sufficient paid leave shall be granted to permit an employee to travel between the work place and the court and while serving on jury duty or in answer to a subpoena as a witness. Compensation for any employee regularly scheduled to work less than the normal work week for the job classification shall be prorated within a pay period in which leave is granted, based upon a proportion of the hours which would have been worked during that pay period but for the leave to the normal full-time pay period for the job classification. Any jury or witness fee awarded to such person, less reimbursement for mileage, shall be deposited in the County Treasury. Any person assigned an afternoon or evening shift shall be entitled to equal time off as leave with pay from his/her next regularly scheduled shift for all time spent serving on jury duty, or answering a subpoena as a witness and for traveling to and from court. Any person who is regularly assigned to a schedule which includes working Saturday and Sunday, who serves on jury duty on their entire two scheduled days off during the previous Monday through Friday, upon 24-hour advance notice to their supervisor shall be allowed to schedule their next regular work day as vacation or compensatory time. Any person whose jury service extends into a second workweek shall have their schedule changed to a Monday to Friday day shift schedule for the duration of such jury service only.

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

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

- L. DISABILITY LEAVE FOR OTHER EMPLOYMENT.** Anything in this Memorandum of Understanding to the contrary notwithstanding, any person who, because of sickness or injury, is incapable of performing his/her work or duties in the service of the County but who is nevertheless capable of performing other work or duties outside the service of the County may, within the

discretion of the Agency/Department Head, be granted sick leave of absence without pay during such disability to accept such employment.

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

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

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

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

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

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

An employee may elect to take accrued vacation or compensatory time off during the period of child bonding leave except that in the case of an employee who is regularly scheduled to work less than the normal full-time workweek for the classification, paid leave shall be granted only for those days, or fractions thereof, on which such an employee would have worked but for child bonding leave. The use of sick leave during child bonding leave shall not be permitted unless employees are otherwise eligible to use it as provided in Section 11.L.

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

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

Entitlement to leave of absence under this section shall be only for all hours the employee would have been scheduled to work for those days granted, and shall be in addition to any other entitlement for sick leave, emergency leave, or any other leave.

- Q. LEAVE FOR PARTICIPATING IN EXAMINATION PROCESS.** Upon 48 hours advance notice by the employee to his/her supervisor, an employee shall be granted paid leave while participating in an Alameda County examination which is scheduled during the employee's working hours. Sufficient paid leave shall be granted to permit the employee to travel between the work place and the testing site. Examinations for jurisdictions other than the County of Alameda are exempted from this provision.

- R. LEAVE FOR PARTICIPATING IN THE SELECTION OR TRANSFER PROCESS.** Upon 24 hours advance notice by the employee to his/her supervisor, an employee who has received a certification for an Alameda County employment interview or an employee who must be interviewed as part of an interdepartmental transfer shall be granted paid leave while participating in the interview scheduled during the employee's work hours. Sufficient paid leave shall be granted to permit the employee to travel between the work place and the site of the interview. With prior notice to the employee, the Agency/Department Head may require written verification of an interdepartmental transfer interview. Interviews for jurisdictions other than the County of Alameda are exempted from this provision.

- S. LEAVE FOR PARTICIPATING IN A LITERACY PROGRAM.** Any employee accepted into the Alameda County Workplace Literacy Program, subject to grant approval, as a learner or a participant or other workplace program approved by Alameda County shall be permitted up to 25

hours in a 12 month period of educational leave with pay to the extent that such courses of instruction are provided during the employee's on-duty hours.

- T. LEAVE FOR EMPLOYMENT WITH THE UNION.** Upon written certification from the Union and the agreement of the Agency/Department Head, up to six employees at any one time who are subject to this Memorandum of Understanding shall be granted a leave of absence without pay for a period of up to six months in a 12 month period to work for Local 1021. At the end of such leave the employee shall be returned to his/her same classification and Agency/Department.

SECTION 9. HOLIDAYS

- A.** Holidays Defined. Paid Holidays shall be:

1. January 1 - New Year's Day
Third Monday in January - Dr. Martin Luther King, Jr. Birthday
February 12 - Lincoln's Birthday
Third Monday in February - Washington's Birthday
Last Monday in May - Memorial Day
July 4 - Independence Day
First Monday in September - Labor Day
September 9 - Admission Day
Second Monday in October - Columbus Day
November 11 - Veterans' Day
Fourth Thursday in November - Thanksgiving
Day after Thanksgiving
December 25 - Christmas
2. All other days appointed by the President of the United States or the Governor of the State of California as a nationwide or statewide public holiday, day of fast, day of mourning, or day of thanksgiving, provided that observance of the day as a paid holiday is approved in writing by three or more members of the Board of Supervisors.
3. Two floating holidays are to be scheduled by mutual agreement of the employee and his/her Agency/Department Head and taken within the fiscal year. When a written request for a floating holiday is submitted, the Agency/Department Head shall respond in writing within 14 calendar days or shall schedule the floating holidays as requested by the employee. Employees hired on or after April 1 of any fiscal year are not eligible to receive the floating holidays in that fiscal year. Less than full-time eligible employees shall be entitled to prorated floating holidays based upon a proration of the hours the employee is regularly scheduled to work.
4. Services-as-needed employees are not entitled to the holiday benefit as set forth in 9.A.1., 2. and 3. above.

- B.** Effective July 1, 2001, holidays shall be defined as follows except as defined in Section B.5 below:

1. January 1 - New Year's Day
Third Monday in January - Dr. Martin Luther King, Jr. Birthday
February 12 - Lincoln's Birthday
Third Monday in February - Washington's Birthday
Last Monday in May - Memorial Day
July 4 - Independence Day
First Monday in September - Labor Day

November 11 - Veteran's Day
Fourth Thursday in November - Thanksgiving
Day after Thanksgiving
December 25 - Christmas

2. All other days appointed by the President of the United States or the Governor of the State of California as a nationwide or statewide public holiday, day of fast, day of mourning, or day of thanksgiving, provided that observance of the day as a paid holiday is approved in writing by three or more members of the Board of Supervisors.
3. Four floating holidays are to be scheduled by mutual agreement of the employee and his/her Agency/Department Head and taken within the fiscal year. The first four full days (7.5 or 8 hours) of vacation or compensatory time taken during each fiscal year shall be charged as floating holidays. Employees shall have the primary responsibility to schedule and take their floating holidays. When a written request for a floating holiday is submitted, the Agency/Department Head shall respond in writing within 14 calendar days or shall schedule the floating holidays as requested by the employee. Agency/Department Heads shall make a reasonable effort to accommodate floating holiday requests.

Effective January 2003, floating holidays will be allocated and used on a calendar year basis. Each employee hired prior to July 1 of each year shall be entitled to the floating holiday(s). Employees hired after July 1 will not be entitled to the floating holiday(s) for the calendar year in which they were hired.

Effective January 1, 2010, floating holidays for less than full-time eligible employees whose standard working hours change to full-time after January 1 but prior to July 1 of a calendar year, shall be increased based upon the employee's full-time status. The adjustment to the floating holiday hour balance shall not exceed the full-time equivalent amount for four days of floating holidays (32 hours for 80 hour per pay period employees and 30 hours for 75 hour per pay period employees or the full time equivalent amount in effect for the calendar year). After July 1 of the calendar year, no adjustment will be made to the floating holiday hour balance.

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

4. Services-as-needed employees are not entitled to the holiday benefit as set forth in 9.B.1., 2. and 3. above.
 5. Employees of the Sheriff's Department who are in 24/7 units and are in positions specifically and regularly assigned to cover shifts seven days a week, 24-hours a day, who have been continuously employed in the Department since on or before July 1, 2001 will continue to receive holidays as outlined in Section 9.A. Employees who are appointed to the Sheriff's Department after July 1, 2001, and who are in 24/7 units and are in positions specifically and regularly assigned to cover shifts seven days a week, 24-hours a day, shall receive holidays as specified in Section 9.B. Employees who are receiving holidays under 9.A who elect the buy-out authorized by the Alameda County Salary Ordinance, subsection 3-17.39, effective July 15, 2007, shall receive holidays pursuant to Section 9.B.
- C. VALUE OF A HOLIDAY.** The value of a holiday which falls during a pay period is 1/10th of an employee's time spent in paid status during such pay period, excluding overtime. The maximum value of a holiday is 7.5 hours for a classification normally scheduled to work 75 hours per pay period or 8 hours for a classification normally scheduled to work 80 hours per pay period.

- D. NUMBER OF HOLIDAYS FOR SHIFT WORKERS.** Except as provided in subparagraph C. hereof, no employee assigned to shift work shall receive a greater or lesser number of holidays as defined in Section 9.A. or 9.B. in any calendar year than employees regularly assigned to work during the normal workweek, regardless of how the holiday is compensated. The intent of this section is to compensate each employee for each holiday defined in Section 9.A. or 9.B. above, whether compensation is in cash or time off.

For holiday administration purposes only, when an assigned shift overlaps two calendar days, the day worked or scheduled to be worked shall be that calendar day upon which a majority of work, excluding overtime, was performed or scheduled.

- E. HOLIDAYS TO BE OBSERVED ON WORK DAYS.** In the event that January 1; February 12, known as "Lincoln's Birthday"; July 4; November 11, known as "Veterans Day"; or December 25 shall fall on a Saturday, said holiday shall be observed on the preceding Friday. In the event that any of said holidays enumerated in this subparagraph shall fall on a Sunday, said holiday shall be observed on the following Monday. A day proclaimed as a nationwide or statewide public holiday, day of fast, day of mourning, or day of thanksgiving and approved in writing by three or more members of the Board of Supervisors, shall be granted only to those employees who are regularly scheduled to work on the day for which such holiday is proclaimed.

Notwithstanding the observance of holidays specified in Section 9.E. herein, and including the provisions of 9.D. herein, when December 25, January 1 or July 4 occur in the calendar year on a Saturday or Sunday and a weekend worker is scheduled on said day, the employee shall celebrate the Christmas holiday on December 25, the New Year's holiday on January 1 and July 4 on the actual day.

F. HOLIDAY COMPENSATION.

1. For Full-time Employees

- a. Holidays not worked by full-time employees shall be compensated at straight time.
- b. In the event that any employee, by virtue of having worked a holiday, as defined in this section, should work longer than the normal workweek as set forth in Section 6.B. of this Memorandum, said employee shall be compensated as provided in Section 7.D. hereof.

2. For Part-time Employees

- a. For part-time employees, the compensation for holidays not worked shall be at straight time, prorated each pay period in which a holiday occurs, based upon a proration of the hours which would have been worked within the pay period, but for the holiday, to the normal full-time period for the job classification.

Such an employee may, in writing, with a minimum of seven calendar days notice to his/her Agency/Department Head elect to use accrued vacation and/or compensatory time off to replace a decrease experienced in the employee's regular biweekly salary due to a prorated holiday.

- b. Less than full time employees shall be compensated for hours worked on holidays defined herein at one and one-half times the normal hourly rate.

3. For Services-as-Needed Employees

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

4. In-Lieu Day Off

- a. Except in the case of employees regularly assigned to Zone 7 or the Sheriff's Department, when a holiday as set forth in paragraph A or B hereof, other than a day proclaimed by the President of the United States or the Governor of the State of California as a nationwide or statewide public holiday, day of fast, day of mourning, or day of thanksgiving and approved in writing by three or more members of the Board of Supervisors, falls on an employee's regularly scheduled day off, such employee may be given an in-lieu day off (a less than full-time employee will receive a prorated in-lieu day off) within 26 pay periods to be scheduled by mutual agreement of the employee and the Agency/Department, or the Agency/Department Head may compensate the employee in cash pursuant to Section 9.F.1.a. or 9.F.2.a. Should an in-lieu day off not be taken within 26 pay periods, the employee shall be compensated in cash pursuant to Section 9.F.1.a. or Section 9.F.2.a.
- b. In the case of employees regularly assigned to Zone 7 or the Sheriff's Department, when a holiday as set forth in paragraph A. or B. hereof, other than a day proclaimed by the President of the United States or Governor of the State of California as a nationwide or statewide public holiday, day of fast, day of mourning, or day of thanksgiving and approved in writing by three or more members of the Board of Supervisors, falls on an employee's regularly scheduled day off, such employee shall be compensated in cash (a less than full-time employee will receive prorated compensation in cash) at the rate of time and one-half the employee's normal hourly rate.

G. ELIGIBILITY FOR HOLIDAY PAY. To be eligible for holiday pay, except pay for a floating holiday, an employee must be on paid status the employee's scheduled workday before and the employee's scheduled workday after the holiday.

H. CONFORMITY WITH STATE HOLIDAYS. In the event the Legislature shall amend Section 6700 of the Government Code to change the date of a holiday listed in paragraph A. or B. hereof is observed, employees subject to this Memorandum of Understanding shall celebrate said holiday in conformity with the State. This paragraph shall not be applied so as to increase or decrease the number of holidays set forth in paragraph A. or B. hereof.

I. EXEMPT WORK SITUATIONS. Time spent in study courses, seminars and meetings of professional groups is exempt from the provisions of this section.

J. HOLIDAYS FOR COURT STAFF. Employees of the District Attorney's Office and the Public Defender's Office are excluded from the provisions of Section 9.A. and 9.B., but shall be entitled to paid holidays for days observed as judicial holidays pursuant to state law and the California Rules of Court. In the event that the total number of judicial holidays in any fiscal year shall be less than the number of County holidays, including the floating holidays, specified in Section 9.A. and 9.B., these employees shall be entitled to as many in-lieu holidays as is necessary to make the number of their holidays equal to the number of holidays specified in Section 9.A. and 9.B. An employee shall not qualify for an in-lieu holiday granted in exchange for the Section 9.A. and 9.B. floating holidays unless the employee was hired prior to April 1 of any fiscal year. An employee shall not qualify for an in-lieu holiday granted in exchange for any other holiday listed in Section 9.A. and

9.B. unless the employee was hired on or before the date of the Section 9.A or 9.B. holiday not observed as judicial holiday. An in-lieu holiday must be scheduled by mutual agreement of the employee and the Agency/Department Head, and taken within the fiscal year, except that the Agency/Department Head may in writing authorize the in-lieu holiday to be carried over for one fiscal year only.

- K. HOLIDAYS FOR CLERK-RECORDER STAFF.** Employees of the Clerk-Recorder's Office are excluded from the provisions of Section 9.A. and 9.B., but shall be entitled to paid holidays for days observed as judicial holidays pursuant to state law. In the event that the total number of judicial holidays in any fiscal year shall be less than the number of County holidays, including the floating holidays, specified in Section 9.A. and 9.B., these employees shall be entitled to as many in-lieu holidays as is necessary to make the number of their holidays equal to the number of holidays specified in Section 9.A. and 9.B. An employee shall not qualify for an in-lieu holiday granted in exchange for the Section 9.A. and 9.B. floating holidays unless the employee was hired prior to April 1 of any fiscal year. An employee shall not qualify for an in-lieu holiday granted in exchange for any other holiday listed in Section 9.A. and 9.B. unless the employee was hired on or before the date of the Section 9.A or 9.B. holiday not observed as judicial holiday. An in-lieu holiday must be scheduled by mutual agreement of the employee and the Agency/Department Head, and taken within the fiscal year, except that the Agency/Department Head may in writing authorize the in-lieu holiday to be carried over for one fiscal year only.
- L. HOLIDAY COMPENSATION FOR SHERIFF'S OFFICE STAFF.** Effective calendar year 2007, employees of the Sheriff's Office shall be compensated at a premium of two (2) times their normal rate of pay for any hours for which they are ordered to work beyond their regularly scheduled work shift (before or after their regularly scheduled work shift) when such additional work hours occur on Thanksgiving Day and/or Christmas Day.

SECTION 10. VACATION LEAVE

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

Employees in the service of the County shall receive a vacation entitlement or accrue vacation as specified below. Vacation pay shall be granted only for those days or fractions thereof on which employees would have been regularly scheduled to work and would have worked but for the vacation period. An employee who is regularly scheduled to work less than the normal work week for the job classification shall accrue vacation leave or vacation entitlement accordingly. Vacation accrual or vacation entitlement shall be prorated each pay period based upon a proration of the hours worked within that pay period to the normal full-time pay period for the job classification.

A. VACATION ACCRUAL

1. **FOR PERSONS EMPLOYED ON OR BEFORE JANUARY 1, 1956.** Except for an employee in a classification enumerated in Appendix B, each person in the service of the County whose employment began on or before January 1, 1956, shall receive as of January 1 of each year a vacation entitlement of five weeks at full pay and pro-rated based on hours worked during the preceding calendar year.
2. **FOR PERSONS EMPLOYED AFTER JANUARY 1, 1956.** Except for an employee in a classification enumerated in Appendix B, each person in the service of the County whose employment began after January 1, 1956 shall accrue vacation leave according to the following schedules.

- a. **Two weeks accrual:** Employees shall accrue two weeks vacation annually until completion of 104 full-time biweekly pay periods (4 years) of continuous employment.
- b. **Three weeks accrual:** Employees shall accrue three weeks of vacation annually as of the completion of 104 full-time biweekly pay periods (4 years) of continuous employment and until completion of 286 full-time biweekly pay periods (11 years) of continuous employment.
- c. **Four weeks accrual:** Employees shall accrue four weeks of vacation annually as of the completion of 286 full-time biweekly pay periods (11 years) of continuous employment and until completion of 520 biweekly pay periods (20 years) of continuous employment.
- d. **Five weeks accrual:** Employees shall accrue five weeks of vacation annually as of the completion of 520 biweekly pay periods (20 years) of continuous employment.

B. CASH PAYMENT IN LIEU OF VACATION LEAVE.

1. For persons employed on or before January 1, 1956.

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

2. For persons employed after January 1, 1956.

- a. An employee who accrues vacation leave pursuant to subsection 10.A.3. and who leaves the County service for any reason shall be paid at the biweekly or hourly rate for each classification as set forth in Appendix A, for unused vacation accrued to the date of his/her separation, provided that such entitlement shall not exceed the employee's applicable maximum vacation balance as set forth in subsection 10.C.
- b. Employees shall have the primary responsibility to schedule and take sufficient vacation leave to reduce their accrued vacation leave balances to levels which do not exceed the amount for which they can receive cash payment hereunder upon termination. Agency/Department Heads shall make a reasonable effort to accommodate written vacation leave requests submitted by employees which state that the purpose of such requests is to reduce accrued vacation leave balances to the level which can be paid for in cash upon termination.

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

Vacation Accrual Rate in Pay Period Prior to January 1	Maximum Balance in Pay Period Containing January 1
10 days	20 days
15 days	30 days
20 days	40 days
25 days	50 days

- D. DATE WHEN VACATION CREDIT STARTS.** Vacation credit shall begin on the first day of employment.
- E. CHANGEOVER TO MAXIMUM ALLOWABLE VACATION BALANCE AND USE OF PREVIOUSLY ACCRUED VACATION.** As of the pay period containing January 1, 2002, and every such pay period containing January 1 thereafter, the vacation leave balance of any employee which exceeds the maximum allowable vacation balance will be adjusted downward to the maximum allowable vacation balance level (by placing the excess vacation in a departmental catastrophic sick leave pool) and the County will thereafter have no obligation with respect to the vacation leave affected by the adjustment. Department Heads shall make a reasonable effort to accommodate written vacation leave requests submitted by employees which state that the purpose of such request is to reduce accrued vacation leave balances to the level which can be paid for in cash upon termination or to avoid a downward adjustment.
- F. WHEN FIRST VACATION IS DUE.** Vacation credit and the first vacation leave for any employee shall be due only after the completion of at least the equivalent of 130 full-time working days or the equivalent of 13 full-time pay periods of employment. For purposes of this section, "working day" shall mean any day upon which an employee would normally be required to work.
- G. MAXIMUM VACATION LEAVE.** An employee shall be allowed to take two times his/her annual vacation accrual during any calendar year, provided that he/she has accumulated sufficient unused vacation leave. An employee, with the permission of his/her Agency/Department Head, may take vacation in excess of two times his/her annual vacation accrual during any calendar year, if he/she has accumulated sufficient unused vacation leave.
- H. EFFECT OF LEAVE WITHOUT PAY ON VACATION CREDIT.** No vacation credit shall be earned during the period when an employee is absent on leave without pay.
- I. EFFECT OF ABSENCE ON CONTINUOUS SERVICE.** Absence on authorized leave without pay, time during which a person is laid off because his/her services are not needed, and time during which a person is temporarily not employed by the County, if followed by reemployment within three years in the case of persons reemployed on or after July 1, 1975, or if followed by reemployment within one year in the case of persons reemployed prior to July 1, 1975, shall not be considered as an interruption of continuous service for the purpose of this section, but the period of time such employee is absent on authorized leave without pay or so laid off or so temporarily not employed shall not be counted in computing such years of continuous employment for the purpose of this section, provided that persons who were reemployed prior to July 1, 1975, after one year and within three years from the date such break in service commenced shall, after

completing ten years of uninterrupted service following such reemployment, receive credit for all prior service in determining eligibility for vacation entitlement at the rate of .769 working days for each biweekly period.

J. WHEN VACATION LEAVE MAY BE TAKEN. Paid leave may be granted only for those days or fractions thereof on which an employee would have been regularly scheduled to work and would have worked but for the vacation leave.

1. **Vacation Seniority.** Except for employees assigned to the Sheriffs' Department, an employee's seniority for vacation seniority purposes begins once he/she enters a vacation scheduling unit within his/her classification. Should an employee change his/her scheduling unit and/or classification, the seniority accrual for vacation purposes starts over. Promotion within a flexible staffed position for purposes of vacation seniority will not be considered a change in classification.

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

- total department time (less leave without pay)
 - total County time (less leave without pay)
 - test administration number
 - score on exam
 - date stamp on application (received in County Personnel)
 - coin toss
2. **For Full-time Employees.** Except as provided in paragraph 4 hereof, vacation shall be scheduled by mutual agreement of the employee and the Agency/Department Head. Except for employees assigned to the Sheriffs' Department, in the event of conflicting requests from employees, the matter shall be decided in favor of the employee having the longest County service in a classification within a vacation scheduling unit. For employees assigned to the Sheriffs' Department, in the event of conflicting requests from employees, the matter shall be decided in favor of the employee who meets the criteria stated in subsection 10.J.1 above for the first three segments requested. The remaining two segments, if requested, shall follow the process stated in the following paragraph.

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

3. **For Part-time Employees.** Any employee scheduled to work less than the full-time workweek and two-fifths or more time for the job classification may, at the discretion of the Agency/Department Head be included in a vacation scheduling unit with full-time employees in the same job classification, and in such cases both the full-time and the less than full-time employees shall have conflicting requests resolved according to the procedure indicated herein.

4. **Alternative Scheduling Procedure.** In the event that vacation scheduling pursuant to paragraph 2. or 3. hereof is impractical due to the size of the agency/department vacation scheduling unit involved or other reasons, the following procedures shall apply. In a month established by the Agency/Department Head, any employee may submit up to three choices of preferred vacation period for the subsequent 12 months. The Agency/Department Head shall approve such choices on the basis of employee seniority as set forth in paragraph 2. hereof. The Agency/Department Head shall post a list of approved and scheduled vacations no later than four weeks following the end of the designated month in which the vacation requests were due. Any employee who fails to submit a choice or choices or any new employee who misses the sign-up period for the agency/department shall schedule vacations by mutual agreement pursuant to paragraphs 2. or 3. hereof provided that such vacation scheduled by mutual agreement shall not supersede any vacation scheduled by submission.

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

5. **Vacation Leave Segments.** An employee shall be allowed to divide his/her vacation leave in any calendar year into five segments. An Agency/Department Head, at his/her discretion, may grant an employee additional segments of vacation increments of at least one hour or more. These segments are to be in addition to any segments of vacation leave used as personal leave as defined in Section 10.K. This section excludes any requests for time off which come under the Floating Holiday provisions specified in Section 9.B.3.
- K. **PERSONAL LEAVE.** An employee shall be allowed two days in any calendar year from his/her regular vacation allowance for personal leave. An Agency/Department Head shall not deny a request for this leave except for reasons critical to the operation of his/her agency/department. Such personal leave shall be in segments of one hour or more.
- L. **RATE OF VACATION PAY.** Compensation during vacation shall be at the rate of compensation which such person would have been entitled to receive, including premium pay, if in active service during such vacation period. Compensation during vacation shall not include pay for overtime work not actually performed.
- M. **VACATION SELLBACK.** Effective July 1, 2001, employees may receive equivalent cash payment for up to 5 vacation days per fiscal year. Effective July 1, 2002, employees accruing at least 20 days of vacation may receive equivalent cash payment for up to 10 days per fiscal year. This benefit shall be prorated for part-time employees based on the proportion of the normal 37.5 or 40 hour workweek for which the employee is regularly scheduled to work. In lieu of, or in addition to the foregoing, an employee may have accrued vacation leave credited against his/her transition pay obligation to the County. Vacation sellback under this section is in addition to the amount of sellback that can be used to purchase Long-Term Disability Insurance under Section 32. Requests for vacation sellback are irrevocable.
- N. **VACATION PURCHASE PLAN.** All full-time employees subject to this MOU, excluding employees in classifications enumerated in Appendix B and Appendix D may elect to purchase one or two additional weeks of vacation over and above their regular entitlement as set forth in paragraph A hereof. The additional week(s) may be purchased in the following manner: On or before the biweekly pay period nearest October 1 of any year, an eligible employee shall submit a written request to the Agency/Department Head, stating his/her desire to purchase one or two extra weeks of vacation. Such vacation must be purchased in increments of one or two weeks. The County shall then pay such employee 97.38 percent of his/her regular salary for one additional week or

94.76 percent of his/her regular salary for two additional weeks, as set forth in Appendix A until the biweekly pay period ending nearest June 30. (The 2.62 percent or 5.24 percent reduction is the value of one or two week(s) of vacation prorated over approximately nine months.) The additional vacation, once purchased, may be taken with the employee's regular vacation entitlement.

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

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

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

1. Except for Personal Leave granted under Section 10.I., purchased vacation must be utilized before vacation balances accrued pursuant to Section 10.A. are utilized. In the event that an employee has exhausted vacation balances accrued pursuant to Section 10.A., then purchased vacation may be utilized for Personal leave granted under Section 10.I.
2. For purposes of cash payment of vacation leave, vacation purchased pursuant to this section shall be combined with vacation accrued pursuant to Section 10.A. Said combined vacation balance shall be subject to the cash payment limitations of Section 10.B. hereof.
3. In the event that a participating employee moves between a 40-hour per week position and a 37.5-hour per week position, s/he shall carry over his/her purchased vacation balance in the same number of days and fractions of days.
4. Employees who change status from eligible status to purchase vacation to a non eligible status will be paid for any purchased vacation balance and the County reserves the right to adjust the purchased vacation balance and/or deductions.
5. In the event that an employee experiences a pay rate change during the plan year, the total annual cost will remain the same as at the time of enrollment.

- O. EXTRA WEEK OF UNPAID LEAVE.** A part-time employee in a classification enumerated in Appendix D and, for the term of this Memorandum of Understanding only, all other part-time employees subject to this MOU, after one calendar year from date of employment may schedule one week of unpaid leave each calendar year in conjunction with an approved vacation leave. The unpaid leave shall be taken in one segment. The scheduling of this unpaid leave shall be subject to the vacation scheduling provisions contained herein. This unpaid leave shall not reduce the regular biweekly dental plan contribution nor the health plan contribution paid by the County for such employees.

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

SECTION 11. SICK LEAVE

Services-as-needed employees working in classifications which are enumerated in Appendix B are excluded from the provisions of Section 11.

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

E. CUMULATIVE SICK LEAVE PLAN

1. Accumulation of Sick Leave

- a. **For full-time employees – 40 hour workweek:** Each employee shall accumulate sick leave with pay entitlement at the rate of one-half workday for each full biweekly pay period on paid status up to a maximum accumulation of 155 days of unused sick leave with pay entitlement.
 - b. **For full-time employees – 37.5 hour workweek:** Each employee shall accumulate sick leave with pay entitlement at the rate of one-half workday for each full biweekly pay period on paid status up to a maximum accumulation of 155 days of unused sick leave with pay entitlement.
 - c. **For part-time employees – 40 hour workweek base:** Each employee who is regularly scheduled to work less than the full-time 40 hour workweek base shall accrue sick leave pursuant to Section 11.E.1.a. above, except that the sick leave accrual shall be prorated each pay period based upon the proportion of the hours worked within a pay period to the 40 hour workweek base up to a maximum accumulation of 155 days of unused sick leave with pay entitlement.
 - d. **For part-time employees – 37.5 hour workweek base:** Each employee who is regularly scheduled to work less than the full-time 37.5 hour workweek base shall accrue sick leave pursuant to Section 11.E.1.b. above, except that the sick leave accrual shall be prorated each pay period based upon the proportion of the hours worked within a pay period to the 37.5 hour workweek base up to a maximum accumulation of 155 days of unused sick leave with pay entitlement.
- F. RESTORATION OF CUMULATIVE SICK LEAVE BALANCES.** An employee laid off due to a reduction in force who is, within three years of the date of layoff, returned to County service from layoff status shall have the balance of unused cumulative sick leave accrued pursuant to Section 11.E., restored to him/her for use as provided in this section.
- G. CONVERSION OF SICK LEAVE TO VACATION.** When an employee's sick leave balance accrued pursuant to Section 11.E. hereof, reaches 155 days, 5 days shall be deducted from said sick leave balance and shall be converted to 1 day of vacation. Said vacation shall be added to vacation balances accumulated pursuant to Section 10. Vacation Leave, and shall thereafter be subject to the provisions of Section 10. Vacation Leave.
- H. SICK LEAVE CREDIT AT RETIREMENT.** County employees who are members of the Alameda County Employees' Retirement System and who retire, shall be credited for 50 percent of their unused paid sick leave accumulated as of the date of their retirement, up to a maximum credit of 62.5 days.
- I. MAJOR MEDICAL SUPPLEMENTAL PAID SICK LEAVE.**

1. LIMITS ON DURATION OF MAJOR MEDICAL SUPPLEMENTAL PAID SICK LEAVE.

- a. For employees who, as of June 25, 1979, completed the equivalent of 26 pay periods but less than 130 pay periods, the maximum aggregate lifetime eligibility for major medical supplemental paid sick leave shall be as follows:
 - 1) 22 days for those employed on a full time basis as of 6/25/79.

- 2) 22 days prorated based upon a proportion of the hours worked in the pay period immediately preceding 6/25/79 for those employed on a less than full time basis.
 - b. For employees who, as of June 25, 1979, completed the equivalent of 130 pay periods of continuous employment, the maximum aggregate lifetime eligibility for major medical supplemental paid sick leave shall be as follows:
 - 1) 44 days for those employed on a full time basis as of 6/25/79.
 - 2) 44 days prorated based upon a proportion of the hours worked in the pay period immediately preceding 6/25/79 for those employed on a less than full time basis.
2. **CRITERIA WHICH MUST BE MET BEFORE GRANTING MAJOR MEDICAL SUPPLEMENTAL PAID SICK LEAVE.** For employees continuously employed before July 1, 1975, who were otherwise granted the one-time non-recurring sick leave bonus made available to such employees, an Agency/Department Head in his/her sole discretion, may grant major medical supplemental paid sick leave in those instances in which:
 - a. the employee exhausted paid cumulative sick leave entitlement accrued pursuant to subsection 11.E hereof.
 - b. the employee's absence is caused by a serious injury or illness requiring prolonged absence from work,
 - c. the injury or illness was not incurred in the course of employment, AND
 - d. the employee has not incurred a break in service subsequent to June 24, 1979.
3. **MAJOR MEDICAL SUPPLEMENTAL PAID SICK LEAVE.** The Department Head's determination to deny major medical supplemental paid sick leave shall be final and non-grievable.

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

No employee shall be placed on sick leave review unless he/she has first received an oral warning that his/her individual attendance record is marginal, followed by a written confirmation. Upon request, an employee shall be given a profile documenting his/her attendance record. If an employee is placed on sick leave review, he/she is to be provided with a written statement explaining the reason and the length of time his/her attendance is to be monitored.

- K. MEDICAL REPORT.** The Agency/Department Head, as a condition of granting sick leave with pay, may require medical evidence of sickness or injury in the form of a statement from an employee's physician acceptable to the agency/department when the employee is absent for more than three consecutive working days or when the agency/department head determines within his/her discretion that there are indications of excessive use of sick leave or sick leave abuse.

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

- L. FAMILY SICK LEAVE.** Leave of absence with pay shall be granted by the Agency/Department Head to care for family members who are ill or injured, including emergency or routine medical/dental appointments. Effective July 15, 2007, employees are eligible to use, in each calendar year, nine (9) days of accumulated sick leave to attend to immediate family members who are ill or injured. For the purpose of this subsection, "immediate family" means, mother, step-mother, father, step-father, husband, wife, domestic partner or child of a domestic partner (upon submission of a written affidavit for domestic partnership as defined in Appendix E or a notarized Declaration of Domestic Partnership [Form DP-1] filed with the California Secretary of State), son, step-son, daughter, stepdaughter, foster parent, foster child, mother-in-law, father-in-law, or any other person sharing the relationship of in loco parentis; and, when living in the household of the employee, brother, sister, brother-in-law, sister-in-law, and grandparents.
- M. INDUSTRIAL SICK LEAVE BENEFIT.** If an employee is incapacitated by sickness or injury received in the course of his/her employment by the County, such employee shall be entitled to pay as provided herein.

1. **Employees Excluded.** The provisions of this section do not apply to safety members who are subject to the provisions of California Labor Code Section 4850 and all incumbents of positions in classes designated services as needed or by the letter N.
2. **Amount and Duration of Payment.**

- a. **Full-time employees:** Such employees shall be entitled to receive industrial sick leave wage continuation commencing with the fourth calendar day of the incapacity. The industrial sick leave wage continuation shall be equal to the difference between 80 percent of his/her normal salary and the amount of any Worker's Compensation temporary disability payments to which such employee is entitled during such incapacity. This period shall not exceed one calendar year from the date of sickness or injury resulting in the incapacity. Following one calendar year, available leave balances may be granted to supplement temporary disability payments to provide the disabled employee a total of 80 percent of salary (the amount of leave necessary for this purpose is computed in each case by the County Auditor's Office) unless the employee provides written notice to the Agency/Department Head to limit the integration of such leaves. Available leave balances shall include sick leave, vacation leave, compensating time off, floating holidays, and holiday in-lieu time.

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

Effective July 1, 2007, for any injury that is approved by the County such employees shall be entitled to receive industrial sick leave wage continuation commencing with the fourth calendar day of the incapacity. The industrial sick leave wage continuation shall be equal to the difference between 75 percent of his/her normal salary and the amount of any Worker's Compensation temporary disability payments to which such employee is entitled during such disability. This period shall not exceed two hundred seventy (270) days from the date of sickness or injury resulting

in the disability. Following two hundred seventy (270) days, available leave balances may be granted to supplement temporary disability payments to provide the disabled employee up to no more than 75% of the normal salary received at the time of the injury. Available leave balances shall include sick leave, vacation leave, compensating time off, floating holidays, and holiday in-lieu time.

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

- b. **Part-time employees:** Section 11.L.2.a. above applies to part-time employees, but shall be on a prorated basis.
3. **When Payments Shall be Denied.** Payments shall not be made pursuant to subsection 11.L.2. to an employee:
- a. Who does not apply for or who does not receive temporary disability benefits under the Worker's Compensation Law,
 - b. Whose injury or illness has become permanent, and stationary,
 - c. Whose injury or illness, although continuing to show improvement, is unlikely to improve sufficiently to permit the employee to return to work in his/her usual and customary position, and the employee has been declared a "Qualified Injured Worker" (QIW) and referred to vocational rehabilitation,
 - d. Who is retired on permanent disability and/or disability retirement pension,
 - e. Who unreasonably refuses to accept other County employment for which he/she is not substantially disabled,
 - f. Whose injury or illness is the result of failure to observe County health or safety regulations or the commission of a criminal offense,
 - g. Whose injury or illness has been aggravated or delayed in healing by reasons of the failure of the employee to have received medical treatment or to have followed medical advice, except where such treatment or advice has not been sought or followed by reason of the religious beliefs of the employee, and
 - h. Whose injury or illness is a recurrence or reinjury of an earlier job-related injury or illness, or is contributed to by a susceptibility or predisposition to such injury or illness related to an earlier job-related injury or illness.
4. **Fringe Benefit Entitlement During Industrial Injury Leave.** Employees receiving Workers' Compensation temporary disability benefits and supplementing such payments with accrued paid leave or industrial sick leave wage continuation shall maintain and accrue all benefits to which they are entitled under this Memorandum of Understanding at 100 percent of their regularly scheduled biweekly hours immediately preceding an industrial illness or injury.

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

5. Leave for Medical Treatment. Employees with an approved Workers' Compensation claim who have returned to work and are required by their physician to undergo therapy diagnostic tests or treatment due to an industrial injury/illness shall receive Industrial Leave with pay under the following conditions:
 - a. Treatments are being paid under Workers' Compensation;
 - b. The therapy diagnostic tests or treatment falls within the employee's normal working hours;
 - c. The leave applies only to the actual treatment time and reasonable travel time. In no event shall leave under this subsection and the employee's actual work time exceed the employee's normally scheduled workday.

N. SERVICES-AS-NEEDED AND N-DESIGNATED CLASSIFICATIONS: HEALTH AND DENTAL ENTITLEMENT. Employees in classes designated services-as-needed or by the letter N who are absent from work due to an industrial injury or illness, who had been receiving health and dental benefits, and who would otherwise have worked and continued to receive such benefits but for the industrial illness or injury, shall continue to be eligible to receive health and dental benefits at the same level and as set forth in Section 14.

SECTION 12. PREMIUM CONDITIONS

- A. SPLIT SHIFT.** Except as provided otherwise in paragraph B., below, any employee required to work a split shift shall be paid at a rate of five percent over and above his/her regular biweekly or hourly rate of pay for the entire shift so worked. For purposes of this paragraph "split shift" is defined as any daily tour of duty divided into two work periods of time and taking more than nine and one-half consecutive hours to complete.
- B. NIGHT SHIFT.** Employees who are required to work at least five-eighths of their normal daily tour of duty after 4:30 p.m. and before 8:00 a.m. shall be paid at a rate of five percent over and above their normal biweekly or hourly rate of pay for the entire shift so worked.
- C. BILINGUAL PAY.** Upon the recommendation of the Agency/Department Head and the approval of the Director of Human Resource Services, a person occupying a position designated as requiring fluency in a language other than English shall receive an additional \$30 per pay period compensation. A person occupying such a position and having proficiency in three or more languages shall receive \$35 per pay period, provided that such a person is required to utilize such additional languages in the course of his/her duties for the County. Effective July 15, 2007, the compensation for a person occupying a position designated as requiring fluency in a language other than English shall receive an additional \$40 per pay period and a person occupying such a position and having proficiency in three or more languages shall receive \$45 per pay period, provided that such a person is required to utilize such additional languages in the course of his/her duties for the County.

Bilingual pay for employees within the Social Services Agency carrying a caseload at least 25 percent of which is comprised of non-English speaking clients shall be paid an additional \$35 per pay period. If an employee's caseload falls below the 25 percent threshold for more than one full calendar month, bilingual pay will revert to the lower level premium effective the first day of the first full pay period in the second calendar month following the month in which the caseload fell below the threshold. Conversely, payment at the higher level will begin on the first pay period in the second calendar month following the month in which the caseload exceeded the 25 percent threshold. The Agency will make every effort to assign non-English speaking caseloads to bilingual workers. Effective July 15, 2007, this compensation shall be increased to \$40 per pay period.

SECTION 13. SPECIAL PERFORMANCE PAY

- A. FOR STANDBY DUTY.** Unless otherwise provided in the Salary Ordinance, employees who are required to perform standby duty shall be compensated at the rate of one-eighth pay for such duty.
- B. FOR CALL-BACK.** An employee called back to work from either standby duty or nonstandby status, shall be compensated at the premium overtime rate for such work, provided, however, that the minimum compensation shall be two hours at the overtime rate.

An employee called back to work because of a shift change shall be compensated at the premium rate for only the hours worked prior to the beginning of the employee's regular shift. An employee notified of a shift change before going off duty is not eligible for call back pay.

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

In addition, effective July 15, 2007, such compensation shall be provided to employees in the classification of Psychiatric Social Worker I (6505) Psychiatric Social Worker II (6510), Rehabilitation Counselor I (6638), Rehabilitation Counselor II (6640) and Clinical Psychologist (6316) , in the Behavioral Health Care Services Department for services required by the employee's Agency/Department Head to be provided over the telephone during times other than the employee's regularly scheduled work hours.

In addition, effective July 15, 2007, employees in the classification of Programmer I (1821), Programmer II (1823), and Programmer Analyst (1825) when assigned to the Information Technology Department (ITD) for services required by the employee's Agency Head to be provided over the telephone or through the Agency Web Server during times other than the employee's regularly scheduled work hours shall be compensated at the overtime rate as follows:

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

- C. FOR TEMPORARY ASSIGNMENT TO A HIGHER LEVEL POSITION.** An employee specifically assigned on a temporary basis to a higher level position in which there is no appointed incumbent or in which the appointed incumbent is on paid or unpaid leave, shall be compensated at the pay rate for the higher level position provided that all of the following criteria are met:

1. The full range of duties of the higher level position, except the preparation of performance evaluations, has been specifically assigned in writing by the Agency/Department Head.
2. Assignment for out-of-class pay can only be made for the full shift of the higher level position. Under the provisions of this section, part-time employees can only meet the "full shift" criteria by being assigned to a higher level part-time position, or by being assigned to work the full shift of a full-time position.

3. Compensation for temporary assignment to a higher level position shall be as follows:

- a. The service in such position exceeds 10 days in any 12 month period, and payment shall be retroactive to the first day of such services in a 12 month period.
- b. The rate of pay pursuant to this section shall be calculated as though the employee has been promoted to the higher level position. Since out-of-class pay is an assignment rather than a Civil Service appointment to the position, the employee is not eligible for step increases which apply to the higher level position, but continues to receive step increases for the lower level position, if the employee is otherwise eligible for step increases in the lower level position.

Notwithstanding this restriction, however, the employee's rate of pay shall not be reduced during a continuous period of out-of-class assignment in the event that the salary range of the higher level position increases.

- c. An employee otherwise eligible for out-of-class pay who is absent on paid leave shall be paid at the out-of-class pay rate for such paid leave, provided that:
 - (1) Another person has not been hired or assigned to work on an out-of-class pay basis to the same position to which the out-of-class pay assignment has been made for the same period.
 - (2) Paid leave shall be granted at the higher level during an employee's assignment in the higher level, provided, however, if an absence exceeds five consecutive work days, the employee shall be paid for such absence in excess of five workdays at the employee's regular non-out-of-class rate.
- d. Work assignments shall not be changed or rotated among employees for the purpose of evading this requirement of providing greater compensation to an employee who would otherwise be eligible for such pay as provided herein.
- e. An employee in a 37-1/2 hour classification who is assigned to a 40-hour higher level position may at the Agency/Department Head's discretion continue to work 37-1/2 hours and is to be paid at the appropriate hourly rate of the higher level classification, as if the employee were, in fact, promoted (see subsection 13.C.3.b. above).
- f. Time worked in a higher level assignment in excess of the workweek affixed to the employee's Civil Service appointed position shall be compensated pursuant to the provisions of Section 7 hereof.

D. REPORTING PAY. In the event that an employee is scheduled or directed to report for work and so reports and is told by the Agency/Department Head that his/her services are not required, he/she will be entitled to two hours pay at the straight time rate. If such employee is sent home through no fault of his/her own before completion of a shift, such employee will be entitled to a minimum of four hours of pay at the straight time rate, or straight time pay for hours actually worked, whichever is greater.

SECTION 14. MEDICAL AND DENTAL PLANS

A. MEDICAL PLANS

1. MEDICAL PLAN COVERAGE FOR FULL-TIME EMPLOYEES

- a. For coverage from December 31, 2006, through January 31, 2013, the County shall contribute the total monthly premium of the lowest cost Health Maintenance Organization (HMO) Plan offered by the County at the corresponding level of coverage (i.e. Self, Self +1 Dependent, Family) in a Plan Year. The County will offer a comprehensive group medical plan for either a Health Maintenance Organization or PPO/indemnity medical plan for eligible full-time employees, as well as their spouses/domestic partners and eligible dependents.

The benefit plan design offered through a comprehensive group medical plan shall be available to the extent that the carrier continues to offer these benefits. The County shall give notice to the Union of medical benefit plan design changes. Upon receiving such notice, the Union may request to meet and confer regarding a substitute benefit but if a substitute benefit is not possible, as determined by the County, the parties will meet and confer regarding the effect of such benefit changes.

- b. The County contribution toward the medical carrier premiums shall be the full cost of the lowest cost HMO premium for eligible, full-time employees. If an employee is on paid status, on less than a full-time basis, the County contribution shall be as specified in 14.A.2.
- c. For coverage from February 1, 2013, through the remaining term of the MOU, the County and covered employees will share in the cost of health care premiums. For the plan year beginning February 1, 2013 through the remaining term of the MOU, the County shall contribute 90% of the total monthly premium of an HMO plan or 90% of the total premium of the lowest cost HMO plan toward the total monthly premium of the PPO/indemnity plan at the corresponding level of coverage (i.e., Self, Self + 1 dependent, Family) in a Plan Year.

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

The County's contribution toward the provider's charge for such plan shall be the full-time contribution prorated each pay period based upon a proportion of hours the employee is on paid status within that pay period to the normal full-time pay period for the job classification, provided the employee is on paid status at least 50 percent of the normal full-time biweekly pay period for the job classification. If an employee is not on paid status at least 50 percent of the normal full-time biweekly pay period for the classification, the employee will be responsible for paying the entire biweekly premium for the benefit.

3. **DUPLICATIVE COVERAGE:** This applies to married County employees (and employees in domestic partnerships as defined in Appendix E) both employed by the County. The intent of this section limits County employees who are married or in a domestic partnership from both covering each other within the same medical plan. Married County employees and employees in domestic partnerships, both employed by the County, may choose one option from the following list of Medical Plan coverages:
 - a. Up to one full family HMO membership,
 - b. Up to one full family PPO/Indemnity membership,
 - c. Up to one full family HMO option membership together with up to one full family PPO/Indemnity membership,
 - d. Up to one full family PPO/Indemnity membership with up to one full family PPO/Spousal membership.
 - e. Up to one full family HMO membership with up to one full family alternative HMO option membership.
4. **EFFECT OF AUTHORIZED LEAVE WITHOUT PAY ON MEDICAL PLAN COVERAGE:** Employees who were absent on authorized leave without pay, and whose medical plan coverage was allowed to lapse for a duration of three months or less, will be able to re-enroll as a continuing member in the same plan under which they had coverage prior to the authorized leave by completing the appropriate enrollment form within 30 calendar days of the date they return to work. The deductibles, maximums, and waiting periods shall be applied as though the employee had been continuously enrolled. The effective date of coverage will be based on guidelines established by the County.

Those whose medical plan coverage was allowed to lapse for a duration greater than three months will be able to re-enroll within 30 calendar days of the date they return to work in the same manner as is allowed for new hires. Such employees will be subject to new deductibles, maximums, and waiting periods.
5. **MODIFICATIONS TO HEALTH PLANS:** The parties agree that the County may make changes during the term of the Memorandum of Understanding to the Health Plans which do not materially impact the health benefits upon notice to the union. Upon receipt of such notice the union may request to meet with the County.
6. **30-DAY RE-ENROLLMENT:** For employees who are enrolled in a County sponsored medical plan, and experience a Change In Status such as: marriage, adoption, loss of medical coverage by spouse/domestic partner, or change in job title, must within 30 calendar days of the change in status, enroll in or add dependents to one of the County sponsored medical plans.
7. **OPEN ENROLLMENT:** Eligible employees may choose from among a Health Maintenance Organization or PPO/Indemnity Medical Plan during an Open Enrollment period held annually.

B. DENTAL PLANS

1. **DENTAL PLAN COVERAGE FOR FULL-TIME EMPLOYEES:**
 - a. The County shall contribute the cost of the provider's charge for a Dental Plan for full-time employees and their dependents, including domestic partners (as defined in Appendix E) and their dependents, provided that the employee is on paid status at least 50 percent of the normal full time pay period for the job classification. Eligible full-time

employees may elect any one of the following dental plan options. This contribution shall apply to the dental plan options listed below.

1. A PPO/Indemnity Plan
2. A supplemental spousal plan
3. A pre-paid, closed panel dental plan.

- b. The benefit plan design offered through a Dental Plan shall be available to the extent that the carrier continues to offer these benefits and the County continues to contract with the dental carrier. The County shall give notice to the Union of such benefit changes. Upon receiving such notice, the Union may request to meet and confer regarding a substitute benefit but if a substitute benefit is not possible, as determined by the County, the parties will meet and confer regarding the effect of such benefit changes. The maximum annual benefit for each covered individual is \$1,200 for PPO/Indemnity dental plan. The maximum annual benefit for each covered individual shall increase to \$1,350 in 2008 and \$1,450 in 2009.

2. **DENTAL PLAN COVERAGE FOR LESS THAN FULL-TIME EMPLOYEES:** The County shall contribute the full cost of the provider's charge for a Dental Plan for services-as-needed and less than full-time employees and their dependents, provided, however, that the employee is on paid status at least 50 percent of the normal full-time workweek for the job classification.

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

Should an employee fail to have been on paid status at least 37.5/40 hours in any biweekly pay period for reasons other than those stated in Section 14.B.4.b., they will be responsible for the biweekly premium payment for that benefit.

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

- a. Up to one full family PPO/Indemnity plan together with up to one full supplemental spousal plan.
- b. Up to one full family PPO/Indemnity plan together with up to one full pre-paid closed panel dental plan.
- c. Up to one full pre-paid closed panel dental plan.
- d. Up to one full family PPO/Indemnity plan.

4. **DENTAL PLAN PREMIUM PAYMENT ON FINAL PAYCHECK BEFORE AUTHORIZED LEAVE WITHOUT PAY OR EMPLOYEE SEPARATION:** The County shall make a dental plan premium payment on a final paycheck, provided that an employee is on paid status at least one-half of the scheduled hours in that pay period.

5. **EFFECT OF AUTHORIZED LEAVE WITHOUT PAY ON DENTAL PLAN COVERAGE:** Employees who were absent on authorized leave without pay, and whose dental plan coverage was allowed to lapse for a duration of three months or less, will be able to re-enroll as a continuing member in the same plan under which they had coverage prior to the authorized leave by completing the appropriate enrollment form within 30 calendar days of the date they return to work. The deductibles, maximums, and waiting periods shall be applied as though the employee had been continuously enrolled. The effective date of coverage will be based on guidelines established by the County. Those whose dental plan coverage was allowed to lapse for a duration greater than three months will be able to re-enroll within 30 calendar days of the date they return to work in the same manner as is allowed for new hires. Such employees will be subject to new deductibles, maximums and waiting periods.
 6. **30-DAY RE-ENROLLMENT:** For employees who are enrolled in a County sponsored Dental Plan and experience a Change In Status, such as: marriage, adoption, loss of dental coverage by spouse/domestic partner, or change in job title, must within 30 calendar days of the change in status, enroll in or add dependents to one of the County sponsored Dental Plans.
 7. **OPEN ENROLLMENT:** Eligible employees may choose a Dental Plan during an Open Enrollment period held annually. Premiums of all County Dental Plans will be paid according to level of coverage (Self, Self +1 Dependent, or Family).
- C. **MEDICAL AND DENTAL COVERAGE:** The County and Union agree that this Memorandum of Understanding shall be reopened at the County's request to meet and confer to discuss and mutually agree upon possible changes related to the Medical and Dental Plans, benefits and contribution rates.

SECTION 15. ALLOWANCE FOR USE OF PRIVATE AUTOMOBILES

- A. **MILEAGE RATES PAYABLE.** Mileage allowance for authorized use of personal vehicles on County business shall be paid at the standard business rate as prescribed by the Internal Revenue Service. Mileage allowance shall be adjusted to reflect changes in this rate effective the first month following announcement of the changed rate by the Internal Revenue Service.
- B. **MINIMUM ALLOWANCE.** An employee who is required by his/her Agency/Department Head to use his/her private automobile at least eight days in any month on County business shall not receive less than \$10 in that month for the use of his/her automobile.
- C. **PREMIUM ALLOWANCE.** An employee who is required by his/her Agency/Department Head to use his/her private automobile at least 10 days in any month and, in connection with such use, is also regularly required to carry in his/her private automobile, County records, manuals and supplies necessary to his/her job of such bulk and weight (20 lbs. or more) that they may not be transported by hand, shall be compensated an additional \$12 per month for any such month.
- D. **REIMBURSEMENT FOR PROPERTY DAMAGE.** In the event that an employee, required or authorized by his/her Agency/Department Head to use a private automobile on County business, while so using the automobile, should incur property damage to the employee's automobile through no negligence of the employee, and the employee is unable to recover the cost of such property damage from either his/her own insurance company or from any other driver, or other source, such costs shall be paid to such employee of the County, in a sum not exceeding \$500, provided that any claims the employee may have against his/her insurance company or any third party have been litigated or settled, and provided further, that the employee is not found guilty of a violation of the

California Vehicle Code or Penal Code in connection with the accident causing such damage. Employees shall submit proof of loss, damage or theft (i.e., appropriate police report and/or estimated statement of loss) to the Agency/Department Head within 30 days of such loss, damage or theft. Property damage or loss incurred to the private automobile while located on the street or at the parking facility serving the employee's normal place of work shall not be compensated under this section, but property damage or loss incurred to the private automobile while located on the street or at the parking facility serving the employee's County business destination shall be compensated as provided above.

SECTION 16. WAGES

- A.** Effective April 8, 2007, salaries for all represented classifications including Representation Unit III shall be increased by 3 percent.
- B.** Effective July 1, 2007, salaries for all represented classifications including Representation Unit III shall be increased by 1 percent.

Effective December 16, 2007, salaries for all represented classifications including Representation Unit III shall be increased by 2 percent.

Effective June 29, 2008, salaries for all represented classifications including Representation Unit III shall be increased by 2 percent.

Effective December 14, 2008, salaries for all represented classifications including Representation Unit III shall be increased by 2 percent.

Effective December 13, 2009 and thereafter, through and including July 6, 2013, there shall be no future salary increases for all represented classifications, including Representation Unit III.

Effective July 7, 2013, salaries for all represented classifications including Representation Unit III shall be increased by 2 percent.

Effective July 6, 2014, salaries for all represented classifications including Representation Unit III shall be increased by 1 percent.

Effective July 5, 2015, salaries for all represented classifications including Representation Unit III shall be increased by 2 percent.

C. SPECIAL ADJUSTMENTS

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

Item #	Classification Title	Effective 7/1/07	Effective 12/30/07	Effective 6/29/08	Effective 6/28/09
1305	Account Clerk I	1%		1%	
1305N	Account Clerk I (SAN)	1%		1%	
1310	Account Clerk II	1%		1%	
1310N	Account Clerk II (SAN)	1%		1%	
0132	Accountant	1%		1%	1%

Item #	Classification Title	Effective 7/1/07	Effective 12/30/07	Effective 6/29/08	Effective 6/28/09
0135	Accountant II	1%		1%	1%
0130	Accountant-Auditor	1%		1%	1%
1314	Accounting Specialist I	1%		1%	
1316	Accounting Specialist II	1%		1%	
6760	Adult Protec Svce Wrkr I	1%		1%	
6765	Adult Protec Svce Wrkr II	1%		1%	
8215	Agricultural Biologist	1%		1%	
8215P	Agricultural Biologist P	1%		1%	
8205	Agricultural Biologist Trainee	1%		1%	
8205P	Agricultural Biologist Trainee P	1%		1%	
8163	Animal Control Aide			2%	
8163N	Animal Control Aide (SAN)			2%	
2610	Appraiser I	1%		1%	
2610N	Appraiser I (SAN)	1%		1%	
2610P	Appraiser I P	1%		1%	
2615	Appraiser II	1%		1%	
2615N	Appraiser II (SAN)	1%		1%	
2615P	Appraiser II P	1%		1%	
2620	Appraiser III	1%		1%	
2620P	Appraiser III P	1%		1%	
2605	Appraiser Intern	1%		1%	
2515	Associate Right of Way Agent	1%		1%	
8509	Asst Public Guardian	1%		1%	1%
2105	Asst Right of Way Agent	1%		1%	
0142	Auditor I	1%		1%	1%
0145	Auditor II	1%		1%	1%
2700	Auditor-Appraiser Aide	1%		1%	
2705	Auditor-Appraiser I	1%		1%	
2705N	Auditor-Appraiser I (SAN)	1%		1%	
2710	Auditor-Appraiser II	1%		1%	
2710N	Auditor-Appraiser II (SAN)	1%		1%	
2715	Auditor-Appraiser III	1%		1%	
0128	Auditor-Intern	1%		1%	1%
1491	Billing Technician I	1%		1%	
1492	Billing Technician II	1%		1%	
1493	Billing Technician III	1%		1%	
2698	Bonds & Finance Technician I	1%		1%	
2969	Bonds & Finance Technician II	1%		1%	
2972	Bonds & Finance Technician III	1%		1%	
0161	Business License Tax Auditor	1%		1%	1%

Item #	Classification Title	Effective 7/1/07	Effective 12/30/07	Effective 6/29/08	Effective 6/28/09
5553	Chemist	1%		1%	1%
5553P	Chemist	1%		1%	1%
1165	Child Support Assistant I			1%	
1166	Child Support Assistant II			1%	
1167	Child Support Assistant III			1%	
5644	Clinical Pharmacist Specialist	2%		1%	1%
2970	Comm Developmnt Loan Spec I	1%		1%	
2971	Comm Developmnt Loan Spec II	1%		1%	
0325	Comm Relations Coordinator			1%	
2964	Community Develop Spec I	1%		1%	
2964P	Community Develop Spec I P	1%		1%	
2965	Community Develop Spec II	1%		1%	
2965P	Community Develop Spec II P	1%		1%	
2966	Community Develop Spec III	1%		1%	
2966P	Community Develop Spec III P	1%		1%	
6700	Community Outreach Worker I			1%	
6701	Community Outreach Worker II			1%	
6701P	Community Outreach Worker II P			1%	
8250	Crime Laboratory Tech	1%		1%	1%
0404	Crime Technician	1%		1%	1%
8523	Criminalist I	1%		1%	1%
8523P	Criminalist I P	1%		1%	1%
8524	Criminalist II	1%		1%	1%
8525	Criminalist III	1%		1%	1%
5779	Dental Hygienist	2%		1%	1%
9267	Electronic System Tech	1%		1%	1%
1132	Eligibility Support Clerk			1%	
1470	Eligibility Technician I			1%	
1471	Eligibility Technician II			1%	
1472	Eligibility Technician III			1%	
1468	Eligibility Technician Trainee			1%	
1882	Emergency Services Dispatcher I	2%		2%	1%
1885	Emergency Services Dispatcher II	2%		2%	1%
1885N	Emergency Services Dispatcher II (SAN)	2%		2%	1%
2961	Housing & Comm Dev Tech	1%		1%	
2961P	Housing & Comm Dev Tech P	1%		1%	
2955	Housing Rehab Spec I	1%		1%	
2956	Housing Rehab Spec II	1%		1%	
2956P	Housing Rehab Spec II P	1%		1%	
2957	Housing Rehab Spec III	1%		1%	

Item #	Classification Title	Effective 7/1/07	Effective 12/30/07	Effective 6/29/08	Effective 6/28/09
2957P	Housing Rehab Spec III P	1%		1%	
6929	Information & Referral Worker			1%	
8202	Insect Trapper	1%		1%	
8202N	Insect Trapper (SAN)	1%		1%	
5550	Laboratory Technician	1%		1%	1%
8522	Latent Fingerprint Examiner	1%		1%	1%
2962	Lead Inspection Tech	1%		1%	
2962P	Lead Inspection Tech P	1%		1%	
2967	Lead Project Designer	1%		1%	
2963	Lead Risk Assessor	1%		1%	
2963P	Lead Risk Assessor P	1%		1%	
1511	Legal Process Clerk I	1%	1%		
1513	Legal Process Clerk II	1%	1%		
5605	Microbiologist	2%		1%	1%
5605N	Microbiologist (SAN)	2%		1%	1%
1496	Patient Services Tech I	1%		1%	
1497	Patient Services Tech II	1%		1%	
1495	Patient Services Tech III	1%		1%	
8204	Pest Detection Specialist	1%		1%	
8204N	Pest Detection Specialist (SAN)	1%		1%	
8204P	Pest Detection Specialist P	1%		1%	
9295	Photographer	1%		1%	1%
8521	Photographic Lab Tech	1%		1%	1%
2925	Planner I	1%		1%	
2930	Planner II	1%		1%	
2935	Planner III	1%		1%	
2921	Planning Tech	1%		1%	
2922	Planning Tech II	1%		1%	
0172	Procurement & Contracts Spec I	1%		1%	1%
0173	Procurement & Contracts Spec II	1%		1%	1%
0173P	Procurement & Contracts Spec II P	1%		1%	1%
0171	Purchasing Technician	1%		1%	1%
2604	Real Property Appraiser Aide	1%		1%	
2980	Redevelopment Spec I	1%		1%	
2981	Redevelopment Spec II	1%		1%	
2982	Redevelopment Spec III	1%		1%	
1369	Retirement Accountant I	1%		1%	1%
1370	Retirement Accountant II	1%		1%	1%
1351	Retirement Specialist I	1%		1%	1%
1352	Retirement Specialist II	1%		1%	1%

Item #	Classification Title	Effective 7/1/07	Effective 12/30/07	Effective 6/29/08	Effective 6/28/09
1353	Retirement Specialist III	1%		1%	1%
8225	Senior Agricultural Biologist	1%		1%	
8225P	Senior Agricultural Biologist P	1%		1%	
5610	Senior Microbiologist	2%		1%	1%
8752	Sheriff's Safety Aide			2%	
8754	Sheriff's Technician I	1%	1%		
8755	Sheriff's Technician II	1%	1%		
8755P	Sheriff's Technician II P	1%	1%		
6710	Social Worker I	2%		1%	1%
6715	Social Worker II	2%		1%	1%
6720	Social Worker III	2%		1%	1%
6495	Substance Abuse Counselor			1%	
6495N	Substance Abuse Counselor (SAN)			1%	
9270	Telecom Equipment Installer	1%		1%	1%
9284	Telecom Svc Coordinator I	1%		1%	1%
9288	Telecom Svc Coordinator II	1%		1%	1%
9279	Telecom Tech Trainee	1%		1%	1%
9280	Telecommunications Technician	1%		1%	1%
1476	Veterans Services Rep			1%	
8675	Zoning Investigator I	1%		1%	
8680	Zoning Investigator II	1%		1%	
8685	Zoning Investigator III	1%		1%	

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

At the County's discretion, reopeners may occur to meet and confer on salaries for specific classifications identified by the County based on recruitment and retention operational needs.

SECTION 17. TWO WEEK'S NOTICE UPON TERMINATION

- A.** In the event of the termination of an employee subject to this Memorandum of Understanding for a cause other than intoxication on the job, gross insubordination, dishonesty, or conviction of a felony which relates to the employee's job, the appointing authority or his/her designated agent shall give to such employee a written notice of termination no less than ten working days prior to the effective date of said termination. In the event, however, that such employee is not on the job on the date he/she would be entitled to such notice, it shall be mailed to him/her on such date. Time spent on the job during such ten-day notice period by a probationary employee shall not be counted toward completion of the probationary period. The County agrees to furnish a copy of any such notice to the Union if the employee so requests in writing, but failure to receive such notice shall not invalidate such termination.
- B. Non-utilization of Services-As-Needed Employees.** In the event that a services-as-needed employee who has worked in a department 50 percent time or more every pay period for thirteen

or more consecutive pay periods will no longer be utilized, the Agency/Department Head shall provide to the employee a written notice of non-utilization no less than ten working days prior to the effective date of said separation. This requirement for a notice of non-utilization shall not apply to services-as-needed employees with time-specific projects, employees in P-designated positions, or employees who accept either another services-as-needed position or assignment to another Agency/Department without a break in service.

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

SECTION 18. AFFIRMATIVE ACTION COMMITTEE

- A. APPOINTMENT OF COMMITTEE.** The Union may appoint a committee consisting of four full-time or less than full-time employees as Union representatives to meet with the Diversity Programs Manager, provided, however, that the employee shall only be granted paid release time for meetings during those hours which the employee would have been regularly scheduled to work.
- B. MEETINGS.** The Affirmative Action Committee shall meet quarterly, or more frequently by mutual agreement of the parties, at times and places to be decided by the parties.
- C. RECOMMENDATIONS.** The recommendations and deliberations of said Committee shall be advisory to the County including its Agencies/Departments, commissions and personnel.
- D. GOALS.** The goals and objectives of said Committee shall be those set forth in the Alameda County Board of Supervisors' Resolution No. 168398, adopted on August 24, 1976.

SECTION 19. SAFETY

- A. GOALS AND FUNCTIONS.** Chapter 2.108 of the Alameda County Administrative Code relating to the County's Central Safety Committee is hereby incorporated into this Memorandum of Understanding by reference. Such Chapter establishes the goals and functions hereunder.
- B. CENTRAL SAFETY COMMITTEE.** Pursuant to Section 2.108.030 of said Chapter, the County agrees to appoint four full-time or less than full-time employees to the Central Safety Committee as may hereafter be designated by the Unions.
- C. DEPARTMENTAL OR OFFICE SAFETY COMMITTEES.** The Union shall have the right to participate in any and all existing agency/departamental safety committees or in any other formal or informal arrangement relating to safety as may currently be in effect. The Union shall further have the right to initiate a safety committee or other formal or informal arrangement relating to safety as may be appropriate to the work situation in any agency/department where such committees or other arrangements do not currently exist.
- D. COUNTY TIME.** Full-time or less than full-time employees who have been formally designated as Union representatives pursuant to paragraphs B. and C. above shall carry out their duties under this Section on County time, provided, however, that the employee shall only be granted paid release time for meetings during those hours which the employee would have been regularly scheduled to work.

SECTION 20. GRIEVANCE PROCEDURE

- A. DEFINITION.** A grievance is defined as an allegation by an employee, a group of employees or the Union that the County has failed to provide a condition of employment, which is established by the annual Salary Ordinance, by written agency/departmental rules, or by this Memorandum of Understanding as adopted by Ordinance, provided that the enjoyment of such right is not made subject to the discretion of the Agency/Department Head or the County; and, provided further, that the condition of employment which is the subject matter of the grievance is a matter within the scope of representation as defined in California Government Code Section 3504.
- B. EXCLUSION OF CIVIL SERVICE MATTERS.** The grievance procedure herein established shall have no application to matters over which the Civil Service Commission has jurisdiction pursuant to the County Charter or rules adopted thereunder. Additionally, claims of discrimination in violation of Section 2A by employees who are in the unclassified service, and therefore not subject to jurisdiction of the Civil Service Commission, shall not be grievable if they arise from or seek to reverse layoffs, separations, dismissals, suspensions, or reductions in rank or compensation, but these employees may pursue any other available administrative or legal remedy.
- C. DEPARTMENTAL REVIEW AND ADJUSTMENT OF GRIEVANCES.** The following is the procedure to be followed in the resolution of grievances for full-time employees. For less than full-time employees the procedure shall be the same as herein except that the time limits for filing written grievances, appeals and responses shall be ten calendar days.
1. An employee having a grievance shall first discuss it with his/her immediate supervisor and endeavor to work out a satisfactory solution in an informal manner with such supervisor.
 2. If a satisfactory solution is not accomplished by informal discussion, the employee shall have the right to consult with, and be assisted by, a representative of his/her own choice in this and all succeeding steps of this subparagraph C. and may thereafter file a grievance in writing with his/her immediate supervisor within seven working days after the date of such informal discussion. Within seven working days after receipt of any written grievance, the immediate supervisor shall return a copy of the written grievance to the employee with his/her answer thereto in writing. If the grievance is not resolved at this level, the employee shall have seven working days from receipt of the answer within which to file an appeal to the section head.
 3. The section head, or corresponding administrative level, shall have seven working days after receipt of the written appeal in which to review and answer the grievance in writing. If the grievance is not resolved at this level, the employee or his/her representative shall have seven working days from receipt of the answer within which to file an appeal with the division head, or corresponding administrative level.
 4. The division head, or corresponding administrative level, shall have seven working days after receipt of the written appeal in which to review and answer the grievance in writing. Although no hearing is required at this step, the employee and his/her representative may be present at, and participate in, any such hearing as the division head may conduct. If the grievance is not resolved at this level, the employee shall have seven working days from receipt of the answer within which to file an appeal with the Department Head.
 5. An Agency/Department Head shall have seven working days after receipt of the written appeal in which to review, hold hearings, and answer the grievance in writing. Unless waived by mutual agreement of the employee or his/her representative and the Agency/Department Head, a hearing is required at this step, and the employee and his/her representative shall have the right to be present at, and participate in, such hearing. The time limits at this step

may be extended by mutual agreement between the Agency/Department Head and the employee or his/her representative.

- D. UNION GRIEVANCE.** The Union may, in its own name, file a grievance alleging that the County has failed to provide it some organizational right which is established by the Board of Supervisors in Chapter 3.04 of the County of Alameda Administrative Code, by written agency/department rules, or by this Memorandum of Understanding as adopted by Ordinance, provided that such right is not made subject to the discretion of the agency/department. Such Union grievances shall be filed with the Agency/Department Head and heard and determined pursuant to the provisions of the fifth step of the grievance procedure.
- E. WAIVER OF APPEAL STEPS.** If the grievance is not resolved after the first-line supervisor has answered it in writing, the Union and the Agency/Department Head may by mutual agreement waive review of the grievance at the section head or equivalent level, or at the division head or equivalent level, or both, in those cases in which such levels of management are without authority to resolve the grievance as requested by the employee. Grievances raised pursuant to Section 2.A. which allege sexual harassment by the first-line supervisor may be filed initially with the section head, grievances alleging sexual harassment by the section head may be filed initially with the division head, and grievances alleging sexual harassment by the division head may be filed initially with the Agency/Department Head.
- F. BINDING ARBITRATION OF GRIEVANCES.** In the event that the grievance is not resolved at Step 5 of subparagraph C. herein, the grievant or his/her representative may, within 30 days after receipt of the decision of the Agency/Department Head made pursuant to said subparagraph C., request that the grievance be heard by an arbitrator.
- G. INFORMAL REVIEW BY DIRECTOR.** Prior to the selection of the arbitrator and submission of the grievance for hearing by said arbitrator, the Director of Human Resource Services shall informally review the grievance and determine whether said grievance may be adjusted to the satisfaction of the employee. The Director of Human Resource Services shall have ten working days in which to review and seek adjustment of the grievance.
- H. SELECTION OF ARBITRATOR.** The arbitrator shall be selected by mutual agreement between the Director of Human Resource Services and the employee or his/her representative. If the Director of Human Resource Services and the employee or his/her representative are unable to agree on the selection of an arbitrator, they shall jointly request the American Arbitration Association to submit a list of five qualified arbitrators. The Director of Human Resource Services and the employee or his/her representative shall then alternately strike names from the list until only one name remains, and that person shall serve as arbitrator.
- I. DUTY OF ARBITRATOR.** Except when an agreed statement of facts is submitted by the parties, it shall be the duty of the arbitrator to hear and consider evidence submitted by the parties and to thereafter make written findings of fact and a disposition of the grievance which shall be final and binding upon the parties. The arbitrator shall have no power to amend this Memorandum of Understanding, a Resolution of the Board of Supervisors, the Charter, Ordinance, State law, or written agency/departmental rule, or to recommend such an amendment.
- J. PAYMENT OF COSTS.** Each party to a hearing before an arbitrator shall bear his/her own expenses in connection therewith. All fees and expenses of the arbitrator and of a reporter shall be borne one-half by the County and one-half by the grievant.

- K. EFFECT OF FAILURE OF TIMELY ACTION.** Failure of the employee to file an appeal within the required time limit at any step shall constitute an abandonment of the grievance. Failure of the County to respond within the time limit at any step shall result in an automatic advancement of the grievance to the next step.
- L. LIMITATION OF STALE GRIEVANCES.** A grievance shall be void unless presented within 60 calendar days from the date upon which the County has allegedly failed to provide a condition of employment or a union organizational right. In no event shall any grievance include a claim for money relief for more than a 60-day period. This provision does not establish any limit for liability accruing after a grievance was filed.
- M. DESIGNATION OF APPEAL LEVELS.** Each Agency/Department Head shall designate in writing the positions or levels in his/her agency/department to which the various appeals provided in subparagraph C. hereof shall be made.
- N. EXCLUSION OF NONRECOGNIZED ORGANIZATIONS.** For the purposes of this section, the provisions of Section 1. of the Memorandum of Understanding shall be construed to limit the employee's right of selection of a representative to the extent that agents of any other employee organization as defined in Section 3.04.020 of the Alameda County Administrative Code, which is not a party to this Memorandum of Understanding, are specifically excluded from so acting. The Union shall be notified of all grievances filed pursuant to Section 20.C.2.
- In those cases in which the employee elects to represent himself/ herself, or arranges for independent representation, the County shall make no settlement or award which shall be inconsistent with the terms and conditions of this Memorandum of Understanding. In the event the Union shall determine that such inconsistent award has been made, the Union, on its own behalf, may file a grievance pursuant to paragraph D. of this section for the purpose of amending such award. In the event any unrepresented or independently represented employee shall elect to go to arbitration under subsection F. hereof, the Union may elect to be a full and equal party to such proceeding for the purpose of protecting the interests of its members in negotiated conditions of employment.
- O. GRIEVANCE RIGHTS OF FORMER EMPLOYEES.** A person who because of dismissal, resignation, or layoff is no longer a County employee may file and pursue a grievance at the department head level and may also pursue such grievance through the remaining levels of the grievance procedure, including binding arbitration, provided that the grievance is timely filed as provided in subsection 20.K. and 20.L. hereof, that the grievance is filed no later than 30 calendar days from the date of issuance of the warrant complained of, that the issue would otherwise be grievable under this Section; and provided further, however, that under no circumstances may a former employee file or pursue any grievance unless it relates solely to whether such person's final pay warrant(s) correctly reflected the final salary, or fringe benefits taken in the form of cash owed to such person.

SECTION 21. DISABILITY INSURANCE BENEFITS

- A. Participation:** The County shall continue to participate under the State Disability Insurance (SDI) Program.
- B. Payment of SDI Premiums:** SDI premiums shall be shared equally by the employee and the County.

C. Employee Options - There are two options available to an employee who is otherwise eligible for disability insurance benefits which are as follows:

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

D. HOW A SUPPLEMENT TO SDI IS TREATED. Hours, including fractions thereof, charged against the employee's accrued sick leave, discretionary major medical supplemental paid sick leave, vacation leave, compensating time off, and/or floating holiday balances as supplements to disability insurance benefits will be regarded as hours of paid leave of absence.

Vacation and sick leave shall be accrued based upon the proportion of the hours charged against the employee's accrued sick leave, discretionary major medical supplemental paid sick leave, vacation leave, compensating time off and/or floating holiday balances to the normal pay period.

E. MEDICAL AND DENTAL PLAN COVERAGE IN CONJUNCTION WITH SDI: For purposes of determining eligibility for the County's hospital and medical care contributions and dental coverage, employees who are receiving a supplement to disability insurance benefits paid from and charged to accrued sick leave, discretionary major medical supplemental paid sick leave, vacation leave, compensating time off and/or floating holiday balances shall be regarded as on paid status for their regular work schedules with regard to the days for which such supplement is paid.

The group health care providers will permit employees who are dropped from health and/or dental plan coverage because of exhaustion of their accrued sick leave, discretionary major medical supplemental paid sick leave, vacation leave, compensating time off and/or floating holiday balances, to re-enter the group plans upon returning to their former work schedules, if the employee is otherwise eligible pursuant to Section 14 herein.

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

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

SECTION 22. SOCIAL SERVICES AGENCY CASELOADS

In the appeal of dismissals, demotions or suspensions involving an Eligibility Technician or case-carrying Social Worker or case-carrying Child Welfare Worker, who alleges that the discipline resulted from errors related to eligibility determinations, grant computations, case maintenance or inability to complete all tasks associated with the employee's regularly assigned cases, the County hereby agrees that if the employee can establish that his/her caseload exceeded the County's budgeted standard in effect during the time period related to the discipline, the County is required to establish that the employee's deficiencies did not result from assignment of cases in excess of such standard.

Time spent on assigned work not part of the regular caseload will be recognized and included in consideration of employee performance and in disciplinary appeals to the extent that such work has had an impact upon the quantity and/or quality of work performed by the employee on his/her regularly assigned caseload. The County shall keep records of work done by employees on cases outside their regular assignment, exclusive of routine telephone contacts and other incidental activities. The exclusive procedures for enforcing the obligation of the Social Services Agency to consider time spent on assigned work not part of the employee's regular caseload are (1) the filing of a rebuttal to the evaluation which shall be attached to the evaluation and/or (2) producing evidence at a disciplinary hearing at which such evaluation has been received, that the employee's work deficiencies resulted from time spent on assigned work not part of the employee's regular caseload which was not reflected in the evaluation.

No changes in the standards shall occur except after meet and confer sessions on the effects of proposed changes which are mandated by State or Federal regulations, court actions, or local adjustments deemed necessary by the Board of Supervisors.

A reasonable adjustment period will precede the application of any changes in the standards of caseload for disciplinary considerations. It is understood and agreed that any and all bilingual cases, regardless of aid category or to whom such cases are assigned, shall be given a weight of 1.2 regular cases effective November 1, 1992. Such weighing shall be credited against existing workload yardsticks in the case of Eligibility Technicians and for services shall be credited against the average of actual assigned caseloads in a given service program. This average is to be determined monthly on an agency-wide basis beginning November 1, 1992.

SECTION 23. NOTICE OF LAYOFFS

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

SECTION 24. EFFECT OF MANDATED FRINGE BENEFITS

In the event that State or Federal law shall mandate the granting to employees of benefits or other terms and conditions of employment which duplicate, supplement, or otherwise impinge upon benefits or other terms and conditions of employment set forth herein, the provisions of this Memorandum of Understanding so duplicated, supplemented, or impinged upon shall be void and of no further effect as of the date the mandated benefit or term and condition of employment becomes effective, but the parties hereto shall then meet and confer with regard to such benefit or other term and condition of employment in order to assure that the State or Federal mandate does not result in an overall loss of benefits to employees.

SECTION 25. EDUCATIONAL STIPENDS

Upon the approval of the Agency/Department Head of any plan submitted by an employee to engage in job-related educational courses which shall maintain or upgrade the employee's skills on the job, or prepare the employee for promotional opportunities, the County shall pay up to \$500 per employee per fiscal year. More than one educational plan may be approved in any fiscal year, but in no event shall the stipend exceed \$500 per employee per fiscal year. Effective July 1, 2007, the County shall pay up to \$650 per employee per fiscal year upon submission of evidence of successful completion of the course. More than one educational plan may be approved in any fiscal year, but in no event shall the stipend exceed \$650 per employee per fiscal year. The maximum County liability under this section shall not exceed \$150,000 in any fiscal year; except as herein provided. The County agrees to carry over from fiscal year to fiscal year any unexpended funds from this provision, not to exceed a maximum of \$20,000. Employees shall receive such stipends on a first come-first served basis each fiscal year.

SECTION 26. UNIFORM ALLOWANCES

- A.** Effective January 1, 2007, newly hired Sheriff Technicians, after successful completion of 6 months of continuous service, shall receive an initial uniform allowance in the amount of \$550.00.

As of January 1, 2007 the annual Sheriff Technician uniform allowance is \$550.00. The Sheriff's Technician annual uniform allowance will be increased to \$600 per year effective January 1, 2008; \$625 per year effective January 1, 2009; and \$650 per year effective January 1, 2010. Annual uniform allowances are payable in January of each year.

The County shall replace or repair all uniforms damaged or lost, provided that the damages or loss occurred in the normal line of duty and that these damages or losses were not caused by or contributed to by any negligence on the employee's part. The determination whether to repair or replace shall be at the discretion of the Sheriff.

- B.** Effective January 1, 2007, newly hired Sheriff Safety Aides, after successful completion of 6 months of continuous service, shall receive an initial uniform allowance in the amount of \$550.00.

As of January 1, 2007 the annual Sheriff Safety Aides uniform allowance is \$550.00. The Sheriff Safety Aides annual uniform allowance will be increased to \$600 per year effective January 1, 2008; \$625 per year effective January 1, 2009; and \$650 per year effective January 1, 2010. Annual uniform allowances are payable in January of each year.

The County shall replace or repair all uniforms damaged or lost, provided that the damages or loss occurred in the normal line of duty and that these damages or losses were not caused by or contributed to by any negligence on the employee's part. The determination whether to repair or replace shall be at the discretion of the Sheriff.

- C.** The County will provide one set of rain gear including boots, per employee per employment to employees in the classifications of Building Inspector I, Building Inspector II and Construction inspector who are regularly assigned to work out of doors.
- D.** The County shall reimburse employees in the classes of Cook (Job Code 7525), First Cook (Job Code 7535), Food Service Worker (Job Code 7510), Senior Food Service Worker (Job Code 7512), Butcher (Job Code 7585), assigned to work at Juvenile Institutions and Work Furlough, for one-half the cost of up to eight (8) dietary uniforms per employee per fiscal year. Additionally, Cook (Job Code 7525) and First Cook (Job Code 7535) shall be reimbursed the full cost for chef's hats.

- E.** The County shall provide uniforms to each employee in the classification of Senior Heavy Equipment Parts Technician (Job Code 9411) and to one position of Supply Clerk II (Job Code 1710) when assigned to the Heavy Equipment Repair Building of the Public Works Agency. The employees in these classifications shall be required to wear the uniform during work hours. At the discretion of the Agency/Department Head these uniforms will be replaced as needed.
- F.** The County will provide up to one set of rain gear excluding boots, per employee to employees in the classification of Senior Weights and Measures Inspector (Job Code 8415), Weights and Measures Inspector (Job Code 8410), and Weights and Measures Assistant (Job Code 8405) who are regularly assigned to work out of doors. At the discretion of the Agency/Department Head the rain gear will be replaced as needed.
- G.** Any employee in the classification of Water Plant Operator I, II, or III may be reimbursed up to \$150 per fiscal year for the actual cost of approved safety footwear.
- H.** Effective January 1, 2007, newly hired Emergency Services Dispatchers, after successful completion of 6 months of continuous service, shall receive an initial uniform allowance in the amount of \$400.00.

As of January 1, 2007 the annual Emergency Services Dispatchers uniform allowance is \$400.00. The Emergency Services Dispatchers annual uniform allowance will be increased to \$450 per year effective January 1, 2008; \$475 per year effective January 1, 2009; and \$500 per year effective January 1, 2010. Annual uniform allowances are payable in January of each year.

County to replace or repair all uniforms damaged or lost, provided that the damages or loss occurred in the normal line of duty and that these damages or losses were not caused by or contributed to by any negligence on the employee's part. The determination whether to repair or replace shall be at the discretion of the Sheriff.

- I.** Effective January 1, 2007, newly hired Coroner's Investigators, after successful completion of 6 months of continuous service, shall receive an initial uniform allowance in the amount of \$480.00.

As of January 1, 2007 the annual Coroner's Investigators uniform allowance is \$480.00. The Coroner's Investigators annual uniform allowance will be increased to \$530 per year effective January 1, 2008; \$555 per year effective January 1, 2009; and \$580 per year effective January 1, 2010. Annual uniform allowances are payable in January of each year.

The County shall replace or repair all uniforms damaged or lost, provided that the damages or loss occurred in the normal line of duty and that these damages or losses were not caused by or contributed to by any negligence on the employee's part. The determination whether to repair or replace shall be at the discretion of the Sheriff.

- J.** Effective January 1, 2007, newly hired Animal Control Aides, after successful completion of 6 months of continuous service, shall receive an initial uniform allowance in the amount of \$380.00.

As of January 1, 2007 the annual Animal Control Aides uniform allowance is \$380.00. The Animal Control Aides annual uniform allowance will be increased to \$430 per year effective January 1, 2008; \$455 per year effective January 1, 2009; and \$480 per year effective January 1, 2010. Annual uniform allowances are payable in January of each year.

The County shall replace or repair all uniforms damaged or lost, provided that the damages or loss occurred in the normal line of duty and that these damages or losses were not caused by or contributed to by any negligence on the employee's part. The determination whether to repair or replace shall be at the discretion of the Sheriff.

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

To replace worn or damaged uniforms, staff must submit a uniform exchange request form to their immediate supervisor denoting the need to replace the existing uniform as well as provide the worn or damaged garment in exchange.

The uniform fabric and the color will be determined by the General Services Agency and is non-grievable. The employees must wear the uniform shirt or smock and uniform pants during work hours.

- M.** The County will reimburse employees in the classifications of Gardener I (Job Codes 7205 and 9102) and Gardener II (Job Codes 7210 and 9103) for the actual cost of one pair of work boots (steel-toed, ankle high work boots) up to a maximum of \$75.00. Effective January 1, 2007 the reimbursement amount will be increased to \$100.00. Reimbursement, after the end of the calendar year, will be based on verification of assignment and submittal of proof of purchase. The employees are required to wear these work boots during work hours.
- N.** Effective January 1, 2007, and once every three years thereafter, the County will reimburse employees in the classifications of Electronic Systems Technician (Job Code 9267), Telecommunications Equipment Installer (Job Code 9270), and Telecommunications Technician (Job Code 9280) for the actual cost of one pair of safety climbing boots up to a maximum of \$150.00. Reimbursement will be based on verification of assignment and submittal of proof of purchase. The employees are required to wear these work boots during work hours when climbing, as determined by the supervisor.
- O.** Effective January 1, 2007, the County will reimburse employees in the classification of Food Service Worker (Job code 7510) and Senior Food Service Worker (Job Code 7512) Cook (Job Code 7525), First Cook (Job Code 7535) for the actual cost of one pair of work shoes (slip resistant, reinforced toe), up to a maximum of \$100.00. Reimbursement will be based on verification of assignment and submittal of proof of purchase. The employees are required to wear these shoes during work hours, as determined by the supervisor. An employee may receive only one reimbursement per year.

SECTION 27. AGENCY/DEPARTMENT HEAD

"Agency/Department," as used herein, shall mean the Agency Head, the Department Head, or the designee of the Agency Head or Department Head.

SECTION 28. TRANSFER HOT LINE

During the term of this MOU, the County shall continue the use of a transfer hot line as a method of notifying employees of vacancies. The method adopted shall be appropriate to the needs of the County Agencies/Departments.

SECTION 29. BASIC LIFE INSURANCE

Except for employees enumerated in Appendix B and any employee who is regularly scheduled to work less than half the normal work week for the job classification, basic group life insurance coverage of \$9,000 will be provided to each employee who meets the enrollment requirements. The County shall continue to pay necessary premiums for two pay periods after the employee goes on approved leave without pay. This coverage reduces by 33 percent at age 65, and an additional reduction of 35 percent at age 70. This reduction will apply to the amount in force just prior to each reduction interval. The reduced amounts will be rounded in accordance with the existing schedule.

SECTION 30. CATASTROPHIC SICK LEAVE PROGRAM

An employee may be eligible to receive donations of paid leave to be included in the employee's sick leave balance if s/he has suffered a catastrophic illness or injury which prevents the employee from being able to work. Catastrophic illness or injury is defined as a critical medical condition considered to be terminal or a long-term major physical impairment or disability.

Eligibility:

1. The recipient employee, recipient employee's family, or other person designated in writing by the recipient employee must submit a request to the Human Resource Services Department.
2. The recipient employee is not eligible so long as s/he has paid leaves available, however, the request may be initiated prior to the anticipated date leave balances will be exhausted.
3. A medical verification including diagnosis and prognosis must be provided by the recipient employee.
4. A recipient employee is eligible to receive 180 working days of donated time per employment.
5. Donations shall be made in full-day increments of 7.5/8 hours for full time employees, and in increments of 3.5/4 hours for less than full-time employees. Employees may donate unlimited amounts of time. All donations are irrevocable. In addition, effective January 1, 1998, employees with vacation balances that exceed the amount that can be paid off, may donate unlimited amounts of vacation to an Agency/Department catastrophic sick leave pool.
6. The donor employee may donate vacation, compensatory time or in lieu holiday time which shall be converted to recipient employee's sick leave balance and all sick leave provisions will apply. Time donated in any pay period may be used in the following pay periods. No retroactive donations will be permitted.

7. The donor's hourly value will be converted to the recipient's hourly value and then added to the recipient's sick leave balance on a dollar-for-dollar basis.
8. The recipient employee's entitlement to personal disability leave will be reduced by the number of hours added to the recipient's sick leave balance.
9. The determination of the employee's eligibility for Catastrophic Sick Leave donation shall be at the County's sole discretion and shall be final and non-grievable.
10. Recipient employees who are able to work but are working less than their regular schedule will integrate Catastrophic Sick Leave donations with time worked and their own paid leaves, which must be used first, not to exceed 100 percent of the employee's gross salary.

SECTION 31. VISION REIMBURSEMENT PLAN

Employees shall be eligible for vision care reimbursement subject to the following criteria: The employee is eligible for reimbursement after six months of continuous employment working at least 50 percent time or more each pay period. The employee shall be reimbursed for the cost of either lenses and frames or contact lenses specifically prescribed for the employee only, up to a maximum reimbursement of \$150 in the 24 month period ending August 31, 1997, and each 24 month period beginning on September 1 of odd numbered years. Effective September 1, 2001, the 24 month reimbursement shall be increased to \$200.

Reimbursement will be made subject to applicable Auditor's Office procedures and requirements.

Effective February 1, 2013, Section 31, Vision Reimbursement Plan, shall no longer apply.

SECTION 32. LONG-TERM DISABILITY INSURANCE POLICY

Effective January 1, 1998, a long-term disability insurance policy will be made available for the employee only. Coverage can be purchased either through the use of vacation sellback (up to five days) or through payroll deduction. This policy is subject to premium costs, eligibility requirements, age limitations, coverage exclusions, conversion rights, and all other provisions set forth in the applicable insurer contracts.

SECTION 33. SAVINGS CLAUSE

If any provision of this Memorandum of Understanding shall be held invalid by operation of law or by any court of competent jurisdiction, or if compliance with or enforcement of any provision shall be restrained by any tribunal, the remainder of this Memorandum of Understanding shall not be affected thereby, and the parties shall enter into negotiation for the sole purpose of arriving at a mutually satisfactory replacement for such provision.

SECTION 34. ENACTMENT

It is agreed that the foregoing shall be jointly submitted to the Alameda County Board of Supervisors by the Director of Human Resource Services and the Unions for the Board's consideration and approval. Upon approval, the Board shall adopt an Ordinance which shall incorporate this Memorandum of Understanding either in full or by reference. Upon such adoption, the provisions of this Memorandum of Understanding shall supersede and control over conflicting or inconsistent County Ordinances and Resolutions.

SECTION 35. NO STRIKE, NO LOCKOUT

- A. During the term of this Agreement, SEIU, its members and representatives agree that it and they will not engage in, authorize, or sanction a strike, stoppage of work, or withdrawal of services.
- B. The County will not lockout employees during the term of this Memorandum of Understanding.

SECTION 36. SCOPE OF AGREEMENT

Except as otherwise specifically provided herein, this Memorandum of Understanding fully and completely incorporates the understanding of the parties hereto regarding the provisions contained in this MOU. Neither party shall, during the term of this Memorandum of Understanding, demand any change herein, provided that nothing herein shall prohibit the parties from changing the terms of the Memorandum of Understanding by mutual agreement.

SECTION 37. TERM OF MEMORANDUM

This Memorandum of Understanding shall become effective upon the approval of the Board of Supervisors and shall remain in full effect to and including December 20, 2015.

Signed and entered into this 25th day of June, 2012.

ALAMEDA COUNTY

Cynthia Baron
Keith Fleming

SEIU LOCAL 1021

[Signature]
[Signature]

[Signature]
Mary Welch, Interim Director
Human Resource Services

Approved as to form:
Donna Ziegler, County Counsel

By [Signature]

APPENDIX A

Listed herein are all the Alameda County job classes represented by S.E.I.U. Local 1010. Job classes are listed by Representation Unit and salaries are effective on the dates shown at the heading of each listing.

O/T* STATUS CODES: The letter designation shown for each class in the column titled O/T* Status represents the method of compensation (either in pay or in compensating time off) for overtime worked as shown below:

- A = 1.5 O/T for all time over workweek -- Cash or CTO at Agency/Department Head option.
- B = 1.5 O/T for all time worked over workweek except that for all time worked in excess of twelve consecutive hours as provided in Section 7.D.6., the rate shall be 2 times the employee's hourly rate as defined in Section 7.C.
- C = 1.5 O/T for all time worked over 7.5/8.0 hours in any one workday, or 37.5/40 hours in any workweek, except that for all time worked in excess of 12 consecutive hours as provided in Section 7.D.6., the rate shall be 2 times the employee's hourly rate as defined in Section 7.C.
- B/C = "B" overtime code applies to full-time employees; "C" overtime code applies to part-time employees.
- D = 1.5 O/T for all time worked over 7.5 hours in any one workday or 37.5 hours in any workweek, as provided in Section 7.D.1.c.

FLSA CODES: The letter designation shown for each class in the column titled FLSA Status represents the status of the class under the overtime provisions of the Fair Labor Standards Act.

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

APPENDIX A - ALPHABETICAL LISTING BY CLASS*

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

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

APPENDIX A - ALPHABETICAL LISTING BY CLASS

<u>CLASSIFICATION</u>	<u>Rep. Unit</u>	<u>SEIU Local</u>	<u>Hours</u>	<u>O/T Status</u>	<u>FLSA Status</u>
AUDITOR	011	1021	37.5	A	C
AUDITOR I	011	1021	37.5	A	E
AUDITOR II	011	1021	37.5	A	E
AUDITOR-APPRAISER AIDE	012	1021	37.5	A	C
AUDITOR APPRAISER I	011	1021	37.5	A	C
AUDITOR APPRAISER I (SAN)	011	1021	37.5	A	C
AUDITOR-APPRAISER II	011	1021	37.5	A	E
AUDITOR-APPRAISER II (SAN)	011	1021	37.5	A	E
AUDITOR-APPRAISER III	011	1021	37.5	A	E
AUDITOR-ASSOCIATE I	010	1021	37.5	A	C
AUDITOR-ASSOCIATE II	010	1021	37.5	A	C
AUDITOR-ASSOCIATE III	010	1021	37.5	A	C
AUDITOR-INTERN	011	1021	37.5	A	C
AUTO PARTS TECHNICIAN	012	1021	40	A	C
BEHAVIORAL HEALTH CLINICIAN I	005	1021	37.5	A	C
BEHAVIORAL HEALTH CLINICIAN II	005	1021	37.5	A	C
BILLING TECHNICIAN I	010	1021	37.5	A	C
BILLING TECHNICIAN II	010	1021	37.5	A	C
BILLING TECHNICIAN III	010	1021	37.5	A	C
BONDS AND FINANCE TECHNICIAN I	011	1021	37.5	A	C
BONDS AND FINANCE TECHNICIAN II	011	1021	37.5	A	C
BONDS AND FINANCE TECHNICIAN III	011	1021	37.5	A	C
BOOKMENDER	012	1021	37.5	A	C
BOOKMOBILE DRIVER CLERK	012	1021	37.5	A	C
BUILDING INSP I	012	1021	40	A	C
BUILDING INSP II	012	1021	40	A	C
BUILDING INSPECTION TECH	012	1021	40	A	C
BUSINESS LICENSE TAX AUDITOR	011	1021	37.5	A	C
CALL CENTER REP, DCSS	010	1021	40	A	C
CALL CENTER REP, DCSS (SAN)	010	1021	40	A	C
CAPITAL IMPROVEMENT PROJECT COORD.	011	1021	40	A	C
CAREER DEVELOPMENT SPEC I	005	1021	37.5	A	E
CHEMIST	011	1021	40	A	E
CHILD SUPPORT ASSISTANT I	010	1021	37.5	A	C
CHILD SUPPORT ASSISTANT II	010	1021	37.5	A	C
CHILD SUPPORT ASSISTANT III	010	1021	37.5	A	C
CHILD SUPPORT CASEWORKER I	012	1021	37.5	A	C
CHILD SUPPORT CASEWORKER II	012	1021	37.5	A	C
CHILD SUPPORT CASEWORKER III	012	1021	37.5	A	C
CHILD WELFARE WORKER I	005	1021	37.5	A	E

APPENDIX A - ALPHABETICAL LISTING BY CLASS

<u>CLASSIFICATION</u>	<u>Rep. Unit</u>	<u>SEIU Local</u>	<u>Hours</u>	<u>O/T Status</u>	<u>FLSA Status</u>
CHILD WELFARE WORKER II	005	1021	37.5	A	E
CIVIL LEGAL CLERK	010	1021	37.5	A	C
CIVIL LEGAL SECRETARY	010	1021	37.5	A	C
CLERK I	010	1021	37.5	A	C
CLERK I (SAN)	010	1021	37.5	A	C
CLERK II	010	1021	37.5	A	C
CLERK II (SAN)	010	1021	37.5	A	C
CLERK INTERMITTENT I (SAN)	010	1021	37.5	A	C
CLERK INTERMITTENT II (SAN)	010	1021	37.5	A	C
CLERK-RECORDER'S SPECIALIST I	010	1021	37.5	A	C
CLERK-RECORDER'S SPECIALIST II	010	1021	37.5	A	C
CLERK-RECORDER'S SPECIALIST III	010	1021	37.5	A	C
CLINICAL CASE MGR, SC BASED	005	1021	37.5	A	C
CLINICAL NURSE SPECIALIST	003	1021	40	C	E
CLINICAL PHARMACIST SPECIALIST	007	1021	40	C	E
CLINICAL PSYCHOLOGIST	007	1021	37.5	A	E
CLINICAL PSYCHOLOGIST (SAN)	007	1021	37.5	A	E
CLINICAL REVIEW SPECIALIST	005	1021	37.5	A	E
COLLECTION ENFRCEMNT DEPTY I	012	1021	37.5	A	C
COLLECTION ENFRCEMNT DEPTY II	012	1021	37.5	A	C
COMMUNICABLE DISEASE SRV PRCTNR	003	1021	40	C	E
COMMUNITY DEV. SPECIALIST I	011	1021	37.5	A	C
COMMUNITY DEV. SPECIALIST II	011	1021	37.5	A	C
COMMUNITY DEV. SPECIALIST III	011	1021	37.5	A	C
COMMUNITY OUTREACH WORKER I	008	1021	37.5	A	C
COMMUNITY OUTREACH WORKER II	008	1021	37.5	A	C
COMMUNITY RELATIONS COORDINATOR	008	1021	40	A	C
COMPUTER OPERATOR I	012	1021	37.5	A	C
COMPUTER OPERATOR I (SAN)	012	1021	37.5	A	C
COMPUTER OPERATOR II	012	1021	37.5	A	C
CONSTRUCTION INSPECTOR	012	1021	40	A	C
CONSUMER ASST. SPECIALIST, BHCS	008	1021	37.5	A	C
CONSUMER FAM/RELA PROG ASST	008	1021	37.5	A	C
COOK	004	1021	37.5	A	C
COOK (SAN)	004	1021	37.5	A	C
CORONER'S INVESTIGATOR I	012	1021	40	A	C
CORONER'S INVESTIGATOR II	012	1021	40	A	C
CRIME LABORATORY TECHNICIAN	012	1021	37.5	A	C
CRIME TECHNICIAN	012	1021	40.0	A	C

APPENDIX A - ALPHABETICAL LISTING BY CLASS

<u>CLASSIFICATION</u>	<u>Rep. Unit</u>	<u>SEIU Local</u>	<u>Hours</u>	<u>O/T Status</u>	<u>FLSA Status</u>
CRIMINALIST I	011	1021	40	A	C
CRIMINALIST II	011	1021	40	A	E
CRIMINALIST III	011	1021	40	A	E
CUSTODIAN (SAN)	004	1021	40	A	C
DATA CONTROL TYPIST	010	1021	37.5	A	C
DATA ENTRY OPERATOR	010	1021	37.5	A	C
DATA INPUT CLERK	010	1021	37.5	A	C
DATA PROCESSING TECH I	012	1021	37.5	A	C
DATA PROCESSING TECH II	012	1021	37.5	A	C
DENTAL ASSISTANT	008	1021	37.5	A	C
DENTAL HYGIENIST	007	1021	37.5	A	E
DNA TECHNICAL LEAD	011	1021	40	A	C
ELECTIONS TECHNICIAN	010	1021	37.5	A	C
ELECTRONIC SYSTEMS TECHNICIAN	012	1021	40	A	C
ELIGIBILITY SUPPORT CLERK	010	1021	37.5	A	C
ELIGIBILITY TECH I	006	1021	37.5	A	C
ELIGIBILITY TECH II	006	1021	37.5	A	C
ELIGIBILITY TECH III	006	1021	37.5	A	C
ELIGIBILITY TECHNICIAN TRAINEE	006	1021	37.5	A	C
EMERGENCY SERV DISPATCHER I	012	1021	40	A	C
EMERGENCY SERV DISPATCHER II	012	1021	40	A	C
EMERGENCY SERV DISPATCHER II (SAN)	012	1021	40	A	C
EMERGENCY SERVICES COORD I	012	1021	37.5	A	C
EMERGENCY SERVICES COORD II	012	1021	37.5	A	E
EMPLOYMENT COUNSELOR	005	1021	37.5	A	E
EMPLOYMENT COUNSELOR, TRAINEE	005	1021	37.5	A	C
EMPLOYMENT SPECIALIST I	005	1021	37.5	A	C
EMPLOYMENT SPECIALIST II	005	1021	37.5	A	E
ENGINEERING AIDE	012	1021	40	A	C
ENGINEERING CAD/D TECH I	012	1021	40	A	C
ENGINEERING CAD/D TECH II	012	1021	40	A	C
ENGINEERING CAD/D TECH III	012	1021	40	A	C
ENGINEERING STAFF ASST I	012	1021	40	A	C
ENGINEERING STAFF ASST II	012	1021	40	A	C
ENGINEERING STAFF ASST III	012	1021	40	A	C
ESTATE INVESTIGATOR	012	1021	40	A	C
FAMILY SERVICES SUPPORT WORKER	005	1021	37.5	A	C
FINANCIAL HEARING OFF (INT)	012	1021	37.5	A	C
FINANCIAL HEARING OFFICER	012	1021	37.5	A	C
FINGERPRINT TECHNICIAN	012	1021	37.5	A	C
FIRST COOK	004	1021	37.5	A	C
FOOD SERVICE WORKER	004	1021	37.5	A	C

APPENDIX A - ALPHABETICAL LISTING BY CLASS

<u>CLASSIFICATION</u>	<u>Rep. Unit</u>	<u>SEIU Local</u>	<u>Hours</u>	<u>O/T Status</u>	<u>FLSA Status</u>
FOOD SERVICE WORKER (SAN)	004	1021	37.5	A	C
FORENSIC COMPUTER EXAMINER I	011	1021	40	A	E
FORENSIC COMPUTER EXAMINER II	011	1021	40	A	E
GARDENER I, GSA	004	1021	40	A	C
GARDENER I, PWA	004	1021	40	A	C
GARDENER II, GSA	004	1021	40	A	C
GARDENER II, PWA	004	1021	40	A	C
GENERAL SERVICES AIDE	004	1021	37.5	A	C
GEOGRAPHICAL INFORMATION TECH.	012	1021	40	A	C
HAZARDOUS MATERIALS SPECIALIST	007	1021	40	A	E
HAZARDOUS MATERIALS TECHNICIAN	007	1021	40	A	C
HAZARDOUS WASTE WORKER (SAN)	007	1021	40	A	C
HEALTH CARE CLAIMS EXAMINER I	010	1021	37.5	A	C
HEALTH CARE CLAIMS EXAMINER II	010	1021	37.5	A	C
HEALTH CARE SERVICES INTERN (SAN)	007	1021	37.5	A	C
HEALTH EDUCATOR I	007	1021	37.5	A	E
HEALTH EDUCATOR II	007	1021	37.5	A	E
HEALTH INSURANCE TECHNICIAN	012	1021	40.0	A	C
HEALTH SERVICES TRAINEE	008	1021	37.5	A	C
HOUSING & COMM DEV TECHNICIAN I	011	1021	37.5	A	C
HOUSING & COMM DEV TECHNICIAN II	011	1021	37.5	A	C
HOUSING REHAB SPECIALIST I	011	1021	37.5	A	C
HOUSING REHAB SPECIALIST II	011	1021	37.5	A	C
HOUSING REHAB SPECIALIST III	011	1021	37.5	A	C
HOUSING REHABILITATION TECHNICIAN	011	1021	37.5	A	C
HOUSING RESOURCE SPECIALIST, BHCS	005	1021	37.5	A	E
HUMAN RESOURCES ASSISTANT I	010	1021	37.5	A	C
HUMAN RESOURCES ASSISTANT II	010	1021	37.5	A	C
INDUSTRIAL HYGIENE ENGINEER	007	1021	40	A	E
INFORMATION & REFERRAL WORKER	006	1021	37.5	A	C
INFORMATION SYSTEMS TECHNICIAN I	012	1021	40	A	C
INFORMATION SYSTEMS TECHNICIAN II	012	1021	40	A	C
INFORMATION TECHNOLOGY SPECIALIST I	012	1021	37.5	A	C
INFORMATION TECHNOLOGY SPECIALIST II	012	1021	37.5	A	C
INFORMATION TECHNOLOGY SPECIALIST III	012	1021	37.5	A	C
INFORMATION TECHNOLOGY SPECIALIST IV	012	1021	37.5	A	C
INTERVIEWER	012	1021	37.5	A	C
JANITOR	004	1021	37.5	A	C
JANITOR (SAN)	004	1021	37.5	A	C
JANITOR FLOOR SPECIALIST	004	1021	37.5	A	C
JOB DEVELOPER	005	1021	37.5	A	E
KEEPER	012	1021	40	A	C

APPENDIX A - ALPHABETICAL LISTING BY CLASS

<u>CLASSIFICATION</u>	<u>Rep. Unit</u>	<u>SEIU Local</u>	<u>Hours</u>	<u>O/T Status</u>	<u>FLSA Status</u>
KEEPER (SAN)	012	1021	40	A	C
LABORATORY ASSISTANT I	008	1021	37.5	A	C
LABORATORY ASSISTANT I (SAN)	008	1021	37.5	A	C
LABORATORY ASSISTANT II	008	1021	37.5	A	C
LABORATORY ASSISTANT III	008	1021	37.5	A	C
LABORATORY TECHNICIAN	011	1021	37.5	A	C
LATENT FINGERPRINT EXAMINER	010	1021	37.5	A	C
LAUNDRY SERVICE WORKER	004	1021	37.5	A	C
LAUNDRY SERVICE WORKER (SAN)	004	1021	37.5	A	C
LAUNDRY SUPRV, SANTA RITA JAIL	004	1021	37.5	A	C
LEAD CALL CENTER REP, DCSS	010	1021	40	A	C
LEAD CLERK	010	1021	37.5	A	C
LEAD JANITOR	004	1021	37.5	A	C
LEAD PROJECT DESIGNER	012	1021	37.5	A	C
LEAD RISK ASSESSOR	011	1021	37.5	A	C
LEGAL PROCESS CLERK I	010	1021	37.5	A	C
LEGAL PROCESS CLERK II	010	1021	37.5	A	C
LEGAL SECRETARY	010	1021	37.5	A	C
LEGAL STENOGRAPHER	010	1021	37.5	A	C
LIBRARIAN I	011	1021	37.5	A	E
LIBRARIAN I (SAN)	011	1021	37.5	A	E
LIBRARIAN II	011	1021	37.5	A	E
LIBRARIAN II (SAN)	011	1021	37.5	A	E
LIBRARIAN III	011	1021	37.5	A	E
LIBRARY ASSISTANT I	011	1021	37.5	A	C
LIBRARY ASSISTANT II	011	1021	37.5	A	C
LIBRARY ASSISTANT II (SAN)	011	1021	37.5	A	C
LIBRARY CLERK I	010	1021	37.5	A	C
LIBRARY CLERK I (SAN)	010	1021	37.5	A	C
LIBRARY CLERK II	010	1021	37.5	A	C
LIBRARY CLERK II (SAN)	010	1021	37.5	A	C
LIBRARY DRIVER-CLERK	012	1021	37.5	A	C
LIBRARY DRIVER-CLERK (SAN)	012	1021	37.5	A	C
LIBRARY LEAD CLERK	010	1021	37.5	A	C
LIBRARY PAGE	010	1021	37.5	A	C
LIBRARY PAGE (SAN)	010	1021	37.5	A	C
LICENSED VOCATIONAL NURSE	008	1021	37.5	A	C
LICENSED VOCATIONAL NURSE (SAN)	008	1021	37.5	A	C
LICENSING EVALUATOR	006	1021	37.5	A	C
LITERACY ADVOCATE	011	1021	37.5	A	C
LITERACY SPECIALIST	011	1021	37.5	A	C

APPENDIX A - ALPHABETICAL LISTING BY CLASS

<u>CLASSIFICATION</u>	<u>Rep. Unit</u>	<u>SEIU Local</u>	<u>Hours</u>	<u>O/T Status</u>	<u>FLSA Status</u>
MAIL CLERK	010	1021	37.5	A	C
MAPPING TECHNICIAN I	012	1021	37.5	A	C
MAPPING TECHNICIAN II	012	1021	37.5	A	C
MAPPING TECHNICIAN III	012	1021	37.5	A	C
MARINE ENGINEER	012	1021	40	A	C
MARRIAGE AND FAMILY THERAPIST I	005	1021	37.5	A	C
MARRIAGE AND FAMILY THERAPIST II	005	1021	37.5	A	C
MATERIALS TESTING TECH I	012	1021	40	A	C
MATERIALS TESTING TECH II	012	1021	40	A	C
MATERIALS TESTING TECH III	012	1021	40	A	C
MEDICAL ASSISTANT	008	1021	37.5	A	C
MEDICAL CLERK	010	1021	37.5	A	C
MEDICAL CLERK (SAN)	010	1021	37.5	A	C
MEDICAL RECORDS TECHNICIAN	012	1021	37.5	A	C
MEDICAL SOCIAL WORKER I	005	1021	37.5	A	C
MEDICAL SOCIAL WORKER II	005	1021	37.5	A	E
MEDICAL SUPPORT COORDINATOR	003	1021	40	A	E
MEDICAL TRANSCRIPTIONIST	010	1021	37.5	A	C
MEDICAL TRANSCRIPTIONIST (SAN)	010	1021	37.5	A	C
MEDICAL TRANSLATOR I	008	1021	37.5	A	C
MEDICAL TRANSLATOR II	008	1021	37.5	A	C
MEDICAL TRANSLATOR II (SAN)	008	1021	37.5	A	C
MENTAL HEALTH SPECIALIST I	008	1021	37.5	A	C
MENTAL HEALTH SPECIALIST II	008	1021	37.5	A	C
MENTAL HEALTH SPECIALIST II (SAN)	008	1021	37.5	A	C
MENTAL HEALTH SPECIALIST III	008	1021	37.5	A	C
MESSENGER	010	1021	37.5	A	C
MESSENGER (SAN)	010	1021	37.5	A	C
MICROBIOLOGIST	007	1021	37.5	A	E
MICROBIOLOGIST (SAN)	007	1021	37.5	A	E
MICROFILM TECHNICIAN	010	1021	37.5	A	C
MICROFILM TECHNICIAN TRAINEE	010	1021	37.5	A	C
MID-LEVEL PRACTITIONER	003	1021	40	A	E
MID-LEVEL PRACTITIONER (SAN)	003	1021	40	A	E
MOBILE HEALTH SVCS. SUPPORT WORKER	012	1021	37.5	A	C
NETWORK SUPPORT TECHNICIAN I	012	1021	40	A	C
NETWORK SUPPORT TECHNICIAN II	012	1021	40	A	C
NURSING ASSISTANT	008	1021	37.5	A	C
NURSING ASSISTANT (SAN)	008	1021	37.5	A	C
NUTRITION ASSISTANT I	008	1021	37.5	A	C
NUTRITION ASSISTANT II	008	1021	37.5	A	C
NUTRITIONIST I	007	1021	37.5	A	C

APPENDIX A - ALPHABETICAL LISTING BY CLASS

<u>CLASSIFICATION</u>	<u>Rep. Unit</u>	<u>SEIU Local</u>	<u>Hours</u>	<u>O/T Status</u>	<u>FLSA Status</u>
NUTRITIONIST II	007	1021	37.5	A	E
OCCUPATIONAL THERAPIST I	007	1021	37.5	A	E
OCCUPATIONAL THERAPIST I (SAN)	007	1021	37.5	A	E
OCCUPATIONAL THERAPIST II	007	1021	37.5	A	E
OCCUPATIONAL THERAPY AIDE	008	1021	37.5	A	C
OCCUPATIONAL THERAPY ASSISTANT	007	1021	37.5	A	C
PATIENT SERVICES TECH I	006	1021	37.5	A	C
PATIENT SERVICES TECH II	006	1021	37.5	A	C
PATIENT SERVICES TECH III	006	1021	37.5	A	C
PAYROLL RECORDS CLERK	010	1021	37.5	A	C
PEDIATRIC OCCUP THERAPIST	007	1021	37.5	A	E
PEDIATRIC OCCUP THERAPIST (SAN)	007	1021	37.5	A	E
PEDIATRIC PHYSICAL THERAPIST	007	1021	37.5	A	E
PEDIATRIC PHYSICAL THERAPIST (SAN)	007	1021	37.5	A	E
PHARMACY SUPPORT SPECIALIST	010	102	40	A	C
PHOTOGRAPHER	012	1021	37.5	A	C
PHOTO PRINTING SVS. TECHNICIAN	010	1021	37.5	A	C
PHYSICAL THERAPY ASSISTANT	008	1021	37.5	A	C
PHYSICAL THERAPIST I	007	1021	37.5	A	E
PHYSICAL THERAPIST I (SAN)	007	1021	37.5	A	E
PHYSICAL THERAPIST II	007	1021	37.5	A	E
PHYSICAL THERAPY AIDE	008	1021	37.5	A	C
PLANNER I	011	1021	37.5	A	E
PLANNER II	011	1021	37.5	A	E
PLANNER III	011	1021	37.5	A	E
PLANNING TECHNICIAN I	011	1021	37.5	A	C
PLANNING TECHNICIAN II	011	1021	37.5	A	C
PLANS CHECKER	012	1021	40	A	C
PROCUREMENT & CONTRACT ASSISANT	010	1021	37.5	A	C
PROCUREMENT & CONTRACTS SPEC. I	011	1021	37.5	A	C
PROCUREMENT & CONTRACTS SPEC. II	011	1021	37.5	A	E
PROGRAMMER ANALYST	011	1021	40	A	E
PROGRAMMER I	011	1021	40	A	C
PROGRAMMER II	011	1021	40	A	C
PSYCHIATRIC SOCIAL WORKER I	005	1021	37.5	A	C
PSYCHIATRIC SOCIAL WORKER II	005	1021	37.5	A	E
PSYCHIATRIC TECHNICIAN (SAN)	008	1021	37.5	A	C
PUBLIC HEALTH ENGINEER	007	1021	37.5	A	E
PUBLIC HEALTH INVESTIGATOR	007	1021	37.5	A	C
PUBLIC HEALTH INVESTIGTR TR	007	1021	37.5	A	C
PUBLIC HEALTH NURSING ASST I	008	1021	37.5	A	C
PUBLIC HEALTH NURSING ASST II	008	1021	37.5	A	C

APPENDIX A - ALPHABETICAL LISTING BY CLASS

<u>CLASSIFICATION</u>	<u>Rep. Unit</u>	<u>SEIU Local</u>	<u>Hours</u>	<u>O/T Status</u>	<u>FLSA Status</u>
PUBLIC HEALTH SOCIAL WORKER	005	1021	37.5	A	E
PUBLIC WORKS AIDE I	004	1021	37.5	A	C
PUBLIC WORKS AIDE II	004	1021	37.5	A	C
PUBLIC WORKS INSPECTOR I, CONST.	012	1021	40	A	C
PUBLIC WORKS INSPECTOR II, CONST.	012	1021	40	A	C
PUBLIC WORKS INSPECTOR III, CONST.	012	1021	40	A	C
PUBLIC WORKS INSPECTOR I, FACILITIES	012	1021	40	A	C
PUBLIC WORKS INSPECTOR II, FACILITIES	012	1021	40	A	C
PUBLIC WORKS INSPECTOR III, FACILITIES	012	1021	40	A	C
REAL PROPERTY APPRAISER AIDE	012	1021	37.5	A	C
RECREATION ASSISTANT	012	1021	40	A	C
REDEVELOPMENT SPECIALIST I	011	1021	37.5	A	C
REDEVELOPMENT SPECIALIST II	011	1021	37.5	A	C
REDEVELOPMENT SPECIALIST III	011	1021	37.5	A	C
REG. ENVIRONMENTAL HLTH SPEC. TRAINEE	007	1021	40	A	C
REG. ENVIRONMENTAL HLTH SPECIALIST	007	1021	40	A	E
REGISTERED NURSE I	003	1021	40	B	E
REGISTERED NURSE II	003	1021	40	B	E
REGISTERED NURSE III	003	1021	40	B	E
REHABILITATION COUNSELOR I	005	1021	37.5	A	C
REHABILITATION COUNSELOR II	005	1021	37.5	A	E
RETIREMENT ACCOUNTANT I	011	1021	37.5	A	E
RETIREMENT ACCOUNTANT II	011	1021	37.5	A	E
RETIREMENT SPECIALIST I	010	1021	37.5	A	C
RETIREMENT SPECIALIST II	010	1021	37.5	A	C
RETIREMENT SPECIALIST III	010	1021	37.5	A	C
RETIREMENT SUPPORT SPECIALIST	010	1021	37.5	A	C
SECRETARY I	010	1021	37.5	A	C
SENIOR AUDITOR	011	1021	37.5	A	C
SENIOR AGRICULTURAL BIOLOGIST	011	1021	37.5	A	E
SENIOR REG. ENVIRONMENTAL HLTH SPEC	007	1021	40	A	E
SENIOR FOOD SERVICE WORKER	004	1021	37.5	A	C
SENIOR HAZARDOUS MAT.SPEC.	007	1021	40	A	E
SENIOR HEAVY EQUIP. PARTS TECH.	012	1021	40	A	C
SENIOR MICROBIOLOGIST	007	1021	37.5	A	E
SENIOR PHARMACIST, BHCS	007	1021	40	A	C
SENIOR THERAPIST	007	1021	37.5	A	E
SENIOR VECTOR CONTROL OFFICER	008	1021	40	A	C
SENIOR REG ENVRNMTLHLTH SPECIALIST	007	1021	40	A	E
SENIOR WEIGHTS & MEASURES INSP	012	1021	37.5	A	C
SERVICE SUPPORT SPECIALIST	010	1021	37.5	A	C

APPENDIX A - ALPHABETICAL LISTING BY CLASS

<u>CLASSIFICATION</u>	<u>Rep. Unit</u>	<u>SEIU Local</u>	<u>Hours</u>	<u>O/T Status</u>	<u>FLSA Status</u>
SHERIFF'S SAFETY AIDE	012	1021	40	A	C
SHERIFF'S TECHNICIAN II	012	1021	40	A	C
SHERIFF'S VIDEO & MULTIMEDIA PRODUC	012	1021	40	A	C
SKILLED MEDICAL PROF. I, ACCFC	007	1021	40	A	C
SKILLED MEDICAL PROF. II, ACCFC	007	1021	40	A	E
SOCIAL WELFARE SPECIALIST	005	1021	37.5	A	E
SOCIAL WORKER I	005	1021	37.5	A	C
SOCIAL WORKER II	005	1021	37.5	A	E
SOCIAL WORKER III	005	1021	37.5	A	E
SOCIAL WORKER TRAINEE	005	1021	37.5	A	C
SOFTWARE ANALYST	011	1021	40	A	C
SOFTWARE ANALYST I	011	1021	40	A	C
SOFTWARE ANALYST TRAINEE	011	1021	40	A	C
SPECIALIST CLERK I	010	1021	37.5	A	C
SPECIALIST CLERK I (SAN)	010	1021	37.5	A	C
SPECIALIST CLERK II	010	1021	37.5	A	C
STENOGRAPHER I	010	1021	37.5	A	C
STENOGRAPHER I (SAN)	010	1021	37.5	A	C
STENOGRAPHER II	010	1021	37.5	A	C
STENOGRAPHER II (SAN)	010	1021	37.5	A	C
STOREKEEPER I	012	1021	37.5	A	C
SUBSTANCE ABUSE COUNSELOR	007	1021	37.5	A	C
SUBSTANCE ABUSE COUNSELOR (SAN)	007	1021	37.5	A	C
SUPPLY CLERK I	012	1021	37.5	A	C
SUPPLY CLERK I (SAN)	012	1021	37.5	A	C
SUPPLY CLERK II	012	1021	37.5	A	C
SUPPLY CLERK II (SAN)	012	1021	37.5	A	C
TECHNICAL SUPPORT SPECIALIST I	012	1021	37.5	A	C
TECHNICAL SUPPORT SPECIALIST II	012	1021	37.5	A	C
TELECOM EQUIPMENT INSTALLER	012	1021	40	A	C
TELECOM SERVICES COORDINATOR I	010	1021	40	A	C
TELECOM SERVICES COORDINATOR II	010	1021	40	A	C
TELECOM TECHNICIAN	012	1021	40	A	C
TELECOM TECHNICIAN TRAINEE	012	1021	40	A	C
THERAPY AIDE	008	1021	37.5	A	C
TRANSCRIPTIONIST	010	1021	37.5	A	C
TRANSCRIPTIONIST (SAN)	010	1021	37.5	A	C
TREASURER-TAX COLLECTOR SPECIALIST I	010	1021	37.5	A	C
TREASURER-TAX COLLECTOR SPECIALIST II	010	1021	37.5	A	C
TREASURER-TAX COLLECTOR SPECIALIST III	010	1021	37.5	A	C
VECTOR CONTROL OFFICER	008	1021	40	A	C

APPENDIX A - ALPHABETICAL LISTING BY CLASS

<u>CLASSIFICATION</u>	<u>Rep. Unit</u>	<u>SEIU Local</u>	<u>Hours</u>	<u>O/T Status</u>	<u>FLSA Status</u>
VECTOR CONTROL OFFICER, TRAINEE	008	1021	40	A	C
VETERANS SERVICE REPRESENTATIVE	006	1021	37.5	A	C
WEIGHTS & MEASURES ASSISTANT	012	1021	37.5	A	C
WEIGHTS & MEASURES INSPECTOR	012	1021	37.5	A	C
WELFARE SERVICES AIDE	006	1021	37.5	A	C
WORKFORCE SERVICES TECHNICIAN	006	1021	37.5	A	C
YOUTH & FAMILY SERVICES THERAPIST	005	1021	37.5	A	E
YOUTH & FAMILY SERVICES LEAD THERAPIST	005	1021	37.5	A	E
ZONING INVESTIGATOR I	011	1021	40	A	C
ZONING INVESTIGATOR II	011	1021	40	A	C
ZONING INVESTIGATOR III	011	1021	40	A	E

APPENDIX A – LISTING OF CLASSIFICATIONS BY REPRESENTATION UNIT
SALARY INCREASES THAT WERE TO BECOME EFFECTIVE ON DECEMBER 13, 2009 ARE DELETED
Representation Unit 003

ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	HRS	O/T* STAT	FL
5337	Clinical Nurse Specialist												
	04/08/2007	3176.00	3260.80	3353.60	3581.60	3796.80	3976.80	4137.60			40.00	C	E
	07/01/2007	3208.00	3293.60	3387.20	3617.60	3834.40	4016.80	4179.20			40.00	C	E
	12/16/2007	3272.00	3359.20	3455.20	3689.60	3911.20	4096.80	4262.40			40.00	C	E
	06/29/2008	3337.60	3426.40	3524.00	3763.20	3989.60	4178.40	4348.00			40.00	C	E
	12/14/2008	3404.00	3495.20	3594.40	3838.40	4069.60	4261.60	4435.20	4568.00		40.00	C	E
	07/07/2013	3472.00	3564.80	3666.40	3915.20	4151.20	4347.20	4524.00	4659.20		40.00	C	E
	07/06/2014	3506.40	3600.80	3703.20	3954.40	4192.80	4390.40	4569.60	4705.60		40.00	C	E
	07/05/2015	3576.80	3672.80	3777.60	4033.60	4276.80	4478.40	4660.80	4800.00		40.00	C	E
5344	Communicable Disease Srv Prctnr												
	04/08/2007	2720.00	2794.40	2874.40	2999.20	3131.20	3192.80	3257.60			40.00	C	E
	07/01/2007	2747.20	2822.40	2903.20	3028.80	3162.40	3224.80	3290.40			40.00	C	E
	12/16/2007	2802.40	2879.20	2961.60	3089.60	3225.60	3289.60	3356.00			40.00	C	E
	06/29/2008	2858.40	2936.80	3020.80	3151.20	3290.40	3355.20	3423.20			40.00	C	E
	12/14/2008	2915.20	2995.20	3081.60	3214.40	3356.00	3422.40	3492.00	3596.80		40.00	C	E
	07/07/2013	2973.60	3055.20	3143.20	3278.40	3423.20	3491.20	3561.60	3668.80		40.00	C	E
	07/06/2014	3003.20	3085.60	3174.40	3311.20	3457.60	3526.40	3597.60	3705.60		40.00	C	E
	07/05/2015	3063.20	3147.20	3237.60	3377.60	3526.40	3596.80	3669.60	3780.00		40.00	C	E
5082	Medical Support Coordinator												
	04/08/2007	2864.80	2942.40	3024.80	3147.20	3285.60	3356.80	3424.80			40.00	A	E
	07/01/2007	2893.60	2972.00	3055.20	3178.40	3318.40	3390.40	3459.20			40.00	A	E
	12/16/2007	2951.20	3031.20	3116.00	3241.60	3384.80	3458.40	3528.00			40.00	A	E
	06/29/2008	3010.40	3092.00	3178.40	3306.40	3452.80	3527.20	3598.40			40.00	A	E
	12/14/2008	3070.40	3153.60	3241.60	3372.80	3521.60	3597.60	3670.40	3780.80		40.00	A	E
	07/07/2013	3132.00	3216.80	3306.40	3440.00	3592.00	3669.60	3744.00	3856.80		40.00	A	E
	07/06/2014	3163.20	3248.80	3339.20	3474.40	3628.00	3706.40	3781.60	3895.20		40.00	A	E
	07/05/2015	3226.40	3313.60	3405.60	3544.00	3700.80	3780.80	3857.60	3972.80		40.00	A	E
5383	Mid-Level Practitioner												
	04/08/2007	2936.80	3014.40	3100.00	3300.00	3516.80	3636.00	3708.00			40.00	A	E
	07/01/2007	2966.40	3044.80	3131.20	3332.80	3552.00	3672.00	3744.80			40.00	A	E
	12/16/2007	3025.60	3105.60	3193.60	3399.20	3623.20	3745.60	3820.00			40.00	A	E
	06/29/2008	3086.40	3168.00	3257.60	3467.20	3696.00	3820.80	3896.80			40.00	A	E
	12/14/2008	3148.00	3231.20	3322.40	3536.80	3769.60	3897.60	3974.40	4093.60		40.00	A	E
	07/07/2013	3211.20	3296.00	3388.80	3607.20	3844.80	3975.20	4053.60	4175.20		40.00	A	E
	07/06/2014	3243.20	3328.80	3422.40	3643.20	3883.20	4015.20	4094.40	4216.80		40.00	A	E
	07/05/2015	3308.00	3395.20	3491.20	3716.00	3960.80	4095.20	4176.00	4300.80		40.00	A	E
5383 N	Mid-Level Practitioner												
	04/08/2007					43.96	45.45	46.35			40.00	A	E
	07/01/2007					44.40	45.90	46.81			40.00	A	E
	12/16/2007					45.29	46.82	47.75			40.00	A	E
	06/29/2008					46.20	47.76	48.71			40.00	A	E
	12/14/2008					47.12	48.72	49.68	51.17		40.00	A	E
	07/07/2013					48.06	49.69	50.67	52.19		40.00	A	E
	07/06/2014					48.54	50.19	51.18	52.71		40.00	A	E
	07/05/2015					49.51	51.19	52.20	53.76		40.00	A	E
5300	Registered Nurse 1												
	04/08/2007							2590.40			40.00	B	E
	07/01/2007							2799.20			40.00	B	E
	12/16/2007							2855.20			40.00	B	E
	06/29/2008							2912.00			40.00	B	E
	12/14/2008							2970.40	3059.20		40.00	B	E

APPENDIX A – LISTING OF CLASSIFICATIONS BY REPRESENTATION UNIT
SALARY INCREASES THAT WERE TO BECOME EFFECTIVE ON DECEMBER 13, 2009 ARE DELETED
Representation Unit 003

ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	HRS	O/T* STAT	FL
		07/07/2013							3029.60	3120.00	40.00	B	E
		07/06/2014							3060.00	3151.20	40.00	B	E
		07/05/2015							3121.60	3214.40	40.00	B	E
5305	Registered Nurse II												
		04/08/2007	2720.00	2794.40	2874.40	2999.20	3131.20	3192.80	3257.60		40.00	B	E
		07/01/2007	2939.20	3020.00	3106.40	3240.80	3384.00	3450.40	3520.80		40.00	B	E
		12/16/2007	2997.60	3080.80	3168.80	3305.60	3452.00	3519.20	3591.20		40.00	B	E
		06/29/2008	3057.60	3142.40	3232.00	3372.00	3520.80	3589.60	3663.20		40.00	B	E
		12/14/2008	3118.40	3205.60	3296.80	3439.20	3591.20	3661.60	3736.80	3848.80	40.00	B	E
		07/07/2013	3180.80	3269.60	3362.40	3508.00	3663.20	3735.20	3811.20	3925.60	40.00	B	E
		07/06/2014	3212.80	3302.40	3396.00	3543.20	3700.00	3772.80	3849.60	3964.80	40.00	B	E
		07/05/2015	3276.80	3368.80	3464.00	3614.40	3774.40	3848.00	3926.40	4044.00	40.00	B	E
5315	Registered Nurse III												
		04/08/2007	2864.80	2942.40	3024.80	3147.20	3285.60	3356.80	3424.80		40.00	B	E
		07/01/2007	3096.00	3180.00	3268.80	3400.80	3550.40	3628.00	3701.60		40.00	B	E
		12/16/2007	3157.60	3244.00	3334.40	3468.80	3621.60	3700.80	3776.00		40.00	B	E
		06/29/2008	3220.80	3308.80	3400.80	3538.40	3694.40	3775.20	3851.20		40.00	B	E
		12/14/2008	3285.60	3375.20	3468.80	3608.80	3768.00	3850.40	3928.00	4045.60	40.00	B	E
		07/07/2013	3351.20	3442.40	3538.40	3680.80	3843.20	3927.20	4006.40	4126.40	40.00	B	E
		07/06/2014	3384.80	3476.80	3573.60	3717.60	3881.60	3966.40	4046.40	4168.00	40.00	B	E
		07/05/2015	3452.80	3546.40	3644.80	3792.00	3959.20	4045.60	4127.20	4251.20	40.00	B	E

APPENDIX A – LISTING OF CLASSIFICATIONS BY REPRESENTATION UNIT
SALARY INCREASES THAT WERE TO BECOME EFFECTIVE DECEMBER 13, 2009 ARE DELETED

Representation Unit 004

ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
7520	Asst Cook									
		04/08/2007	1164.00	1212.00	1265.25	1326.75	1378.50	37.50	A	C
		07/01/2007	1176.00	1224.00	1278.00	1340.25	1392.00	37.50	A	C
		12/16/2007	1199.25	1248.75	1303.50	1367.25	1419.75	37.50	A	C
		06/29/2008	1223.25	1273.50	1329.75	1394.25	1448.25	37.50	A	C
		12/14/2008	1248.00	1299.00	1356.00	1422.00	1477.50	37.50	A	C
		07/07/2013	1272.75	1325.25	1383.00	1450.50	1506.75	37.50	A	C
		07/06/2014	1285.50	1338.75	1396.50	1464.75	1521.75	37.50	A	C
		07/05/2015	1311.00	1365.75	1424.25	1494.00	1552.50	37.50	A	C
7525	Cook									
		04/08/2007		1414.50	1479.75	1546.50	1607.25	37.50	A	C
		07/01/2007		1428.75	1494.75	1562.25	1623.00	37.50	A	C
		12/16/2007		1457.25	1524.75	1593.75	1655.25	37.50	A	C
		06/29/2008		1486.50	1555.50	1626.00	1688.25	37.50	A	C
		12/14/2008		1516.50	1586.25	1658.25	1722.00	37.50	A	C
		07/07/2013		1546.50	1617.75	1691.25	1756.50	37.50	A	C
		07/06/2014		1562.25	1634.25	1708.50	1773.75	37.50	A	C
		07/05/2015		1593.75	1667.25	1743.00	1809.00	37.50	A	C
7525 N	Cook									
		04/08/2007					19.71	37.50	A	C
		07/01/2007					19.91	37.50	A	C
		12/16/2007					20.31	37.50	A	C
		06/29/2008					20.72	37.50	A	C
		12/14/2008					21.13	37.50	A	C
		07/07/2013					21.55	37.50	A	C
		07/06/2014					21.77	37.50	A	C
		07/05/2015					22.21	37.50	A	C
7420 N	Custodian SAN									
		04/08/2007					16.84	40.00	A	C
		07/01/2007					17.01	40.00	A	C
		06/29/2008					17.70	40.00	A	C
		12/14/2008					18.05	40.00	A	C
		07/07/2013					18.41	40.00	A	C
		07/06/2014					18.59	40.00	A	C
		07/05/2015					18.96	40.00	A	C
7535	First Cook									
		04/08/2007	1524.00	1590.75	1655.25	1733.25	1806.75	37.50	A	C
		07/01/2007	1539.00	1606.50	1671.75	1750.50	1824.75	37.50	A	C
		12/16/2007	1569.75	1638.75	1705.50	1785.75	1861.50	37.50	A	C
		06/29/2008	1601.25	1671.75	1739.25	1821.75	1899.00	37.50	A	C
		12/14/2008	1633.50	1705.50	1773.75	1858.50	1937.25	37.50	A	C
		07/07/2013	1666.50	1739.25	1809.00	1896.00	1976.25	37.50	A	C
		07/06/2014	1683.00	1756.50	1827.00	1914.75	1995.75	37.50	A	C
		07/05/2015	1716.75	1791.75	1863.75	1953.00	2035.50	37.50	A	C
7510	Food Service Worker									
		04/08/2007		1347.00	1414.50	1474.50	1527.75	37.50	A	C
		07/01/2007		1360.50	1428.75	1489.50	1542.75	37.50	A	C
		12/16/2007		1387.50	1457.25	1519.50	1573.50	37.50	A	C
		06/29/2008		1415.25	1486.50	1550.25	1605.00	37.50	A	C
		12/14/2008		1443.75	1516.50	1581.00	1637.25	37.50	A	C
		07/07/2013		1473.00	1546.50	1612.50	1670.25	37.50	A	C
		07/06/2014		1488.00	1562.25	1629.00	1686.75	37.50	A	C
		07/05/2015		1518.00	1593.75	1661.25	1720.50	37.50	A	C
7510 N	Food Service Worker									
		04/08/2007					18.85	37.50	A	C
		07/01/2007					19.04	37.50	A	C
		12/16/2007					19.42	37.50	A	C
		06/29/2008					19.81	37.50	A	C
		12/14/2008					20.21	37.50	A	C

APPENDIX A – LISTING OF CLASSIFICATIONS BY REPRESENTATION UNIT
SALARY INCREASES THAT WERE TO BECOME EFFECTIVE DECEMBER 13, 2009 ARE DELETED

Representation Unit 004

ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
		07/07/2013					20.61	37.50	A	C
		07/06/2014					20.82	37.50	A	C
		07/05/2015					21.24	37.50	A	C
7205	Gardener I, GSA									
		04/08/2007	1465.60	1523.20	1596.80	1668.00	1743.20	40.00	A	C
		07/01/2007	1480.00	1538.40	1612.80	1684.80	1760.80	40.00	A	C
		12/16/2007	1509.60	1568.80	1644.80	1718.40	1796.00	40.00	A	C
		06/29/2008	1540.00	1600.00	1677.60	1752.80	1832.00	40.00	A	C
		12/14/2008	1571.20	1632.00	1711.20	1788.00	1868.80	40.00	A	C
		07/07/2013	1602.40	1664.80	1745.60	1824.00	1906.40	40.00	A	C
		07/06/2014	1618.40	1681.60	1763.20	1842.40	1925.60	40.00	A	C
		07/05/2015	1650.40	1715.20	1798.40	1879.20	1964.00	40.00	A	C
7210	Gardener II, GSA									
		04/08/2007	1678.40	1759.20	1828.80	1919.20	2004.80	40.00	A	C
		07/01/2007	1695.20	1776.80	1847.20	1938.40	2024.80	40.00	A	C
		12/16/2007	1728.80	1812.00	1884.00	1976.80	2065.60	40.00	A	C
		06/29/2008	1763.20	1848.00	1921.60	2016.00	2107.20	40.00	A	C
		12/14/2008	1798.40	1884.80	1960.00	2056.00	2149.60	40.00	A	C
		07/07/2013	1834.40	1922.40	1999.20	2096.80	2192.80	40.00	A	C
		07/06/2014	1852.80	1941.60	2019.20	2117.60	2214.40	40.00	A	C
		07/05/2015	1889.60	1980.80	2059.20	2160.00	2258.40	40.00	A	C
9102	Gardener I, PWA									
		11/13/2011	1571.20	1632.00	1711.20	1788.00	1868.80	40.00	A	C
		07/07/2013	1602.40	1664.80	1745.60	1824.00	1906.40	40.00	A	C
		07/06/2014	1618.40	1681.60	1763.20	1842.40	1925.60	40.00	A	C
		07/05/2015	1650.40	1715.20	1798.40	1879.20	1964.00	40.00	A	C
9103	Gardener II, PWA									
		11/13/2011	1798.40	1884.80	1960.00	2056.00	2149.60	40.00	A	C
		07/07/2013	1834.40	1922.40	1999.20	2096.80	2192.80	40.00	A	C
		07/06/2014	1852.80	1941.60	2019.20	2117.60	2214.40	40.00	A	C
		07/05/2015	1889.60	1980.80	2059.20	2160.00	2258.40	40.00	A	C
1730	General Services Aide									
		04/08/2007	1008.00	1058.25	1111.50	1167.00	1225.50	37.50	A	C
		07/01/2007	1017.75	1068.75	1122.75	1179.00	1237.50	37.50	A	C
		12/16/2007	1038.00	1090.50	1145.25	1202.25	1262.25	37.50	A	C
		06/29/2008	1059.00	1112.25	1168.50	1226.25	1287.75	37.50	A	C
		12/14/2008	1080.00	1134.75	1191.75	1251.00	1313.25	37.50	A	C
		07/07/2013	1101.75	1157.25	1215.75	1275.75	1339.50	37.50	A	C
		07/06/2014	1113.00	1168.50	1227.75	1288.50	1353.00	37.50	A	C
		07/05/2015	1135.50	1191.75	1252.50	1314.00	1380.00	37.50	A	C
7410	Janitor									
		04/08/2007	1235.25	1290.75	1342.50	1410.00	1469.25	37.50	A	C
		07/01/2007	1247.25	1303.50	1356.00	1424.25	1484.25	37.50	A	C
		12/16/2007	1272.00	1329.75	1383.00	1452.75	1514.25	37.50	A	C
		06/29/2008	1297.50	1356.00	1410.75	1482.00	1544.25	37.50	A	C
		12/14/2008	1323.75	1383.00	1439.25	1512.00	1575.00	37.50	A	C
		07/07/2013	1350.00	1410.75	1467.75	1542.00	1606.50	37.50	A	C
		07/06/2014	1363.50	1425.00	1482.75	1557.75	1622.25	37.50	A	C
		07/05/2015	1390.50	1453.50	1512.75	1589.25	1654.50	37.50	A	C
7410 N	Janitor									
		04/08/2007					17.90	37.50	A	C
		07/01/2007					18.08	37.50	A	C
		12/16/2007					18.44	37.50	A	C
		06/29/2008					18.81	37.50	A	C
		12/14/2008					19.19	37.50	A	C
		07/07/2013					19.57	37.50	A	C
		07/06/2014					19.77	37.50	A	C
		07/05/2015					20.17	37.50	A	C

APPENDIX A – LISTING OF CLASSIFICATIONS BY REPRESENTATION UNIT
SALARY INCREASES THAT WERE TO BECOME EFFECTIVE DECEMBER 13, 2009 ARE DELETED

Representation Unit 004

ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
7411	Janitor Floor Specialist									
		04/01/2012	1389.75	1452.00	1511.25	1587.75	1653.75	37.50	A	C
		07/07/2013	1417.50	1481.25	1541.25	1619.25	1686.75	37.50	A	C
		07/06/2014	1431.75	1496.25	1557.00	1635.75	1703.25	37.50	A	C
		07/05/2015	1460.25	1526.25	1588.50	1668.75	1737.00	37.50	A	C
7710	Laundry Service Worker									
		04/08/2007	1208.25	1265.25	1323.00	1375.50	1431.75	37.50	A	C
		07/01/2007	1220.25	1278.00	1336.50	1389.00	1446.00	37.50	A	C
		12/16/2007	1245.00	1303.50	1363.50	1416.75	1475.25	37.50	A	C
		06/29/2008	1269.75	1329.75	1390.50	1445.25	1504.50	37.50	A	C
		12/14/2008	1295.25	1356.00	1418.25	1474.50	1534.50	37.50	A	C
		07/07/2013	1321.50	1383.00	1446.75	1503.75	1565.25	37.50	A	C
		07/06/2014	1335.00	1396.50	1461.00	1518.75	1581.00	37.50	A	C
		07/05/2015	1362.00	1424.25	1490.25	1549.50	1612.50	37.50	A	C
7710 N	Laundry Service Worker									
		04/08/2007					17.63	37.50	A	C
		07/01/2007					17.81	37.50	A	C
		12/16/2007					18.17	37.50	A	C
		06/29/2008					18.53	37.50	A	C
		12/14/2008					18.90	37.50	A	C
		07/07/2013					19.28	37.50	A	C
		07/06/2014					19.47	37.50	A	C
		07/05/2015					19.86	37.50	A	C
7750	Laundry Suprv, Santa Rita Jail									
		04/08/2007	1521.00	1601.25	1670.25	1751.25	1831.50	37.50	A	C
		07/01/2007	1536.00	1617.00	1686.75	1768.50	1849.50	37.50	A	C
		12/16/2007	1566.75	1649.25	1720.50	1803.75	1886.25	37.50	A	C
		06/29/2008	1598.25	1682.25	1755.00	1839.75	1923.75	37.50	A	C
		12/14/2008	1630.50	1716.00	1790.25	1876.50	1962.00	37.50	A	C
		07/07/2013	1662.75	1750.50	1826.25	1914.00	2001.00	37.50	A	C
		07/06/2014	1679.25	1767.75	1844.25	1933.50	2021.25	37.50	A	C
		07/05/2015	1713.00	1803.00	1881.00	1972.50	2061.75	37.50	A	C
7415	Lead Janitor									
		04/08/2007	1348.50	1406.25	1475.25	1537.50	1607.25	37.50	A	C
		07/01/2007	1362.00	1420.50	1490.25	1553.25	1623.00	37.50	A	C
		12/16/2007	1389.00	1449.00	1520.25	1584.00	1655.25	37.50	A	C
		06/29/2008	1416.75	1478.25	1551.00	1615.50	1688.25	37.50	A	C
		12/14/2008	1445.25	1507.50	1581.75	1647.75	1722.00	37.50	A	C
		07/07/2013	1474.50	1537.50	1613.25	1680.75	1756.50	37.50	A	C
		07/06/2014	1489.50	1553.25	1629.75	1697.25	1773.75	37.50	A	C
		07/05/2015	1519.50	1584.00	1662.00	1731.00	1809.00	37.50	A	C
7401	Public Works Aide I									
		04/08/2007				1008.00	1047.00	37.50	A	C
		07/01/2007				1017.75	1057.50	37.50	A	C
		12/16/2007				1038.00	1078.50	37.50	A	C
		06/29/2008				1059.00	1100.25	37.50	A	C
		12/14/2008				1080.00	1122.00	37.50	A	C
		07/07/2013				1101.75	1144.50	37.50	A	C
		07/06/2014				1113.00	1155.75	37.50	A	C
		07/05/2015				1135.50	1179.00	37.50	A	C
7402	Public Works Aide II									
		04/08/2007	1118.25	1167.00	1212.00	1272.75	1330.50	37.50	A	C
		07/01/2007	1129.50	1179.00	1224.00	1285.50	1344.00	37.50	A	C
		12/16/2007	1152.00	1202.25	1248.75	1311.00	1371.00	37.50	A	C
		06/29/2008	1175.25	1226.25	1273.50	1337.25	1398.75	37.50	A	C
		12/14/2008	1198.50	1251.00	1299.00	1364.25	1426.50	37.50	A	C
		07/07/2013	1222.50	1275.75	1325.25	1391.25	1455.00	37.50	A	C
		07/06/2014	1234.50	1288.50	1338.75	1405.50	1469.25	37.50	A	C
		07/05/2015	1259.25	1314.00	1365.75	1433.25	1498.50	37.50	A	C

APPENDIX A – LISTING OF CLASSIFICATIONS BY REPRESENTATION UNIT
SALARY INCREASES THAT WERE TO BECOME EFFECTIVE DECEMBER 13, 2009 ARE DELETED
Representation Unit 004

ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
7512	Senior Food Service Worker									
	04/08/2007	1360.50	1416.75	1469.25	1535.25	1600.50	37.50	A	C	
	07/01/2007	1374.00	1431.00	1484.25	1550.25	1616.25	37.50	A	C	
	12/16/2007	1401.75	1459.50	1514.25	1581.00	1648.50	37.50	A	C	
	06/29/2008	1429.50	1488.75	1544.25	1612.50	1681.50	37.50	A	C	
	12/14/2008	1458.00	1518.75	1575.00	1644.75	1715.25	37.50	A	C	
	07/07/2013	1487.25	1549.50	1606.50	1677.75	1749.75	37.50	A	C	
	07/06/2014	1502.25	1565.25	1622.25	1694.25	1767.00	37.50	A	C	
	07/05/2015	1532.25	1596.75	1654.50	1728.00	1802.25	37.50	A	C	

APPENDIX A – LISTING OF CLASSIFICATIONS BY REPRESENTATION UNIT
SALARY INCREASES THAT WERE TO BECOME EFFECTIVE ON DECEMBER 19, 2009 ARE DELETED

Representation Unit 005

ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
6760	Adult Protective Svs Worker I									
		04/08/2007	1921.50	2006.25	2103.00	2194.50	2300.25	37.50	A	E
		07/01/2007	1960.50	2046.75	2145.00	2238.75	2346.75	37.50	A	E
		12/16/2007	1999.50	2088.00	2188.50	2283.00	2394.00	37.50	A	E
		06/29/2008	2060.25	2150.25	2254.50	2352.00	2466.00	37.50	A	E
		12/14/2008	2101.50	2193.00	2299.50	2399.25	2515.50	37.50	A	E
		07/07/2013	2143.50	2236.50	2345.25	2447.25	2565.75	37.50	A	E
		07/06/2014	2165.25	2259.00	2368.50	2472.00	2591.25	37.50	A	E
		07/05/2015	2208.75	2304.00	2415.75	2521.50	2643.00	37.50	A	E
6765	Adult Protective Svs Worker II									
		04/08/2007		2194.50	2300.25	2406.00	2518.50	37.50	A	E
		07/01/2007		2238.75	2346.75	2454.00	2569.50	37.50	A	E
		12/16/2007		2283.00	2394.00	2503.50	2621.25	37.50	A	E
		06/29/2008		2352.75	2466.75	2580.00	2700.75	37.50	A	E
		12/14/2008		2400.00	2516.25	2631.75	2754.75	37.50	A	E
		07/07/2013		2448.00	2566.50	2684.25	2809.50	37.50	A	E
		07/06/2014		2472.75	2592.00	2711.25	2837.25	37.50	A	E
		07/05/2015		2522.25	2643.75	2765.25	2894.25	37.50	A	E
6505	Behavioral Health Clinician I									
		04/08/2007		2265.75	2361.75	2471.25	2599.50	37.50	A	C
		07/01/2007		2288.25	2385.00	2496.00	2625.75	37.50	A	C
		12/16/2007		2334.00	2433.00	2546.25	2678.25	37.50	A	C
		06/29/2008		2380.50	2481.75	2597.25	2731.50	37.50	A	C
		12/14/2008		2427.75	2531.25	2649.00	2786.25	37.50	A	C
		07/07/2013		2476.50	2582.25	2702.25	2841.75	37.50	A	C
		07/06/2014		2501.25	2607.75	2729.25	2870.25	37.50	A	C
		07/05/2015		2551.50	2660.25	2784.00	2928.00	37.50	A	C
6510	Behavioral Health Clinician II									
		04/08/2007		2471.25	2599.50	2722.50	2847.00	37.50	A	E
		07/01/2007		2496.00	2625.75	2749.50	2875.50	37.50	A	E
		12/16/2007		2546.25	2678.25	2804.25	2933.25	37.50	A	E
		06/29/2008		2597.25	2731.50	2860.50	2991.75	37.50	A	E
		12/14/2008		2649.00	2786.25	2917.50	3051.75	37.50	A	E
		07/07/2013		2702.25	2841.75	2976.00	3112.50	37.50	A	E
		07/06/2014		2729.25	2870.25	3006.00	3144.00	37.50	A	E
		07/05/2015		2784.00	2928.00	3066.00	3207.00	37.50	A	E
6787	Career Development Spec I									
		04/08/2007	1962.75	2053.50	2152.50	2256.00	2359.50	37.50	A	E
		07/01/2007	1982.25	2073.75	2174.25	2278.50	2382.75	37.50	A	E
		12/16/2007	2022.00	2115.00	2217.75	2324.25	2430.75	37.50	A	E
		06/29/2008	2062.50	2157.00	2262.00	2370.75	2479.50	37.50	A	E
		12/14/2008	2103.75	2200.50	2307.00	2418.00	2529.00	37.50	A	E
		07/07/2013	2145.75	2244.75	2353.50	2466.00	2579.25	37.50	A	E
		07/06/2014	2167.50	2267.25	2376.75	2490.75	2604.75	37.50	A	E
		07/05/2015	2211.00	2312.25	2424.00	2540.25	2656.50	37.50	A	E
6740	Child Welfare Worker I									
		04/08/2007	2152.50	2247.00	2355.00	2458.50	2577.00	37.50	A	E
		07/01/2007	2174.25	2269.50	2378.25	2483.25	2602.50	37.50	A	E
		12/16/2007	2217.75	2315.25	2425.50	2532.75	2654.25	37.50	A	E
		06/29/2008	2262.00	2361.75	2474.25	2583.75	2707.50	37.50	A	E
		12/14/2008	2307.00	2409.00	2523.75	2635.50	2761.50	37.50	A	E
		07/07/2013	2353.50	2457.00	2574.00	2688.00	2817.00	37.50	A	E

APPENDIX A – LISTING OF CLASSIFICATIONS BY REPRESENTATION UNIT
SALARY INCREASES THAT WERE TO BECOME EFFECTIVE ON DECEMBER 19, 2009 ARE DELETED

Representation Unit 005

ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
		07/06/2014	2376.75	2481.75	2599.50	2715.00	2845.50	37.50	A	E
		07/05/2015	2424.00	2531.25	2651.25	2769.00	2902.50	37.50	A	E
6745	Child Welfare Worker II									
		04/08/2007		2458.50	2577.00	2696.25	2821.50	37.50	A	E
		07/01/2007		2483.25	2602.50	2723.25	2850.00	37.50	A	E
		12/16/2007		2532.75	2654.25	2778.00	2907.00	37.50	A	E
		06/29/2008		2583.75	2707.50	2833.50	2965.50	37.50	A	E
		12/14/2008		2635.50	2761.50	2890.50	3024.75	37.50	A	E
		07/07/2013		2688.00	2817.00	2948.25	3085.50	37.50	A	E
		07/06/2014		2715.00	2845.50	2977.50	3116.25	37.50	A	E
		07/05/2015		2769.00	2902.50	3036.75	3178.50	37.50	A	E
6643	Clinical Case Mgr, Sc Based									
		07/01/2007	2247.00	2359.50	2477.25	2600.25	2731.50	37.50	A	C
		12/16/2007	2292.00	2406.75	2526.75	2652.00	2786.25	37.50	A	C
		06/29/2008	2337.75	2454.75	2577.00	2705.25	2841.75	37.50	A	C
		12/14/2008	2384.25	2503.50	2628.75	2759.25	2898.75	37.50	A	C
		07/07/2013	2432.25	2553.75	2681.25	2814.75	2956.50	37.50	A	C
		07/06/2014	2456.25	2579.25	2708.25	2843.25	2985.75	37.50	A	C
		07/05/2015	2505.75	2631.00	2762.25	2900.25	3045.75	37.50	A	C
6515	Clinical Review Specialist									
		04/08/2007	2847.00	2967.75	3094.50	3227.25	3357.75	37.50	A	E
		07/01/2007	2875.50	2997.75	3125.25	3259.50	3391.50	37.50	A	E
		12/16/2007	2933.25	3057.75	3187.50	3324.75	3459.00	37.50	A	E
		06/29/2008	2991.75	3119.25	3251.25	3391.50	3528.00	37.50	A	E
		12/14/2008	3051.75	3181.50	3316.50	3459.00	3598.50	37.50	A	E
		07/07/2013	3112.50	3245.25	3382.50	3528.00	3670.50	37.50	A	E
		07/06/2014	3144.00	3277.50	3416.25	3563.25	3707.25	37.50	A	E
		07/05/2015	3207.00	3342.75	3484.50	3634.50	3781.50	37.50	A	E
6784	Employment Counselor									
		04/08/2007	1698.00	1771.50	1847.25	1931.25	2027.25	37.50	A	E
		07/01/2007	1715.25	1789.50	1866.00	1950.75	2047.50	37.50	A	E
		12/16/2007	1749.75	1825.50	1903.50	1989.75	2088.75	37.50	A	E
		06/29/2008	1785.00	1862.25	1941.75	2029.50	2130.75	37.50	A	E
		12/14/2008	1821.00	1899.75	1980.75	2070.00	2173.50	37.50	A	E
		07/07/2013	1857.75	1938.00	2020.50	2111.25	2217.00	37.50	A	E
		07/06/2014	1876.50	1957.50	2040.75	2132.25	2239.50	37.50	A	E
		07/05/2015	1914.00	1996.50	2081.25	2175.00	2284.50	37.50	A	E
6783	Employment Counselor Trainee									
		04/08/2007	1423.50	1486.50	1550.25	1621.50	1698.00	37.50	A	C
		07/01/2007	1437.75	1501.50	1566.00	1638.00	1715.25	37.50	A	C
		12/16/2007	1466.25	1531.50	1597.50	1671.00	1749.75	37.50	A	C
		06/29/2008	1495.50	1562.25	1629.75	1704.75	1785.00	37.50	A	C
		12/14/2008	1525.50	1593.75	1662.00	1738.50	1821.00	37.50	A	C
		07/07/2013	1556.25	1626.00	1695.00	1773.00	1857.75	37.50	A	C
		07/06/2014	1572.00	1642.50	1712.25	1791.00	1876.50	37.50	A	C
		07/05/2015	1603.50	1675.50	1746.75	1827.00	1914.00	37.50	A	C
6781	Employment Specialist I									
		04/08/2007	1451.25	1518.75	1584.00	1655.25	1732.50	37.50	A	C
		07/01/2007	1465.50	1533.75	1599.75	1671.75	1749.75	37.50	A	C
		12/16/2007	1494.75	1564.50	1632.00	1705.50	1785.00	37.50	A	C
		06/29/2008	1524.75	1596.00	1665.00	1739.25	1821.00	37.50	A	C
		12/14/2008	1555.50	1628.25	1698.00	1773.75	1857.75	37.50	A	C
		07/07/2013	1586.25	1660.50	1731.75	1809.00	1895.25	37.50	A	C

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Representation Unit 005

ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
		07/06/2014	1602.00	1677.00	1749.00	1827.00	1914.00	37.50	A	C
		07/05/2015	1634.25	1710.75	1784.25	1863.75	1952.25	37.50	A	C
6782	Employment Specialist II									
		04/08/2007	1732.50	1807.50	1885.50	1971.75	2067.75	37.50	A	E
		07/01/2007	1749.75	1825.50	1904.25	1991.25	2088.75	37.50	A	E
		12/16/2007	1785.00	1862.25	1942.50	2031.00	2130.75	37.50	A	E
		06/29/2008	1821.00	1899.75	1981.50	2071.50	2173.50	37.50	A	E
		12/14/2008	1857.75	1938.00	2021.25	2112.75	2217.00	37.50	A	E
		07/07/2013	1895.25	1977.00	2061.75	2154.75	2261.25	37.50	A	E
		07/06/2014	1914.00	1996.50	2082.00	2176.50	2283.75	37.50	A	E
		07/05/2015	1952.25	2036.25	2124.00	2220.00	2329.50	37.50	A	E
6737	Family Services Support Worker									
		04/08/2007	1698.75	1774.50	1851.75	1935.00	2026.50	37.50	A	C
		07/01/2007	1716.00	1792.50	1870.50	1954.50	2046.75	37.50	A	C
		12/16/2007	1750.50	1828.50	1908.00	1993.50	2088.00	37.50	A	C
		06/29/2008	1785.75	1865.25	1946.25	2033.25	2130.00	37.50	A	C
		12/14/2008	1821.75	1902.75	1985.25	2073.75	2172.75	37.50	A	C
		07/07/2013	1858.50	1941.00	2025.00	2115.00	2216.25	37.50	A	C
		07/06/2014	1877.25	1960.50	2045.25	2136.00	2238.75	37.50	A	C
		07/05/2015	1914.75	1999.50	2086.50	2178.75	2283.75	37.50	A	C
6635	Housing Res Specialist, BHCS									
		04/08/2007	2480.25	2595.75	2730.00	2858.25	2989.50	37.50	A	E
		07/01/2007	2505.00	2622.00	2757.00	2886.75	3019.50	37.50	A	E
		12/16/2007	2555.25	2674.50	2812.50	2944.50	3080.25	37.50	A	E
		06/29/2008	2606.25	2727.75	2868.75	3003.75	3141.75	37.50	A	E
		12/14/2008	2658.75	2782.50	2926.50	3063.75	3204.75	37.50	A	E
		07/07/2013	2712.00	2838.00	2985.00	3125.25	3268.50	37.50	A	E
		07/06/2014	2739.00	2866.50	3015.00	3156.75	3301.50	37.50	A	E
		07/05/2015	2793.75	2923.50	3075.00	3219.75	3367.50	37.50	A	E
6786	Job Developer									
		04/08/2007	1833.00	1912.50	1994.25	2088.00	2194.50	37.50	A	E
		07/01/2007	1851.00	1932.00	2014.50	2109.00	2216.25	37.50	A	E
		12/16/2007	1887.75	1971.00	2055.00	2151.00	2260.50	37.50	A	E
		06/29/2008	1925.25	2010.75	2096.25	2193.75	2305.50	37.50	A	E
		12/14/2008	1963.50	2051.25	2138.25	2238.00	2351.25	37.50	A	E
		07/07/2013	2002.50	2092.50	2181.00	2283.00	2398.50	37.50	A	E
		07/06/2014	2022.75	2113.50	2202.75	2305.50	2422.50	37.50	A	E
		07/05/2015	2063.25	2155.50	2247.00	2351.25	2471.25	37.50	A	E
6496	Marriage and Fam Therapist I									
		04/08/2007		2265.75	2361.75	2471.25	2599.50	37.50	A	C
		07/01/2007		2288.25	2385.00	2496.00	2625.75	37.50	A	C
		12/16/2007		2334.00	2433.00	2546.25	2678.25	37.50	A	C
		06/29/2008		2380.50	2481.75	2597.25	2731.50	37.50	A	C
		12/14/2008		2427.75	2531.25	2649.00	2786.25	37.50	A	C
		07/07/2013		2476.50	2582.25	2702.25	2841.75	37.50	A	C
		07/06/2014		2501.25	2607.75	2729.25	2870.25	37.50	A	C
		07/05/2015		2551.50	2660.25	2784.00	2928.00	37.50	A	C
6497	Marriage and Fam Therapist II									
		04/08/2007		2471.25	2599.50	2723.25	2847.00	37.50	A	C
		07/01/2007		2496.00	2625.75	2750.25	2875.50	37.50	A	C
		12/16/2007		2546.25	2678.25	2805.00	2933.25	37.50	A	C
		06/29/2008		2597.25	2731.50	2861.25	2991.75	37.50	A	C
		12/14/2008		2649.00	2786.25	2918.25	3051.75	37.50	A	C

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Representation Unit 005

ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
		07/07/2013		2702.25	2841.75	2976.75	3112.50	37.50	A	E
		07/06/2014		2729.25	2870.25	3006.75	3144.00	37.50	A	E
		07/05/2015		2784.00	2928.00	3066.75	3207.00	37.50	A	E
6405	Medical Social Worker I									
		04/08/2007			2094.00	2198.25	2292.00	37.50	A	C
		07/01/2007			2115.00	2220.00	2315.25	37.50	A	C
		12/16/2007			2157.00	2264.25	2361.75	37.50	A	C
		06/29/2008			2200.50	2309.25	2409.00	37.50	A	C
		12/14/2008			2244.75	2355.75	2457.00	37.50	A	C
		07/07/2013			2289.75	2403.00	2506.50	37.50	A	C
		07/06/2014			2313.00	2427.00	2531.25	37.50	A	C
		07/05/2015			2359.50	2475.75	2582.25	37.50	A	C
6415	Medical Social Worker II									
		04/08/2007			2292.00	2398.50	2511.75	37.50	A	E
		07/01/2007			2315.25	2422.50	2536.50	37.50	A	E
		12/16/2007			2361.75	2471.25	2587.50	37.50	A	E
		06/29/2008			2409.00	2520.75	2639.25	37.50	A	E
		12/14/2008			2457.00	2571.00	2691.75	37.50	A	E
		07/07/2013			2506.50	2622.75	2745.75	37.50	A	E
		07/06/2014			2531.25	2649.00	2773.50	37.50	A	E
		07/05/2015			2582.25	2702.25	2829.00	37.50	A	E
5775	Public Health Social Worker									
		04/08/2007			2228.25	2334.00	2439.00	37.50	A	E
		07/01/2007			2250.75	2357.25	2463.75	37.50	A	E
		12/16/2007			2295.75	2404.50	2513.25	37.50	A	E
		06/29/2008			2341.50	2452.50	2563.50	37.50	A	E
		12/14/2008			2388.00	2501.25	2614.50	37.50	A	E
		07/07/2013			2436.00	2551.50	2667.00	37.50	A	E
		07/06/2014			2460.00	2577.00	2694.00	37.50	A	E
		07/05/2015			2509.50	2628.75	2748.00	37.50	A	E
6638	Rehabilitation Counselor I									
		04/08/2007	2169.75	2265.75	2361.75	2471.25	2599.50	37.50	A	C
		07/01/2007	2191.50	2288.25	2385.00	2496.00	2625.75	37.50	A	C
		12/16/2007	2235.00	2334.00	2433.00	2546.25	2678.25	37.50	A	C
		06/29/2008	2280.00	2380.50	2481.75	2597.25	2731.50	37.50	A	C
		12/14/2008	2325.75	2427.75	2531.25	2649.00	2786.25	37.50	A	C
		07/07/2013	2372.25	2476.50	2582.25	2702.25	2841.75	37.50	A	C
		07/06/2014	2396.25	2501.25	2607.75	2729.25	2870.25	37.50	A	C
		07/05/2015	2444.25	2551.50	2660.25	2784.00	2928.00	37.50	A	C
6640	Rehabilitation Counselor II									
		04/08/2007	2361.75	2471.25	2599.50	2722.50	2847.00	37.50	A	E
		07/01/2007	2385.00	2496.00	2625.75	2749.50	2875.50	37.50	A	E
		12/16/2007	2433.00	2546.25	2678.25	2804.25	2933.25	37.50	A	E
		06/29/2008	2481.75	2597.25	2731.50	2860.50	2991.75	37.50	A	E
		12/14/2008	2531.25	2649.00	2786.25	2917.50	3051.75	37.50	A	E
		07/07/2013	2582.25	2702.25	2841.75	2976.00	3112.50	37.50	A	E
		07/06/2014	2607.75	2729.25	2870.25	3006.00	3144.00	37.50	A	E
		07/05/2015	2660.25	2784.00	2928.00	3066.00	3207.00	37.50	A	E
6792	Social Welfare Specialist									
		04/08/2007	2133.00	2225.25	2341.50	2450.25	2566.50	37.50	A	E
		07/01/2007	2154.00	2247.75	2364.75	2475.00	2592.00	37.50	A	E
		12/16/2007	2196.75	2292.75	2412.00	2524.50	2643.75	37.50	A	E
		06/29/2008	2241.00	2338.50	2460.00	2574.75	2697.00	37.50	A	E

APPENDIX A – LISTING OF CLASSIFICATIONS BY REPRESENTATION UNIT
SALARY INCREASES THAT WERE TO BECOME EFFECTIVE ON DECEMBER 19, 2009 ARE DELETED

Representation Unit 005

ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
6710	Social Worker I	12/14/2008	2286.00	2385.00	2509.50	2626.50	2751.00	37.50	A	E
		07/07/2013	2331.75	2433.00	2559.75	2679.00	2805.75	37.50	A	E
		07/06/2014	2355.00	2457.00	2585.25	2706.00	2833.50	37.50	A	E
		07/05/2015	2402.25	2506.50	2637.00	2760.00	2890.50	37.50	A	E
		04/08/2007	1698.75	1774.50	1851.75	1935.00	2026.50	37.50	A	C
		07/01/2007	1750.50	1828.50	1908.00	1993.50	2088.00	37.50	A	C
		12/16/2007	1785.75	1865.25	1946.25	2033.25	2130.00	37.50	A	C
		06/29/2008	1839.75	1921.50	2004.75	2094.75	2194.50	37.50	A	C
		12/14/2008	1876.50	1959.75	2044.50	2136.75	2238.75	37.50	A	C
		06/28/2009	1895.25	1979.25	2064.75	2157.75	2261.25	37.50	A	C
6715	Social Worker II	07/07/2013	1933.50	2019.00	2106.00	2201.25	2306.25	37.50	A	C
		07/06/2014	1953.00	2039.25	2127.00	2223.00	2329.50	37.50	A	C
		07/05/2015	1992.00	2079.75	2169.75	2267.25	2376.00	37.50	A	C
		04/08/2007	1851.00	1935.00	2025.75	2115.00	2203.50	37.50	A	E
		07/01/2007	1907.25	1993.50	2087.25	2178.75	2269.50	37.50	A	E
		12/16/2007	1945.50	2033.25	2129.25	2222.25	2315.25	37.50	A	E
		06/29/2008	2004.00	2094.75	2193.75	2289.00	2385.00	37.50	A	E
		12/14/2008	2043.75	2136.75	2238.00	2334.75	2433.00	37.50	A	E
		06/28/2009	2064.00	2157.75	2260.50	2358.00	2457.00	37.50	A	E
		07/07/2013	2105.25	2201.25	2305.50	2405.25	2506.50	37.50	A	E
6720	Social Worker III	07/06/2014	2126.25	2223.00	2328.75	2429.25	2531.25	37.50	A	E
		07/05/2015	2169.00	2267.25	2375.25	2478.00	2582.25	37.50	A	E
		04/08/2007	1893.75	1974.75	2061.75	2154.75	2262.00	37.50	A	E
		07/01/2007	1950.75	2034.00	2124.00	2220.00	2330.25	37.50	A	E
		12/16/2007	1989.75	2074.50	2166.75	2264.25	2376.75	37.50	A	E
		06/29/2008	2049.75	2136.75	2232.00	2332.50	2448.00	37.50	A	E
		12/14/2008	2091.00	2179.50	2277.00	2379.00	2496.75	37.50	A	E
		06/28/2009	2112.00	2201.25	2299.50	2403.00	2521.50	37.50	A	E
		07/07/2013	2154.00	2245.50	2345.25	2451.00	2571.75	37.50	A	E
		07/06/2014	2175.75	2268.00	2368.50	2475.75	2597.25	37.50	A	E
6705	Social Worker Trainee	07/05/2015	2219.25	2313.00	2415.75	2525.25	2649.00	37.50	A	E
		04/08/2007					1598.25	37.50	A	C
		07/01/2007					1614.00	37.50	A	C
		12/16/2007					1646.25	37.50	A	C
		06/29/2008					1679.25	37.50	A	C
		12/14/2008					1713.00	37.50	A	C
		07/07/2013					1747.50	37.50	A	C
		07/06/2014					1764.75	37.50	A	C
		07/05/2015					1800.00	37.50	A	C
6498	Youth & Family Svcs Therapist	04/08/2007		2265.75	2361.75	2471.25	2599.50	37.50	A	E
		07/01/2007		2288.25	2385.00	2496.00	2625.75	37.50	A	E
		12/16/2007		2334.00	2433.00	2546.25	2678.25	37.50	A	E
		06/29/2008		2380.50	2481.75	2597.25	2731.50	37.50	A	E
		12/14/2008		2427.75	2531.25	2649.00	2786.25	37.50	A	E
		07/07/2013		2476.50	2582.25	2702.25	2841.75	37.50	A	E
		07/06/2014		2501.25	2607.75	2729.25	2870.25	37.50	A	E
		07/05/2015		2551.50	2660.25	2784.00	2928.00	37.50	A	E

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SALARY INCREASES THAT WERE TO BECOME EFFECTIVE ON DECEMBER 19, 2009 ARE DELETED
Representation Unit 005

ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
6499	Youth & Family Srv Lead Therap									
		04/08/2007		2471.25	2599.50	2723.25	2847.00	37.50	A	E
		07/01/2007		2496.00	2625.75	2750.25	2875.50	37.50	A	E
		12/16/2007		2546.25	2678.25	2805.00	2933.25	37.50	A	E
		06/29/2008		2597.25	2731.50	2861.25	2991.75	37.50	A	E
		12/14/2008		2649.00	2786.25	2918.25	3051.75	37.50	A	E
		07/07/2013		2702.25	2841.75	2976.75	3112.50	37.50	A	E
		07/06/2014		2729.25	2870.25	3006.75	3144.00	37.50	A	E
		07/05/2015		2784.00	2928.00	3066.75	3207.00	37.50	A	E

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SALARY INCREASES THAT WERE TO BECOME EFFECTIVE ON DECEMBER 19, 2009 ARE DELETED

Representation Unit 006

ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
1470	Eligibility Technician I									
		04/08/2007	1449.00	1508.25	1578.75	1643.25	1716.00	37.50	A	C
		07/01/2007	1463.25	1523.25	1594.50	1659.75	1733.25	37.50	A	C
		12/16/2007	1492.50	1554.00	1626.75	1692.75	1767.75	37.50	A	C
		06/29/2008	1537.50	1600.50	1675.50	1743.75	1821.00	37.50	A	C
		12/14/2008	1568.25	1632.75	1709.25	1779.00	1857.75	37.50	A	C
		07/07/2013	1599.75	1665.75	1743.75	1814.25	1895.25	37.50	A	C
		07/06/2014	1615.50	1682.25	1761.00	1832.25	1914.00	37.50	A	C
		07/05/2015	1647.75	1716.00	1796.25	1869.00	1952.25	37.50	A	C
1471	Eligibility Technician II									
		04/08/2007	1578.75	1643.25	1716.00	1792.50	1872.00	37.50	A	C
		07/01/2007	1594.50	1659.75	1733.25	1810.50	1890.75	37.50	A	C
		12/16/2007	1626.75	1692.75	1767.75	1846.50	1928.25	37.50	A	C
		06/29/2008	1675.50	1743.75	1821.00	1902.00	1986.00	37.50	A	C
		12/14/2008	1709.25	1779.00	1857.75	1940.25	2025.75	37.50	A	C
		07/07/2013	1743.75	1814.25	1895.25	1979.25	2066.25	37.50	A	C
		07/06/2014	1761.00	1832.25	1914.00	1998.75	2087.25	37.50	A	C
		07/05/2015	1796.25	1869.00	1952.25	2038.50	2129.25	37.50	A	C
1472	Eligibility Technician III									
		04/08/2007	1684.50	1760.25	1836.75	1926.00	2013.00	37.50	A	C
		07/01/2007	1701.00	1777.50	1854.75	1945.50	2033.25	37.50	A	C
		12/16/2007	1734.75	1812.75	1891.50	1984.50	2073.75	37.50	A	C
		06/29/2008	1787.25	1867.50	1948.50	2044.50	2136.00	37.50	A	C
		12/14/2008	1823.25	1905.00	1987.50	2085.75	2178.75	37.50	A	C
		07/07/2013	1860.00	1943.25	2027.25	2127.75	2222.25	37.50	A	C
		07/06/2014	1878.75	1962.75	2047.50	2148.75	2244.75	37.50	A	C
		07/05/2015	1916.25	2001.75	2088.75	2191.50	2289.75	37.50	A	C
1468	Eligibility Technician Trainee									
		04/08/2007					1278.75	37.50	A	C
		07/01/2007					1291.50	37.50	A	C
		12/16/2007					1317.00	37.50	A	C
		06/29/2008					1356.75	37.50	A	C
		12/14/2008					1383.75	37.50	A	C
		07/07/2013					1411.50	37.50	A	C
		07/06/2014					1425.75	37.50	A	C
		07/05/2015					1454.25	37.50	A	C
6929	Information & Referral Worker									
		04/08/2007	1387.50	1447.50	1512.75	1576.50	1647.75	37.50	A	C
		07/01/2007	1401.75	1461.75	1527.75	1592.25	1664.25	37.50	A	C
		12/16/2007	1429.50	1491.00	1558.50	1623.75	1697.25	37.50	A	C
		06/29/2008	1472.25	1536.00	1605.75	1672.50	1748.25	37.50	A	C
		12/14/2008	1501.50	1566.75	1638.00	1706.25	1783.50	37.50	A	C
		07/07/2013	1531.50	1598.25	1671.00	1740.75	1819.50	37.50	A	C
		07/06/2014	1546.50	1614.00	1687.50	1758.00	1837.50	37.50	A	C
		07/05/2015	1577.25	1646.25	1721.25	1793.25	1874.25	37.50	A	C
6732	Licensing Evaluator									
		04/08/2007	1820.25	1904.25	1992.00	2079.75	2166.00	37.50	A	C
		07/01/2007	1838.25	1923.00	2012.25	2100.75	2187.75	37.50	A	C
		12/16/2007	1875.00	1961.25	2052.75	2142.75	2231.25	37.50	A	C
		06/29/2008	1912.50	2000.25	2094.00	2185.50	2276.25	37.50	A	C
		12/14/2008	1950.75	2040.00	2136.00	2229.00	2322.00	37.50	A	C
		07/07/2013	1989.75	2080.50	2178.75	2273.25	2368.50	37.50	A	C
		07/06/2014	2010.00	2101.50	2200.50	2295.75	2392.50	37.50	A	C
		07/05/2015	2050.50	2143.50	2244.75	2341.50	2440.50	37.50	A	C

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SALARY INCREASES THAT WERE TO BECOME EFFECTIVE ON DECEMBER 19, 2009 ARE DELETED

Representation Unit 006

ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
1496	Patient Service Tech I									
		04/08/2007	1434.75	1492.50	1563.00	1626.75	1698.75	37.50	A	C
		07/01/2007	1463.25	1522.50	1594.50	1659.75	1733.25	37.50	A	C
		12/16/2007	1492.50	1553.25	1626.75	1692.75	1767.75	37.50	A	C
		06/29/2008	1537.50	1599.75	1675.50	1743.75	1821.00	37.50	A	C
		12/14/2008	1568.25	1632.00	1709.25	1779.00	1857.75	37.50	A	C
		07/07/2013	1599.75	1665.00	1743.75	1814.25	1895.25	37.50	A	C
		07/06/2014	1615.50	1681.50	1761.00	1832.25	1914.00	37.50	A	C
		07/05/2015	1647.75	1715.25	1796.25	1869.00	1952.25	37.50	A	C
1497	Patient Service Tech II									
		04/08/2007	1563.00	1626.75	1698.75	1774.50	1853.25	37.50	A	C
		07/01/2007	1594.50	1659.75	1733.25	1810.50	1890.75	37.50	A	C
		12/16/2007	1626.75	1692.75	1767.75	1846.50	1928.25	37.50	A	C
		06/29/2008	1675.50	1743.75	1821.00	1902.00	1986.00	37.50	A	C
		12/14/2008	1709.25	1779.00	1857.75	1940.25	2025.75	37.50	A	C
		07/07/2013	1743.75	1814.25	1895.25	1979.25	2066.25	37.50	A	C
		07/06/2014	1761.00	1832.25	1914.00	1998.75	2087.25	37.50	A	C
		07/05/2015	1796.25	1869.00	1952.25	2038.50	2129.25	37.50	A	C
1495	Patient Services Tech III									
		04/08/2007	1668.00	1743.75	1819.50	1906.50	1992.75	37.50	A	C
		07/01/2007	1701.00	1778.25	1856.25	1944.75	2033.25	37.50	A	C
		12/16/2007	1734.75	1813.50	1893.75	1983.75	2073.75	37.50	A	C
		06/29/2008	1787.25	1868.25	1951.50	2043.75	2136.00	37.50	A	C
		12/14/2008	1823.25	1905.75	1990.50	2085.00	2178.75	37.50	A	C
		07/07/2013	1860.00	1944.00	2030.25	2127.00	2222.25	37.50	A	C
		07/06/2014	1878.75	1963.50	2050.50	2148.00	2244.75	37.50	A	C
		07/05/2015	1916.25	2002.50	2091.75	2190.75	2289.75	37.50	A	C
1476	Veterans Service Rep									
		04/08/2007	1563.00	1626.75	1698.75	1774.50	1853.25	37.50	A	C
		07/01/2007	1578.75	1643.25	1716.00	1792.50	1872.00	37.50	A	C
		12/16/2007	1610.25	1676.25	1750.50	1828.50	1909.50	37.50	A	C
		06/29/2008	1659.00	1727.25	1803.75	1884.00	1967.25	37.50	A	C
		12/14/2008	1692.00	1761.75	1839.75	1921.50	2006.25	37.50	A	C
		07/07/2013	1725.75	1797.00	1876.50	1959.75	2046.75	37.50	A	C
		07/06/2014	1743.00	1815.00	1895.25	1979.25	2067.00	37.50	A	C
		07/05/2015	1777.50	1851.00	1933.50	2019.00	2108.25	37.50	A	C
6702	Welfare Services Aide									
		04/08/2007	1464.00	1526.25	1584.00	1655.25	1728.00	37.50	A	C
		07/01/2007	1479.00	1541.25	1599.75	1671.75	1745.25	37.50	A	C
		12/16/2007	1508.25	1572.00	1632.00	1705.50	1780.50	37.50	A	C
		06/29/2008	1538.25	1603.50	1665.00	1739.25	1815.75	37.50	A	C
		12/14/2008	1569.00	1635.75	1698.00	1773.75	1851.75	37.50	A	C
		07/07/2013	1600.50	1668.75	1731.75	1809.00	1888.50	37.50	A	C
		07/06/2014	1616.25	1685.25	1749.00	1827.00	1907.25	37.50	A	C
		07/05/2015	1648.50	1719.00	1784.25	1863.75	1945.50	37.50	A	C
1467	Workforce Services Tech									
		12/12/2010	1823.25	1905.00	1987.50	2085.75	2178.75	37.50	A	C
		07/07/2013	1860.00	1943.25	2027.25	2127.75	2222.25	37.50	A	C
		07/06/2014	1878.75	1962.75	2047.50	2148.75	2244.75	37.50	A	C
		07/05/2015	1916.25	2001.75	2088.75	2191.50	2289.75	37.50	A	C

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SALARY INCREASES THAT WERE TO BECOME EFFECTIVE ON DECEMBER 19, 2009 ARE DELETED

Representation Unit 007

ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
5887	Acupuncturist									
		04/08/2007	1974.40	2070.40	2173.60	2281.60	2398.40	40.00	A	C
		07/01/2007	1994.40	2091.20	2195.20	2304.80	2422.40	40.00	A	C
		12/16/2007	2034.40	2132.80	2239.20	2351.20	2471.20	40.00	A	C
		06/29/2008	2075.20	2175.20	2284.00	2398.40	2520.80	40.00	A	C
		12/14/2008	2116.80	2218.40	2329.60	2446.40	2571.20	40.00	A	C
		07/07/2013	2159.20	2262.40	2376.00	2495.20	2622.40	40.00	A	C
		07/06/2014	2180.80	2284.80	2400.00	2520.00	2648.80	40.00	A	C
		07/05/2015	2224.80	2330.40	2448.00	2570.40	2701.60	40.00	A	C
5644	Clinical Pharmacist Specialist									
		04/08/2007	3151.20	3308.80	3475.20	3648.80	3830.40	40.00	C	E
		07/01/2007	3246.40	3408.80	3580.00	3759.20	3946.40	40.00	C	E
		12/16/2007	3311.20	3476.80	3652.00	3834.40	4025.60	40.00	C	E
		06/29/2008	3411.20	3581.60	3762.40	3950.40	4147.20	40.00	C	E
		12/14/2008	3479.20	3653.60	3837.60	4029.60	4230.40	40.00	C	E
		06/28/2009	3513.60	3690.40	3876.00	4069.60	4272.80	40.00	C	E
		07/07/2013	3584.00	3764.00	3953.60	4151.20	4358.40	40.00	C	E
		07/06/2014	3620.00	3801.60	3992.80	4192.80	4401.60	40.00	C	E
		07/05/2015	3692.80	3877.60	4072.80	4276.80	4489.60	40.00	C	E
6316	Clinical Psychologist									
		04/08/2007			2869.50	3012.75	3148.50	37.50	A	E
		07/01/2007			2898.00	3042.75	3180.00	37.50	A	E
		12/16/2007			2955.75	3103.50	3243.75	37.50	A	E
		06/29/2008			3015.00	3165.75	3309.00	37.50	A	E
		12/14/2008			3075.00	3228.75	3375.00	37.50	A	E
		07/07/2013			3136.50	3293.25	3442.50	37.50	A	E
		07/06/2014			3168.00	3326.25	3477.00	37.50	A	E
		07/05/2015			3231.00	3393.00	3546.75	37.50	A	E
6316 N	Clinical Psychologist									
		04/08/2007					36.44	37.50	A	E
		07/01/2007					36.80	37.50	A	E
		12/16/2007					37.54	37.50	A	E
		06/29/2008					38.29	37.50	A	E
		12/14/2008					39.06	37.50	A	E
		07/07/2013					39.84	37.50	A	E
		07/06/2014					40.24	37.50	A	E
		07/05/2015					41.04	37.50	A	E
5779	Dental Hygienist									
		04/08/2007	1818.00	1904.25	1989.75	2092.50	2186.25	37.50	A	E
		07/01/2007	1872.75	1961.25	2050.50	2155.50	2252.25	37.50	A	E
		12/16/2007	1910.25	2000.25	2091.75	2198.25	2297.25	37.50	A	E
		06/29/2008	1968.00	2060.25	2154.75	2265.00	2366.25	37.50	A	E
		12/14/2008	2007.00	2101.50	2197.50	2310.00	2413.50	37.50	A	E
		06/28/2009	2027.25	2122.50	2219.25	2333.25	2437.50	37.50	A	E
		07/07/2013	2067.75	2165.25	2263.50	2379.75	2486.25	37.50	A	E
		07/06/2014	2088.75	2187.00	2286.00	2403.75	2511.00	37.50	A	E
		07/05/2015	2130.75	2230.50	2331.75	2451.75	2561.25	37.50	A	E
5650	Hazardous Materials Spec									
		04/08/2007	2530.40	2648.00	2772.00	2888.80	3031.20	40.00	A	E
		07/01/2007	2556.00	2674.40	2800.00	2917.60	3061.60	40.00	A	E
		12/16/2007	2607.20	2728.00	2856.00	2976.00	3123.20	40.00	A	E
		06/29/2008	2659.20	2782.40	2912.80	3035.20	3185.60	40.00	A	E
		12/14/2008	2712.00	2838.40	2971.20	3096.00	3249.60	40.00	A	E
		07/07/2013	2766.40	2895.20	3030.40	3157.60	3314.40	40.00	A	E
		07/06/2014	2794.40	2924.00	3060.80	3188.80	3347.20	40.00	A	E
		07/05/2015	2850.40	2982.40	3122.40	3252.80	3414.40	40.00	A	E
5649	Hazardous Materials Tech									
		04/08/2007	2154.40	2256.00	2364.00	2465.60	2584.80	40.00	A	C
		07/01/2007	2176.00	2278.40	2388.00	2490.40	2610.40	40.00	A	C
		12/16/2007	2219.20	2324.00	2436.00	2540.00	2662.40	40.00	A	C
		06/29/2008	2263.20	2370.40	2484.80	2591.20	2716.00	40.00	A	C

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		12/14/2008	2308.80	2417.60	2534.40	2643.20	2770.40	40.00	A	C
		07/07/2013	2355.20	2465.60	2584.80	2696.00	2825.60	40.00	A	C
		07/06/2014	2378.40	2490.40	2610.40	2723.20	2853.60	40.00	A	C
		07/05/2015	2425.60	2540.00	2662.40	2777.60	2910.40	40.00	A	C
5648 N	Hazardous Waste Worker SAN									
		04/08/2007	15.40	16.17	17.00	17.82	18.75	40.00	A	C
		07/01/2007	15.55	16.33	17.17	18.00	18.94	40.00	A	C
		12/16/2007	15.86	16.66	17.51	18.36	19.32	40.00	A	C
		06/29/2008	16.18	16.99	17.86	18.73	19.71	40.00	A	C
		12/14/2008	16.50	17.33	18.22	19.10	20.10	40.00	A	C
		07/07/2013	16.83	17.68	18.58	19.48	20.50	40.00	A	C
		07/06/2014	17.00	17.86	18.77	19.67	20.71	40.00	A	C
		07/05/2015	17.34	18.22	19.15	20.06	21.12	40.00	A	C
6300 N	Health Care Services Intern SAN									
		07/08/2012	8.00				21.18	37.50	A	C
		07/07/2013	8.16				21.60	37.50	A	C
		07/06/2014	8.24				21.82	37.50	A	C
		07/05/2015	8.40				22.26	37.50	A	C
5780	Health Educator I									
		04/08/2007		1779.00	1851.75	1937.25	2024.25	37.50	A	E
		07/01/2007		1797.00	1870.50	1956.75	2044.50	37.50	A	E
		12/16/2007		1833.00	1908.00	1995.75	2085.75	37.50	A	E
		06/29/2008		1869.75	1946.25	2035.50	2127.75	37.50	A	E
		12/14/2008		1907.25	1985.25	2076.00	2170.50	37.50	A	E
		07/07/2013		1945.50	2025.00	2117.25	2214.00	37.50	A	E
		07/06/2014		1965.00	2045.25	2138.25	2236.50	37.50	A	E
		07/05/2015		2004.00	2086.50	2181.00	2281.50	37.50	A	E
5781	Health Educator II									
		04/08/2007			2220.75	2333.25	2441.25	37.50	A	E
		07/01/2007			2243.25	2356.50	2466.00	37.50	A	E
		12/16/2007			2288.25	2403.75	2515.50	37.50	A	E
		06/29/2008			2334.00	2451.75	2565.75	37.50	A	E
		12/14/2008			2380.50	2500.50	2616.75	37.50	A	E
		07/07/2013			2427.75	2550.75	2669.25	37.50	A	E
		07/06/2014			2451.75	2576.25	2696.25	37.50	A	E
		07/05/2015			2500.50	2628.00	2750.25	37.50	A	E
2080	Industrial Hygiene Engineer									
		04/08/2007		2868.80	3008.00	3147.20	3299.20	40.00	A	E
		07/01/2007		2897.60	3038.40	3178.40	3332.00	40.00	A	E
		12/16/2007		2955.20	3099.20	3241.60	3398.40	40.00	A	E
		06/29/2008		3014.40	3160.80	3306.40	3466.40	40.00	A	E
		12/14/2008		3074.40	3224.00	3372.80	3536.00	40.00	A	E
		07/07/2013		3136.00	3288.80	3440.00	3606.40	40.00	A	E
		07/06/2014		3167.20	3321.60	3474.40	3642.40	40.00	A	E
		07/05/2015		3230.40	3388.00	3544.00	3715.20	40.00	A	E
5605	Microbiologist									
		04/08/2007	2109.75	2196.75	2296.50	2403.75	2505.00	37.50	A	E
		07/01/2007	2173.50	2262.75	2366.25	2476.50	2580.00	37.50	A	E
		12/16/2007	2217.00	2307.75	2413.50	2526.00	2631.75	37.50	A	E
		06/29/2008	2283.75	2377.50	2486.25	2601.75	2711.25	37.50	A	E
		12/14/2008	2329.50	2424.75	2535.75	2653.50	2765.25	37.50	A	E
		06/28/2009	2352.75	2448.75	2561.25	2679.75	2793.00	37.50	A	E
		07/07/2013	2400.00	2497.50	2612.25	2733.00	2848.50	37.50	A	E
		07/06/2014	2424.00	2522.25	2638.50	2760.00	2877.00	37.50	A	E
		07/05/2015	2472.75	2572.50	2691.00	2815.50	2934.75	37.50	A	E
5605 N	Microbiologist									
		04/08/2007					30.60	37.50	A	E
		07/01/2007					31.53	37.50	A	E
		12/16/2007					32.16	37.50	A	E
		06/29/2008					33.13	37.50	A	E
		12/14/2008					33.79	37.50	A	E
		06/28/2009					34.13	37.50	A	E
		07/07/2013					34.81	37.50	A	E

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		07/06/2014					35.16	37.50	A	E
		07/05/2015					35.86	37.50	A	E
5792	Nutritionist I									
		04/08/2007	1928.25	2016.00	2109.75	2206.50	2307.75	37.50	A	C
		07/01/2007	1947.75	2036.25	2130.75	2228.25	2331.00	37.50	A	C
		12/16/2007	1986.75	2076.75	2173.50	2272.50	2377.50	37.50	A	C
		06/29/2008	2026.50	2118.00	2217.00	2318.25	2424.75	37.50	A	C
		12/14/2008	2067.00	2160.00	2261.25	2364.75	2473.50	37.50	A	C
		07/07/2013	2108.25	2203.50	2306.25	2412.00	2523.00	37.50	A	C
		07/06/2014	2129.25	2225.25	2329.50	2436.00	2548.50	37.50	A	C
		07/05/2015	2172.00	2269.50	2376.00	2484.75	2599.50	37.50	A	C
5795	Nutritionist II									
		04/08/2007	2106.00	2198.25	2307.75	2415.00	2529.00	37.50	A	E
		07/01/2007	2127.00	2220.00	2331.00	2439.00	2554.50	37.50	A	E
		12/16/2007	2169.75	2264.25	2377.50	2487.75	2605.50	37.50	A	E
		06/29/2008	2213.25	2309.25	2424.75	2537.25	2657.25	37.50	A	E
		12/14/2008	2257.50	2355.75	2473.50	2588.25	2710.50	37.50	A	E
		07/07/2013	2302.50	2403.00	2523.00	2640.00	2764.50	37.50	A	E
		07/06/2014	2325.75	2427.00	2548.50	2666.25	2792.25	37.50	A	E
		07/05/2015	2372.25	2475.75	2599.50	2719.50	2847.75	37.50	A	E
5810	Occupational Therapist I									
		04/08/2007	2356.50	2464.50	2574.00	2702.25	2835.75	37.50	A	E
		07/01/2007	2379.75	2489.25	2599.50	2729.25	2864.25	37.50	A	E
		12/16/2007	2427.00	2538.75	2651.25	2784.00	2921.25	37.50	A	E
		06/29/2008	2475.75	2589.75	2704.50	2839.50	2979.75	37.50	A	E
		12/14/2008	2525.25	2641.50	2758.50	2896.50	3039.00	37.50	A	E
		07/07/2013	2575.50	2694.00	2814.00	2954.25	3099.75	37.50	A	E
		07/06/2014	2601.00	2721.00	2842.50	2983.50	3130.50	37.50	A	E
		07/05/2015	2652.75	2775.75	2899.50	3043.50	3192.75	37.50	A	E
5810 N	Occupational Therapist I									
		04/08/2007					34.32	37.50	A	E
		07/01/2007					34.66	37.50	A	E
		12/16/2007					35.35	37.50	A	E
		06/29/2008					36.06	37.50	A	E
		12/14/2008					36.78	37.50	A	E
		07/07/2013					37.52	37.50	A	E
		07/06/2014					37.90	37.50	A	E
		07/05/2015					38.66	37.50	A	E
5815	Occupational Therapist II									
		04/08/2007	2651.25	2783.25	2915.25	3058.50	3182.25	37.50	A	E
		07/01/2007	2677.50	2811.00	2944.50	3089.25	3213.75	37.50	A	E
		12/16/2007	2730.75	2867.25	3003.75	3150.75	3278.25	37.50	A	E
		06/29/2008	2785.50	2924.25	3063.75	3213.75	3343.50	37.50	A	E
		12/14/2008	2841.00	2982.75	3125.25	3278.25	3410.25	37.50	A	E
		07/07/2013	2898.00	3042.75	3187.50	3343.50	3478.50	37.50	A	E
		07/06/2014	2927.25	3073.50	3219.75	3377.25	3513.00	37.50	A	E
		07/05/2015	2985.75	3135.00	3284.25	3444.75	3583.50	37.50	A	E
5806	Occupational Therapy Asst									
		04/08/2007	1409.25	1472.25	1537.50	1611.00	1675.50	37.50	A	C
		07/01/2007	1423.50	1487.25	1553.25	1626.75	1692.00	37.50	A	C
		12/16/2007	1452.00	1517.25	1584.00	1659.00	1725.75	37.50	A	C
		06/29/2008	1481.25	1547.25	1615.50	1692.00	1760.25	37.50	A	C
		12/14/2008	1511.25	1578.00	1647.75	1725.75	1795.50	37.50	A	C
		07/07/2013	1541.25	1609.50	1680.75	1760.25	1831.50	37.50	A	C
		07/06/2014	1557.00	1625.25	1697.25	1777.50	1849.50	37.50	A	C
		07/05/2015	1588.50	1657.50	1731.00	1812.75	1886.25	37.50	A	C
5850	Pediatric Occup Therapist									
		04/08/2007	2391.00	2506.50	2622.75	2750.25	2889.00	37.50	A	E
		07/01/2007	2415.00	2531.25	2649.00	2778.00	2918.25	37.50	A	E
		12/16/2007	2463.00	2582.25	2702.25	2833.50	2976.75	37.50	A	E
		06/29/2008	2512.50	2634.00	2756.25	2890.50	3036.00	37.50	A	E
		12/14/2008	2562.75	2686.50	2811.75	2948.25	3096.75	37.50	A	E
		07/07/2013	2613.75	2740.50	2868.00	3007.50	3159.00	37.50	A	E

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5850 N	Pediatric Occup Therapist (SAN)	07/06/2014	2640.00	2768.25	2896.50	3037.50	3190.50	37.50	A	E
		07/05/2015	2692.50	2823.75	2954.25	3098.25	3254.25	37.50	A	E
		03/08/2009					41.29	37.50	A	E
		07/07/2013					42.08	37.50	A	E
		07/06/2014					42.50	37.50	A	E
5860	Pediatric Physical Therapist	07/05/2015					43.35	37.50	A	E
		04/08/2007	2391.00	2506.50	2622.75	2750.25	2889.00	37.50	A	E
		07/01/2007	2415.00	2531.25	2649.00	2778.00	2918.25	37.50	A	E
		12/16/2007	2463.00	2582.25	2702.25	2833.50	2976.75	37.50	A	E
		06/29/2008	2512.50	2634.00	2756.25	2890.50	3036.00	37.50	A	E
5860 N	Pediatric Physical Therapist (SAN)	12/14/2008	2562.75	2686.50	2811.75	2948.25	3096.75	37.50	A	E
		07/07/2013	2613.75	2740.50	2868.00	3007.50	3159.00	37.50	A	E
		07/06/2014	2640.00	2768.25	2896.50	3037.50	3190.50	37.50	A	E
		07/05/2015	2692.50	2823.75	2954.25	3098.25	3254.25	37.50	A	E
		03/08/2009					41.29	37.50	A	E
5835	Physical Therapist I	07/07/2013					42.08	37.50	A	E
		07/06/2014					42.50	37.50	A	E
		07/05/2015					43.35	37.50	A	E
		04/08/2007	2356.50	2464.50	2574.00	2702.25	2835.75	37.50	A	E
		07/01/2007	2379.75	2489.25	2599.50	2729.25	2864.25	37.50	A	E
5835 N	Physical Therapist I	12/16/2007	2427.00	2538.75	2651.25	2784.00	2921.25	37.50	A	E
		06/29/2008	2475.75	2589.75	2704.50	2839.50	2979.75	37.50	A	E
		12/14/2008	2525.25	2641.50	2758.50	2896.50	3039.00	37.50	A	E
		07/07/2013	2575.50	2694.00	2814.00	2954.25	3099.75	37.50	A	E
		07/06/2014	2601.00	2721.00	2842.50	2983.50	3130.50	37.50	A	E
5840	Physical Therapist II	07/05/2015	2652.75	2775.75	2899.50	3043.50	3192.75	37.50	A	E
		04/08/2007					34.32	37.50	A	E
		07/01/2007					34.66	37.50	A	E
		12/16/2007					35.35	37.50	A	E
		06/29/2008					36.06	37.50	A	E
5840	Physical Therapist II	12/14/2008					36.78	37.50	A	E
		07/07/2013					37.52	37.50	A	E
		07/06/2014					37.90	37.50	A	E
		07/05/2015					38.66	37.50	A	E
		04/08/2007	2651.25	2783.25	2915.25	3058.50	3182.25	37.50	A	E
5689	Public Health Engineer	07/01/2007	2677.50	2811.00	2944.50	3089.25	3213.75	37.50	A	E
		12/16/2007	2730.75	2867.25	3003.75	3150.75	3278.25	37.50	A	E
		06/29/2008	2785.50	2924.25	3063.75	3213.75	3343.50	37.50	A	E
		12/14/2008	2841.00	2982.75	3125.25	3278.25	3410.25	37.50	A	E
		07/07/2013	2898.00	3042.75	3187.50	3343.50	3478.50	37.50	A	E
5770	Public Health Investigator	07/06/2014	2927.25	3073.50	3219.75	3377.25	3513.00	37.50	A	E
		07/05/2015	2985.75	3135.00	3284.25	3444.75	3583.50	37.50	A	E
		04/08/2007			2939.25	3085.50	3235.50	37.50	A	E
		07/01/2007			2968.50	3116.25	3267.75	37.50	A	E
		12/16/2007			3027.75	3178.50	3333.00	37.50	A	E
5770	Public Health Investigator	06/29/2008			3088.50	3242.25	3399.75	37.50	A	E
		12/14/2008			3150.00	3306.75	3468.00	37.50	A	E
		07/07/2013			3213.00	3372.75	3537.00	37.50	A	E
		07/06/2014			3245.25	3406.50	3572.25	37.50	A	E
		07/05/2015			3310.50	3474.75	3643.50	37.50	A	E
5770	Public Health Investigator	04/08/2007	1650.75	1726.50	1803.75	1884.75	1975.50	37.50	A	C
		07/01/2007	1667.25	1743.75	1821.75	1903.50	1995.00	37.50	A	C
		12/16/2007	1700.25	1779.00	1858.50	1941.75	2034.75	37.50	A	C
		06/29/2008	1734.00	1814.25	1896.00	1980.75	2075.25	37.50	A	C

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ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
5771	Public Health Investigator	12/14/2008	1768.50	1850.25	1934.25	2020.50	2116.50	37.50	A	C
		07/07/2013	1803.75	1887.00	1973.25	2061.00	2158.50	37.50	A	C
		07/06/2014	1821.75	1905.75	1992.75	2081.25	2180.25	37.50	A	C
		07/05/2015	1858.50	1944.00	2032.50	2123.25	2223.75	37.50	A	C
		04/08/2007				1074.75	1123.50	37.50	A	C
		07/01/2007				1085.25	1134.75	37.50	A	C
		12/16/2007				1107.00	1157.25	37.50	A	C
		06/29/2008				1129.50	1180.50	37.50	A	C
		12/14/2008				1152.00	1203.75	37.50	A	C
		07/07/2013				1175.25	1227.75	37.50	A	C
5660	Reg Environmental Health Spec Trainee	07/06/2014				1187.25	1239.75	37.50	A	C
		07/05/2015				1211.25	1264.50	37.50	A	C
		04/08/2007		1887.20	1972.00	2064.00	2154.40	40.00	A	C
		07/01/2007		1906.40	1992.00	2084.80	2176.00	40.00	A	C
		12/16/2007		1944.80	2032.00	2126.40	2219.20	40.00	A	C
		06/29/2008		1984.00	2072.80	2168.80	2263.20	40.00	A	C
		12/14/2008		2024.00	2114.40	2212.00	2308.80	40.00	A	C
		07/07/2013		2064.80	2156.80	2256.00	2355.20	40.00	A	C
		07/06/2014		2085.60	2178.40	2278.40	2378.40	40.00	A	C
		07/05/2015		2127.20	2221.60	2324.00	2425.60	40.00	A	C
5665	Reg Environmental Health Specialist	04/08/2007	2530.40	2648.00	2772.00	2888.80	3031.20	40.00	A	E
		07/01/2007	2556.00	2674.40	2800.00	2917.60	3061.60	40.00	A	E
		12/16/2007	2607.20	2728.00	2856.00	2976.00	3123.20	40.00	A	E
		06/29/2008	2659.20	2782.40	2912.80	3035.20	3185.60	40.00	A	E
		12/14/2008	2712.00	2838.40	2971.20	3096.00	3249.60	40.00	A	E
		07/07/2013	2766.40	2895.20	3030.40	3157.60	3314.40	40.00	A	E
		07/06/2014	2794.40	2924.00	3060.80	3188.80	3347.20	40.00	A	E
		07/05/2015	2850.40	2982.40	3122.40	3252.80	3414.40	40.00	A	E
5655	Senior Hazardous Mat Spec	04/08/2007	2866.40	2999.20	3137.60	3274.40	3433.60	40.00	A	E
		07/01/2007	2895.20	3028.80	3168.80	3307.20	3468.00	40.00	A	E
		12/16/2007	2952.80	3089.60	3232.00	3373.60	3537.60	40.00	A	E
		06/29/2008	3012.00	3151.20	3296.80	3440.80	3608.00	40.00	A	E
		12/14/2008	3072.00	3214.40	3362.40	3509.60	3680.00	40.00	A	E
		07/07/2013	3133.60	3278.40	3429.60	3580.00	3753.60	40.00	A	E
		07/06/2014	3164.80	3311.20	3464.00	3616.00	3791.20	40.00	A	E
		07/05/2015	3228.00	3377.60	3533.60	3688.00	3867.20	40.00	A	E
5610	Senior Microbiologist	04/08/2007	2238.75	2346.00	2445.00	2563.50	2688.00	37.50	A	E
		07/01/2007	2306.25	2416.50	2519.25	2640.75	2769.00	37.50	A	E
		12/16/2007	2352.75	2464.50	2569.50	2693.25	2824.50	37.50	A	E
		06/29/2008	2424.00	2539.50	2647.50	2775.00	2909.25	37.50	A	E
		12/14/2008	2472.75	2590.50	2700.75	2830.50	2967.75	37.50	A	E
		06/28/2009	2497.50	2616.75	2727.75	2859.00	2997.75	37.50	A	E
		07/07/2013	2547.75	2669.25	2782.50	2916.00	3057.75	37.50	A	E
		07/06/2014	2573.25	2696.25	2810.25	2945.25	3088.50	37.50	A	E
		07/05/2015	2625.00	2750.25	2866.50	3004.50	3150.00	37.50	A	E
5645	Senior Pharmacist, BHCS	07/12/2009	4408.80	4629.60	4860.80	5104.00	5359.20	40.00	A	C
		07/07/2013	4496.80	4722.40	4958.40	5206.40	5466.40	40.00	A	C
		07/06/2014	4541.60	4769.60	5008.00	5258.40	5520.80	40.00	A	C
		07/05/2015	4632.80	4864.80	5108.00	5363.20	5631.20	40.00	A	C
5865	Senior Therapist	04/08/2007	2543.25	2670.75	2803.50	2943.00	3091.50	37.50	A	E
		07/01/2007	2568.75	2697.75	2831.25	2972.25	3122.25	37.50	A	E
		12/16/2007	2620.50	2751.75	2888.25	3031.50	3184.50	37.50	A	E
		06/29/2008	2673.00	2806.50	2946.00	3092.25	3248.25	37.50	A	E
		12/14/2008	2726.25	2862.75	3005.25	3153.75	3313.50	37.50	A	E
		07/07/2013	2781.00	2919.75	3065.25	3216.75	3379.50	37.50	A	E
		07/06/2014	2808.75	2949.00	3096.00	3249.00	3413.25	37.50	A	E

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ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
5020	Skilled Med Prof I, ACCFC	07/05/2015	2865.00	3008.25	3158.25	3314.25	3481.50	37.50	A	E
		04/08/2007	2264.80				2698.40	40.00	A	C
		07/01/2007	2287.20				2725.60	40.00	A	C
		12/16/2007	2332.80				2780.00	40.00	A	C
		06/29/2008	2379.20				2836.00	40.00	A	C
		12/14/2008	2426.40				2892.80	40.00	A	C
		07/07/2013	2475.20				2950.40	40.00	A	C
		07/06/2014	2500.00				2980.00	40.00	A	C
5022	Skilled Med Prof II, ACCFC	07/05/2015	2550.40				3040.00	40.00	A	C
		04/08/2007	2471.20				3183.20	40.00	A	E
		07/01/2007	2496.00				3215.20	40.00	A	E
		12/16/2007	2545.60				3279.20	40.00	A	E
		06/29/2008	2596.80				3344.80	40.00	A	E
		12/14/2008	2648.80				3412.00	40.00	A	E
		07/07/2013	2701.60				3480.00	40.00	A	C
		07/06/2014	2728.80				3515.20	40.00	A	C
5667	Sr Reg EnvrnmntlHlth Specialist	07/05/2015	2783.20				3585.60	40.00	A	C
		04/08/2007	2866.40	2999.20	3137.60	3274.40	3433.60	40.00	A	E
		07/01/2007	2895.20	3028.80	3168.80	3307.20	3468.00	40.00	A	E
		12/16/2007	2952.80	3089.60	3232.00	3373.60	3537.60	40.00	A	E
		06/29/2008	3012.00	3151.20	3296.80	3440.80	3608.00	40.00	A	E
		12/14/2008	3072.00	3214.40	3362.40	3509.60	3680.00	40.00	A	E
		07/07/2013	3133.60	3278.40	3429.60	3580.00	3753.60	40.00	A	E
		07/06/2014	3164.80	3311.20	3464.00	3616.00	3791.20	40.00	A	E
6495	Substance Abuse Counselor	07/05/2015	3228.00	3377.60	3533.60	3688.00	3867.20	40.00	A	E
		04/08/2007	1566.75	1638.00	1704.75	1785.75	1865.25	37.50	A	C
		07/01/2007	1582.50	1654.50	1722.00	1803.75	1884.00	37.50	A	C
		12/16/2007	1614.00	1687.50	1756.50	1839.75	1921.50	37.50	A	C
		06/29/2008	1662.75	1738.50	1809.75	1895.25	1979.25	37.50	A	C
		12/14/2008	1695.75	1773.00	1845.75	1933.50	2019.00	37.50	A	C
		07/07/2013	1729.50	1808.25	1882.50	1972.50	2059.50	37.50	A	C
		07/06/2014	1746.75	1826.25	1901.25	1992.00	2079.75	37.50	A	C
6495 N	Substance Abuse Counselor	07/05/2015	1782.00	1863.00	1939.50	2031.75	2121.00	37.50	A	C
		04/08/2007					22.73	37.50	A	C
		07/01/2007					22.96	37.50	A	C
		12/16/2007					23.42	37.50	A	C
		06/29/2008					24.13	37.50	A	C
		12/14/2008					24.61	37.50	A	C
		07/07/2013					25.10	37.50	A	C
		07/06/2014					25.35	37.50	A	C
		07/05/2015					25.86	37.50	A	C

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ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
6701	Comm Outreach Worker II									
	04/08/2007	1566.75	1638.00	1704.75	1785.75	1865.25	37.50	A	C	
	07/01/2007	1582.50	1654.50	1722.00	1803.75	1884.00	37.50	A	C	
	12/16/2007	1614.00	1687.50	1756.50	1839.75	1921.50	37.50	A	C	
	06/29/2008	1662.75	1738.50	1809.75	1895.25	1979.25	37.50	A	C	
	12/14/2008	1695.75	1773.00	1845.75	1933.50	2019.00	37.50	A	C	
	07/07/2013	1729.50	1808.25	1882.50	1972.50	2059.50	37.50	A	C	
	07/06/2014	1746.75	1826.25	1901.25	1992.00	2079.75	37.50	A	C	
	07/05/2015	1782.00	1863.00	1939.50	2031.75	2121.00	37.50	A	C	
6700	Community Outreach Worker I									
	04/08/2007	1399.50	1469.25	1542.75	1620.00	1701.00	37.50	A	C	
	07/01/2007	1413.75	1484.25	1558.50	1636.50	1718.25	37.50	A	C	
	12/16/2007	1442.25	1514.25	1590.00	1669.50	1752.75	37.50	A	C	
	06/29/2008	1485.75	1560.00	1638.00	1720.50	1806.00	37.50	A	C	
	12/14/2008	1515.75	1591.50	1671.00	1755.00	1842.00	37.50	A	C	
	07/07/2013	1545.75	1623.00	1704.75	1790.25	1878.75	37.50	A	C	
	07/06/2014	1561.50	1639.50	1722.00	1808.25	1897.50	37.50	A	C	
	07/05/2015	1593.00	1672.50	1756.50	1844.25	1935.75	37.50	A	C	
0325	Community Relations Coord									
	04/08/2007	2064.00	2169.60	2284.00	2404.80	2531.20	40.00	A	C	
	07/01/2007	2084.80	2191.20	2307.20	2428.80	2556.80	40.00	A	C	
	12/16/2007	2126.40	2235.20	2353.60	2477.60	2608.00	40.00	A	C	
	06/29/2008	2190.40	2303.20	2424.80	2552.80	2686.40	40.00	A	C	
	12/14/2008	2234.40	2349.60	2473.60	2604.00	2740.00	40.00	A	C	
	07/07/2013	2279.20	2396.80	2523.20	2656.00	2795.20	40.00	A	C	
	07/06/2014	2301.60	2420.80	2548.80	2682.40	2823.20	40.00	A	C	
	07/05/2015	2348.00	2469.60	2600.00	2736.00	2880.00	40.00	A	C	
6489	Consumer Assistance Spec,BHCS									
	04/08/2007	1722.75	1796.25	1877.25	1965.00	2049.00	37.50	A	C	
	07/01/2007	1740.00	1814.25	1896.00	1984.50	2069.25	37.50	A	C	
	12/16/2007	1774.50	1850.25	1934.25	2024.25	2110.50	37.50	A	C	
	06/29/2008	1809.75	1887.00	1973.25	2064.75	2152.50	37.50	A	C	
	12/14/2008	1845.75	1924.50	2013.00	2106.00	2195.25	37.50	A	C	
	07/07/2013	1882.50	1962.75	2053.50	2148.00	2239.50	37.50	A	C	
	07/06/2014	1901.25	1982.25	2073.75	2169.75	2262.00	37.50	A	C	
	07/05/2015	1939.50	2022.00	2115.00	2213.25	2307.00	37.50	A	C	
5097	Consumer Fam/Rela Prog Asst									
	10/04/2009	1923.20	2023.20	2113.60	2229.60	2334.40	37.50	A	C	
	07/07/2013	1961.60	2064.00	2156.00	2274.40	2380.80	37.50	A	C	
	07/06/2014	1981.60	2084.80	2177.60	2296.80	2404.80	37.50	A	C	
	07/05/2015	2021.60	2126.40	2220.80	2342.40	2452.80	37.50	A	C	
5510	Dental Assistant									
	04/08/2007	1508.25	1573.50	1638.00	1716.00	1785.75	37.50	A	C	
	07/01/2007	1523.25	1589.25	1654.50	1733.25	1803.75	37.50	A	C	
	12/16/2007	1554.00	1620.75	1687.50	1767.75	1839.75	37.50	A	C	
	06/29/2008	1584.75	1653.00	1721.25	1803.00	1876.50	37.50	A	C	
	12/14/2008	1616.25	1686.00	1755.75	1839.00	1914.00	37.50	A	C	
	07/07/2013	1648.50	1719.75	1791.00	1875.75	1952.25	37.50	A	C	
	07/06/2014	1665.00	1737.00	1809.00	1894.50	1971.75	37.50	A	C	
	07/05/2015	1698.00	1771.50	1845.00	1932.75	2011.50	37.50	A	C	
7879	Health Services Trainee									
	04/08/2007	1072.50	1119.00	1166.25	1222.50	1266.00	37.50	A	C	
	07/01/2007	1083.00	1130.25	1178.25	1234.50	1278.75	37.50	A	C	
	12/16/2007	1104.75	1152.75	1201.50	1259.25	1304.25	37.50	A	C	
	06/29/2008	1126.50	1176.00	1225.50	1284.75	1330.50	37.50	A	C	
	12/14/2008	1149.00	1199.25	1250.25	1310.25	1356.75	37.50	A	C	
	07/07/2013	1172.25	1223.25	1275.00	1336.50	1383.75	37.50	A	C	
	07/06/2014	1184.25	1235.25	1287.75	1350.00	1397.25	37.50	A	C	
	07/05/2015	1208.25	1260.00	1313.25	1377.00	1425.00	37.50	A	C	

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7850	Laboratory Assistant I									
		04/08/2007	1267.50	1320.75	1381.50	1434.75	1496.25	37.50	A	C
		07/01/2007	1280.25	1334.25	1395.00	1449.00	1511.25	37.50	A	C
		12/16/2007	1305.75	1361.25	1422.75	1478.25	1541.25	37.50	A	C
		06/29/2008	1332.00	1388.25	1451.25	1507.50	1572.00	37.50	A	C
		12/14/2008	1359.00	1416.00	1480.50	1537.50	1603.50	37.50	A	C
		07/07/2013	1386.00	1444.50	1509.75	1568.25	1635.75	37.50	A	C
		07/06/2014	1399.50	1458.75	1524.75	1584.00	1652.25	37.50	A	C
		07/05/2015	1427.25	1488.00	1555.50	1615.50	1685.25	37.50	A	C
7850 N	Laboratory Assistant I									
		04/08/2007					18.41	37.50	A	C
		07/01/2007					18.59	37.50	A	C
		12/16/2007					18.96	37.50	A	C
		06/29/2008					19.34	37.50	A	C
		12/14/2008					19.73	37.50	A	C
		07/07/2013					20.12	37.50	A	C
		07/06/2014					20.32	37.50	A	C
		07/05/2015					20.73	37.50	A	C
7855	Laboratory Assistant II									
		04/08/2007	1353.75	1415.25	1469.25	1536.75	1601.25	37.50	A	C
		07/01/2007	1367.25	1429.50	1484.25	1551.75	1617.00	37.50	A	C
		12/16/2007	1394.25	1458.00	1514.25	1582.50	1649.25	37.50	A	C
		06/29/2008	1422.00	1487.25	1544.25	1614.00	1682.25	37.50	A	C
		12/14/2008	1450.50	1517.25	1575.00	1646.25	1716.00	37.50	A	C
		07/07/2013	1479.75	1547.25	1606.50	1679.25	1750.50	37.50	A	C
		07/06/2014	1494.75	1563.00	1622.25	1695.75	1767.75	37.50	A	C
		07/05/2015	1524.75	1594.50	1654.50	1729.50	1803.00	37.50	A	C
7856	Laboratory Assistant III									
		04/08/2007	1446.75	1497.75	1568.25	1636.50	1715.25	37.50	A	C
		07/01/2007	1461.00	1512.75	1584.00	1653.00	1732.50	37.50	A	C
		12/16/2007	1490.25	1542.75	1615.50	1686.00	1767.00	37.50	A	C
		06/29/2008	1520.25	1573.50	1647.75	1719.75	1802.25	37.50	A	C
		12/14/2008	1551.00	1605.00	1680.75	1754.25	1838.25	37.50	A	C
		07/07/2013	1581.75	1637.25	1714.50	1789.50	1875.00	37.50	A	C
		07/06/2014	1597.50	1653.75	1731.75	1807.50	1893.75	37.50	A	C
		07/05/2015	1629.75	1686.75	1766.25	1843.50	1932.00	37.50	A	C
5420	Licensed Vocational Nurse									
		04/08/2007	1759.50	1804.50	1847.25	1888.50	1936.50	37.50	A	C
		07/01/2007	1776.75	1822.50	1866.00	1907.25	1956.00	37.50	A	C
		12/16/2007	1812.00	1859.25	1903.50	1945.50	1995.00	37.50	A	C
		06/29/2008	1848.00	1896.75	1941.75	1984.50	2034.75	37.50	A	C
		12/14/2008	1884.75	1935.00	1980.75	2024.25	2075.25	37.50	A	C
		07/07/2013	1922.25	1974.00	2020.50	2064.75	2116.50	37.50	A	C
		07/06/2014	1941.75	1993.50	2040.75	2085.75	2137.50	37.50	A	C
		07/05/2015	1980.75	2033.25	2081.25	2127.75	2180.25	37.50	A	C
5420 N	Licensed Vocational Nurse SAN									
		04/08/2007	190.58	193.74	196.68	200.46	203.55	37.50	A	C
		07/01/2007	192.45	195.68	198.68	202.50	205.58	37.50	A	C
		12/16/2007	196.34	199.59	202.62	206.51	209.70	37.50	A	C
		06/29/2008	200.27	203.58	206.67	210.64	213.89	37.50	A	C
		12/14/2008	204.28	207.65	210.80	214.85	218.17	37.50	A	C
		07/07/2013	208.37	211.80	215.02	219.15	222.53	37.50	A	C
		07/06/2014	210.45	213.92	217.17	221.34	224.76	37.50	A	C
		07/05/2015	214.66	218.20	221.51	225.77	229.26	37.50	A	C
5982	Medical Assistant									
		07/07/2013	1558.50	1636.50	1718.25	1803.75	1894.50	37.50	A	C
		07/06/2014	1574.25	1653.00	1735.50	1821.75	1913.25	37.50	A	C
		07/05/2015	1605.75	1686.00	1770.00	1858.50	1951.50	37.50	A	C

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ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
1160	Medical Translator I									
		04/08/2007			1478.25	1548.75	1602.75	37.50	A	C
		12/16/2007			1507.50	1579.50	1635.00	37.50	A	C
		06/29/2008			1537.50	1611.00	1668.00	37.50	A	C
		12/14/2008			1568.25	1643.25	1701.00	37.50	A	C
		03/08/2009	1515.75	1591.50	1671.00	1755.00	1842.00	37.50	A	C
		07/07/2013	1545.75	1623.00	1704.75	1790.25	1878.75	37.50	A	C
		07/06/2014	1561.50	1639.50	1722.00	1808.25	1897.50	37.50	A	C
		07/05/2015	1593.00	1672.50	1756.50	1844.25	1935.75	37.50	A	C
1161	Medical Translator II									
		04/08/2007	1496.25	1572.75	1663.50	1749.00	1836.00	37.50	A	C
		12/16/2007	1526.25	1604.25	1696.50	1784.25	1872.75	37.50	A	C
		06/29/2008	1557.00	1636.50	1730.25	1820.25	1910.25	37.50	A	C
		12/14/2008	1588.50	1669.50	1764.75	1857.00	1948.50	37.50	A	C
		03/08/2009	1695.75	1773.00	1845.75	1933.50	2019.00	37.50	A	C
		07/07/2013	1729.50	1808.25	1882.50	1972.50	2059.50	37.50	A	C
		07/06/2014	1746.75	1826.25	1901.25	1992.00	2079.75	37.50	A	C
		07/05/2015	1782.00	1863.00	1939.50	2031.75	2121.00	37.50	A	C
1161 N	Medical Translator II									
		04/08/2007					22.11	37.50	A	C
		07/01/2007					22.33	37.50	A	C
		12/16/2007					22.78	37.50	A	C
		06/29/2008					23.24	37.50	A	C
		12/14/2008					23.70	37.50	A	C
		07/07/2013					24.17	37.50	A	C
		07/06/2014					24.41	37.50	A	C
		07/05/2015					24.90	37.50	A	C
6490	Mental Health Specialist I									
		04/08/2007	1373.25	1437.75	1496.25	1556.25	1629.75	37.50	A	C
		07/01/2007	1386.75	1452.00	1511.25	1572.00	1646.25	37.50	A	C
		12/16/2007	1414.50	1481.25	1541.25	1603.50	1679.25	37.50	A	C
		06/29/2008	1443.00	1511.25	1572.00	1635.75	1713.00	37.50	A	C
		12/14/2008	1471.50	1541.25	1603.50	1668.75	1747.50	37.50	A	C
		07/07/2013	1500.75	1572.00	1635.75	1702.50	1782.75	37.50	A	C
		07/06/2014	1515.75	1587.75	1652.25	1719.75	1800.75	37.50	A	C
		07/05/2015	1545.75	1619.25	1685.25	1754.25	1836.75	37.50	A	C
6491	Mental Health Specialist II									
		04/08/2007		1572.00	1641.00	1718.25	1794.75	37.50	A	C
		07/01/2007		1587.75	1657.50	1735.50	1812.75	37.50	A	C
		12/16/2007		1619.25	1690.50	1770.00	1848.75	37.50	A	C
		06/29/2008		1651.50	1724.25	1805.25	1885.50	37.50	A	C
		12/14/2008		1684.50	1758.75	1841.25	1923.00	37.50	A	C
		07/07/2013		1718.25	1794.00	1878.00	1961.25	37.50	A	C
		07/06/2014		1735.50	1812.00	1896.75	1980.75	37.50	A	C
		07/05/2015		1770.00	1848.00	1935.00	2020.50	37.50	A	C
6491 N	Mental Health Specialist II									
		04/08/2007					21.87	37.50	A	C
		07/01/2007					22.09	37.50	A	C
		12/16/2007					22.53	37.50	A	C
		06/29/2008					22.98	37.50	A	C
		12/14/2008					23.44	37.50	A	C
		07/07/2013					23.91	37.50	A	C
		07/06/2014					24.15	37.50	A	C
		07/05/2015					24.63	37.50	A	C
6492	Mental Health Specialist III									
		04/08/2007	1722.75	1796.25	1877.25	1964.25	2049.00	37.50	A	C
		07/01/2007	1740.00	1814.25	1896.00	1983.75	2069.25	37.50	A	C
		12/16/2007	1774.50	1850.25	1934.25	2023.50	2110.50	37.50	A	C
		06/29/2008	1809.75	1887.00	1973.25	2064.00	2152.50	37.50	A	C
		12/14/2008	1845.75	1924.50	2013.00	2105.25	2195.25	37.50	A	C
		07/07/2013	1882.50	1962.75	2053.50	2147.25	2239.50	37.50	A	C

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ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
5415	Nursing Assistant	07/06/2014	1901.25	1982.25	2073.75	2169.00	2262.00	37.50	A	C
		07/05/2015	1939.50	2022.00	2115.00	2212.50	2307.00	37.50	A	C
		04/08/2007	1356.00	1413.75	1472.25	1531.50	1603.50	37.50	A	C
		07/01/2007	1369.50	1428.00	1487.25	1546.50	1619.25	37.50	A	C
		12/16/2007	1397.25	1456.50	1517.25	1577.25	1651.50	37.50	A	C
		06/29/2008	1425.00	1485.75	1547.25	1608.75	1684.50	37.50	A	C
		12/14/2008	1453.50	1515.75	1578.00	1641.00	1718.25	37.50	A	C
		07/07/2013	1482.75	1545.75	1609.50	1674.00	1752.75	37.50	A	C
		07/06/2014	1497.75	1561.50	1625.25	1690.50	1770.00	37.50	A	C
		07/05/2015	1527.75	1593.00	1657.50	1724.25	1805.25	37.50	A	C
5415 N	Nursing Assistant SAN									
		04/08/2007	146.70	151.87	159.06	166.32	173.43	37.50	A	C
		07/01/2007	148.20	153.38	160.65	168.00	175.20	37.50	A	C
		12/16/2007	151.13	156.46	163.86	171.34	178.66	37.50	A	C
		06/29/2008	154.15	159.59	167.14	174.77	182.23	37.50	A	C
		12/14/2008	157.23	162.78	170.48	178.27	185.87	37.50	A	C
		07/07/2013	160.37	166.04	173.89	181.84	189.59	37.50	A	C
		07/06/2014	161.97	167.70	175.63	183.66	191.49	37.50	A	C
		07/05/2015	165.21	171.05	179.14	187.33	195.32	37.50	A	C
5798	Nutrition Assistant I									
		04/08/2007	1429.50	1500.75	1575.75	1654.50	1739.25	37.50	A	C
		07/01/2007	1443.75	1515.75	1591.50	1671.00	1756.50	37.50	A	C
		12/16/2007	1473.00	1545.75	1623.00	1704.75	1791.75	37.50	A	C
		06/29/2008	1502.25	1576.50	1655.25	1738.50	1827.75	37.50	A	C
		12/14/2008	1532.25	1608.00	1688.25	1773.00	1864.50	37.50	A	C
		07/07/2013	1563.00	1640.25	1722.00	1808.25	1902.00	37.50	A	C
		07/06/2014	1578.75	1656.75	1739.25	1826.25	1920.75	37.50	A	C
		07/05/2015	1610.25	1689.75	1773.75	1863.00	1959.00	37.50	A	C
5799	Nutrition Assistant II									
		04/08/2007	1566.75	1638.00	1704.75	1785.75	1865.25	37.50	A	C
		07/01/2007	1582.50	1654.50	1722.00	1803.75	1884.00	37.50	A	C
		12/16/2007	1614.00	1687.50	1756.50	1839.75	1921.50	37.50	A	C
		06/29/2008	1646.25	1721.25	1791.75	1876.50	1959.75	37.50	A	C
		12/14/2008	1679.25	1755.75	1827.75	1914.00	1998.75	37.50	A	C
		07/07/2013	1713.00	1791.00	1864.50	1952.25	2038.50	37.50	A	C
		07/06/2014	1730.25	1809.00	1883.25	1971.75	2058.75	37.50	A	C
		07/05/2015	1764.75	1845.00	1920.75	2011.50	2100.00	37.50	A	C
5800	Occupational Therapy Aide									
		04/08/2007	1392.75	1443.00	1512.75	1576.50	1653.75	37.50	A	C
		07/01/2007	1407.00	1457.25	1527.75	1592.25	1670.25	37.50	A	C
		12/16/2007	1435.50	1486.50	1558.50	1623.75	1704.00	37.50	A	C
		06/29/2008	1464.00	1516.50	1590.00	1656.00	1737.75	37.50	A	C
		12/14/2008	1493.25	1546.50	1621.50	1689.00	1772.25	37.50	A	C
		07/07/2013	1523.25	1577.25	1653.75	1722.75	1807.50	37.50	A	C
		07/06/2014	1538.25	1593.00	1670.25	1740.00	1825.50	37.50	A	C
		07/05/2015	1569.00	1624.50	1704.00	1774.50	1862.25	37.50	A	C
5823	Physical Therapy Assistant									
		04/08/2007	1409.25	1472.25	1537.50	1611.00	1675.50	37.50	A	C
		07/01/2007	1423.50	1487.25	1553.25	1626.75	1692.00	37.50	A	C
		12/16/2007	1452.00	1517.25	1584.00	1659.00	1725.75	37.50	A	C
		06/29/2008	1481.25	1547.25	1615.50	1692.00	1760.25	37.50	A	C
		12/14/2008	1511.25	1578.00	1647.75	1725.75	1795.50	37.50	A	C
		07/07/2013	1541.25	1609.50	1680.75	1760.25	1831.50	37.50	A	C
		07/06/2014	1557.00	1625.25	1697.25	1777.50	1849.50	37.50	A	C
		07/05/2015	1588.50	1657.50	1731.00	1812.75	1886.25	37.50	A	C
5743 N	Psychiatric Technician SAN									
		04/08/2007					181.23	37.50	A	C
		07/01/2007					183.08	37.50	A	C
		12/16/2007					186.70	37.50	A	C
		06/29/2008					190.43	37.50	A	C

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ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
		12/14/2008					194.24	37.50	A	C
		07/07/2013					198.12	37.50	A	C
		07/06/2014					200.10	37.50	A	C
		07/05/2015					204.10	37.50	A	C
5980	Public Health Nursing Asst I									
		04/08/2007	1100.25	1154.25	1218.75	1271.25	1336.50	37.50	A	C
		07/01/2007	1111.50	1165.50	1230.75	1284.00	1350.00	37.50	A	C
		12/16/2007	1134.00	1188.75	1255.50	1309.50	1377.00	37.50	A	C
		06/29/2008	1156.50	1212.75	1280.25	1335.75	1404.75	37.50	A	C
		12/14/2008	1179.75	1236.75	1305.75	1362.75	1432.50	37.50	A	C
		07/07/2013	1203.00	1261.50	1332.00	1389.75	1461.00	37.50	A	C
		07/06/2014	1215.00	1274.25	1345.50	1404.00	1475.25	37.50	A	C
		07/05/2015	1239.00	1299.75	1372.50	1431.75	1504.50	37.50	A	C
5981	Public Health Nursing Asst II									
		04/08/2007	1335.75	1393.50	1451.25	1511.25	1582.50	37.50	A	C
		07/01/2007	1349.25	1407.75	1465.50	1526.25	1598.25	37.50	A	C
		12/16/2007	1376.25	1436.25	1494.75	1557.00	1630.50	37.50	A	C
		06/29/2008	1404.00	1464.75	1524.75	1588.50	1662.75	37.50	A	C
		12/14/2008	1431.75	1494.00	1555.50	1620.00	1695.75	37.50	A	C
		07/07/2013	1460.25	1524.00	1586.25	1652.25	1729.50	37.50	A	C
		07/06/2014	1474.50	1539.00	1602.00	1668.75	1746.75	37.50	A	C
		07/05/2015	1503.75	1569.75	1634.25	1702.50	1782.00	37.50	A	C
5684	Senior Vector Control Officer									
		04/08/2007	1961.60	2048.80	2140.00	2231.20	2340.80	40.00	A	C
		07/01/2007	1981.60	2069.60	2161.60	2253.60	2364.00	40.00	A	C
		12/16/2007	2021.60	2111.20	2204.80	2298.40	2411.20	40.00	A	C
		06/29/2008	2062.40	2153.60	2248.80	2344.00	2459.20	40.00	A	C
		12/14/2008	2104.00	2196.80	2293.60	2391.20	2508.00	40.00	A	C
		07/07/2013	2146.40	2240.80	2339.20	2439.20	2558.40	40.00	A	C
		07/06/2014	2168.00	2263.20	2362.40	2463.20	2584.00	40.00	A	C
		07/05/2015	2211.20	2308.80	2409.60	2512.80	2636.00	40.00	A	C
5825	Therapy Aide									
		04/08/2007	1413.00	1464.00	1535.25	1601.25	1676.25	37.50	A	C
		07/01/2007	1427.25	1479.00	1550.25	1617.00	1692.75	37.50	A	C
		12/16/2007	1455.75	1508.25	1581.00	1649.25	1726.50	37.50	A	C
		06/29/2008	1485.00	1538.25	1612.50	1682.25	1761.00	37.50	A	C
		12/14/2008	1515.00	1569.00	1644.75	1716.00	1796.25	37.50	A	C
		07/07/2013	1545.00	1600.50	1677.75	1750.50	1832.25	37.50	A	C
		07/06/2014	1560.75	1616.25	1694.25	1767.75	1850.25	37.50	A	C
		07/05/2015	1592.25	1648.50	1728.00	1803.00	1887.00	37.50	A	C
5683	Vector Control Officer									
		04/08/2007	1867.20	1948.00	2037.60	2124.00	2228.80	40.00	A	C
		07/01/2007	1885.60	1967.20	2057.60	2145.60	2251.20	40.00	A	C
		12/16/2007	1923.20	2006.40	2098.40	2188.80	2296.00	40.00	A	C
		06/29/2008	1961.60	2046.40	2140.00	2232.80	2341.60	40.00	A	C
		12/14/2008	2000.80	2087.20	2183.20	2277.60	2388.80	40.00	A	C
		07/07/2013	2040.80	2128.80	2227.20	2323.20	2436.80	40.00	A	C
		07/06/2014	2061.60	2150.40	2249.60	2346.40	2460.80	40.00	A	C
		07/05/2015	2103.20	2193.60	2294.40	2393.60	2510.40	40.00	A	C
5682	Vector Control Officer,Trainee									
		04/08/2007				1724.80	1808.00	40.00	A	C
		07/01/2007				1742.40	1826.40	40.00	A	C
		12/16/2007				1777.60	1863.20	40.00	A	C
		06/29/2008				1812.80	1900.80	40.00	A	C
		12/14/2008				1848.80	1939.20	40.00	A	C
		07/07/2013				1885.60	1977.60	40.00	A	C
		07/06/2014				1904.80	1997.60	40.00	A	C
		07/05/2015				1943.20	2037.60	40.00	A	C

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ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
1281	Absentee Voting Technician									
		04/08/2007	1468.50	1537.50	1599.75	1678.50	1751.25	37.50	A	C
		07/01/2007	1483.50	1553.25	1615.50	1695.00	1768.50	37.50	A	C
		12/16/2007	1513.50	1584.00	1647.75	1728.75	1803.75	37.50	A	C
		06/29/2008	1543.50	1615.50	1680.75	1763.25	1839.75	37.50	A	C
		12/14/2008	1574.25	1647.75	1714.50	1798.50	1876.50	37.50	A	C
		07/07/2013	1605.75	1680.75	1749.00	1834.50	1914.00	37.50	A	C
		07/06/2014	1621.50	1697.25	1766.25	1852.50	1933.50	37.50	A	C
		07/05/2015	1653.75	1731.00	1801.50	1889.25	1972.50	37.50	A	C
1305	Account Clerk I									
		04/08/2007	1314.00	1371.75	1429.50	1485.75	1560.00	37.50	A	C
		07/01/2007	1341.00	1398.75	1458.00	1515.75	1591.50	37.50	A	C
		12/16/2007	1368.00	1425.75	1487.25	1545.75	1623.00	37.50	A	C
		06/29/2008	1409.25	1468.50	1532.25	1592.25	1671.75	37.50	A	C
		12/14/2008	1437.75	1497.75	1563.00	1623.75	1705.50	37.50	A	C
		07/07/2013	1466.25	1527.75	1594.50	1656.00	1739.25	37.50	A	C
		07/06/2014	1481.25	1542.75	1610.25	1672.50	1756.50	37.50	A	C
		07/05/2015	1511.25	1573.50	1642.50	1706.25	1791.75	37.50	A	C
1305 N	Account Clerk I									
		04/08/2007					17.37	37.50	A	C
		07/01/2007					17.72	37.50	A	C
		12/16/2007					18.07	37.50	A	C
		06/29/2008					18.61	37.50	A	C
		12/14/2008					18.98	37.50	A	C
		07/07/2013					19.36	37.50	A	C
		07/06/2014					19.55	37.50	A	C
		07/05/2015					19.94	37.50	A	C
1310	Account Clerk II									
		04/08/2007	1408.50	1463.25	1535.25	1596.00	1666.50	37.50	A	C
		07/01/2007	1437.00	1493.25	1566.00	1627.50	1699.50	37.50	A	C
		12/16/2007	1465.50	1523.25	1597.50	1659.00	1732.50	37.50	A	C
		06/29/2008	1509.75	1569.75	1646.25	1709.25	1785.00	37.50	A	C
		12/14/2008	1539.75	1601.25	1679.25	1743.75	1821.00	37.50	A	C
		07/07/2013	1570.50	1633.50	1713.00	1779.00	1857.75	37.50	A	C
		07/06/2014	1586.25	1650.00	1730.25	1797.00	1876.50	37.50	A	C
		07/05/2015	1617.75	1683.00	1764.75	1833.00	1914.00	37.50	A	C
1310 N	Account Clerk II									
		04/08/2007					20.47	37.50	A	C
		07/01/2007					20.88	37.50	A	C
		12/16/2007					21.30	37.50	A	C
		06/29/2008					21.95	37.50	A	C
		12/14/2008					22.39	37.50	A	C
		07/07/2013					22.84	37.50	A	C
		07/06/2014					23.07	37.50	A	C
		07/05/2015					23.53	37.50	A	C
1314	Accounting Specialist I									
		04/08/2007	1556.00	1637.60	1709.60	1804.00	1890.40	40.00	A	C
		07/01/2007	1587.20	1670.40	1744.00	1840.80	1928.80	40.00	A	C
		12/16/2007	1619.20	1704.00	1779.20	1877.60	1967.20	40.00	A	C
		06/29/2008	1668.00	1756.00	1832.80	1934.40	2026.40	40.00	A	C
		12/14/2008	1701.60	1791.20	1869.60	1972.80	2067.20	40.00	A	C

APPENDIX A – LISTING OF CLASSIFICATIONS BY REPRESENTATION UNIT
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ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
		07/07/2013	1736.00	1827.20	1907.20	2012.00	2108.80	40.00	A	C
		07/06/2014	1753.60	1845.60	1926.40	2032.00	2129.60	40.00	A	C
		07/05/2015	1788.80	1882.40	1964.80	2072.80	2172.00	40.00	A	C
1316	Accounting Specialist II									
		04/08/2007	1633.60	1715.20	1784.00	1872.80	1984.80	40.00	A	C
		07/01/2007	1666.40	1749.60	1820.00	1910.40	2024.80	40.00	A	C
		12/16/2007	1700.00	1784.80	1856.80	1948.80	2065.60	40.00	A	C
		06/29/2008	1752.00	1839.20	1912.80	2008.00	2128.00	40.00	A	C
		12/14/2008	1787.20	1876.00	1951.20	2048.00	2170.40	40.00	A	C
		07/07/2013	1823.20	1913.60	1990.40	2088.80	2213.60	40.00	A	C
		07/06/2014	1841.60	1932.80	2010.40	2109.60	2236.00	40.00	A	C
		07/05/2015	1878.40	1971.20	2050.40	2152.00	2280.80	40.00	A	C
1142	Admin Assistant									
		04/08/2007	1795.20	1886.40	1971.20	2080.00	2178.40	40.00	A	C
		07/01/2007	1812.80	1905.60	1991.20	2100.80	2200.00	40.00	A	C
		12/16/2007	1848.80	1944.00	2031.20	2142.40	2244.00	40.00	A	C
		06/29/2008	1885.60	1983.20	2072.00	2185.60	2288.80	40.00	A	C
		12/14/2008	1923.20	2023.20	2113.60	2229.60	2334.40	40.00	A	C
		07/07/2013	1961.60	2064.00	2156.00	2274.40	2380.80	40.00	A	C
		07/06/2014	1981.60	2084.80	2177.60	2296.80	2404.80	40.00	A	C
		07/05/2015	2021.60	2126.40	2220.80	2342.40	2452.80	40.00	A	C
1527	Auditor Associate I									
		12/30/2007	2219.25				2696.25	37.50	A	C
		01/27/2008	1465.50	1523.25	1597.50	1659.00	1732.50	37.50	A	C
		06/29/2008	1509.75	1569.75	1646.25	1709.25	1785.00	37.50	A	C
		12/14/2008	1539.75	1601.25	1679.25	1743.75	1821.00	37.50	A	C
		07/07/2013	1570.50	1633.50	1713.00	1779.00	1857.75	37.50	A	C
		07/06/2014	1586.25	1650.00	1730.25	1797.00	1876.50	37.50	A	C
		07/05/2015	1617.75	1683.00	1764.75	1833.00	1914.00	37.50	A	C
1528	Auditor Associate II									
		12/30/2007	2219.25				2696.25	37.50	A	C
		01/27/2008	1608.00	1646.25	1697.25	1750.50	1824.00	37.50	A	C
		06/29/2008	1640.25	1679.25	1731.00	1785.75	1860.75	37.50	A	C
		12/14/2008	1673.25	1713.00	1765.50	1821.75	1898.25	37.50	A	C
		07/07/2013	1707.00	1747.50	1800.75	1858.50	1936.50	37.50	A	C
		07/06/2014	1724.25	1764.75	1818.75	1877.25	1956.00	37.50	A	C
		07/05/2015	1758.75	1800.00	1855.50	1914.75	1995.00	37.50	A	C
1529	Auditor Associate III									
		12/30/2007	2219.25				2696.25	37.50	A	C
		01/27/2008	1806.75	1842.75	1916.25	2012.25	2113.50	37.50	A	C
		06/29/2008	1861.50	1898.25	1974.00	2073.00	2177.25	37.50	A	C
		12/14/2008	1899.00	1936.50	2013.75	2114.25	2220.75	37.50	A	C
		06/28/2009	1917.75	1956.00	2034.00	2135.25	2243.25	37.50	A	C
		07/07/2013	1956.00	1995.00	2074.50	2178.00	2288.25	37.50	A	C
		07/06/2014	1975.50	2015.25	2095.50	2199.75	2311.50	37.50	A	C
		07/05/2015	2015.25	2055.75	2137.50	2244.00	2358.00	37.50	A	C
1491	Billing Technician I									
		04/08/2007	1353.75	1416.75	1468.50	1536.75	1605.75	37.50	A	C
		07/01/2007	1380.75	1445.25	1498.50	1567.50	1638.00	37.50	A	C
		12/16/2007	1408.50	1474.50	1528.50	1599.00	1671.00	37.50	A	C
		06/29/2008	1451.25	1518.75	1575.00	1647.75	1722.00	37.50	A	C
		12/14/2008	1480.50	1549.50	1606.50	1680.75	1756.50	37.50	A	C

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ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
		07/07/2013	1509.75	1580.25	1638.75	1714.50	1791.75	37.50	A	C
		07/06/2014	1524.75	1596.00	1655.25	1731.75	1809.75	37.50	A	C
		07/05/2015	1555.50	1628.25	1688.25	1766.25	1845.75	37.50	A	C
1492	Billing Technician II									
		04/08/2007	1437.75	1500.75	1566.00	1633.50	1704.75	37.50	A	C
		07/01/2007	1466.25	1530.75	1597.50	1666.50	1739.25	37.50	A	C
		12/16/2007	1494.75	1561.50	1629.75	1699.50	1773.75	37.50	A	C
		06/29/2008	1539.75	1608.75	1678.50	1750.50	1827.00	37.50	A	C
		12/14/2008	1570.50	1641.00	1712.25	1785.75	1863.75	37.50	A	C
		07/07/2013	1602.00	1674.00	1746.75	1821.75	1901.25	37.50	A	C
		07/06/2014	1617.75	1690.50	1764.00	1839.75	1920.00	37.50	A	C
		07/05/2015	1650.00	1724.25	1799.25	1876.50	1958.25	37.50	A	C
1493	Billing Technician III									
		04/08/2007	1552.50	1622.25	1697.25	1771.50	1839.00	37.50	A	C
		07/01/2007	1584.00	1655.25	1731.75	1807.50	1876.50	37.50	A	C
		12/16/2007	1615.50	1688.25	1766.25	1843.50	1914.00	37.50	A	C
		06/29/2008	1664.25	1739.25	1819.50	1899.00	1971.75	37.50	A	C
		12/14/2008	1697.25	1773.75	1856.25	1937.25	2011.50	37.50	A	C
		07/07/2013	1731.00	1809.00	1893.75	1976.25	2052.00	37.50	A	C
		07/06/2014	1748.25	1827.00	1912.50	1995.75	2072.25	37.50	A	C
		07/05/2015	1783.50	1863.75	1950.75	2035.50	2113.50	37.50	A	C
1154	Call Center Rep, DCSS									
		01/22/2012	1400.80	1474.40	1552.00	1633.60	1719.20	40.00	A	C
		07/07/2013	1428.80	1504.00	1583.20	1666.40	1753.60	40.00	A	C
		07/06/2014	1443.20	1519.20	1599.20	1683.20	1771.20	40.00	A	C
		07/05/2015	1472.00	1549.60	1631.20	1716.80	1806.40	40.00	A	C
1154 N	Call Center Rep, DCSS									
		01/22/2012	17.51	18.43	19.40	20.42	21.49	40.00	A	C
		07/07/2013	17.86	18.80	19.79	20.83	21.92	40.00	A	C
		07/06/2014	18.04	18.99	19.99	21.04	22.14	40.00	A	C
		07/05/2015	18.40	19.37	20.39	21.46	22.58	40.00	A	C
1165	Child Support Assistant I									
		04/08/2007		1410.00	1462.50	1529.25	1588.50	37.50	A	C
		07/01/2007		1424.25	1477.50	1544.25	1604.25	37.50	A	C
		12/16/2007		1452.75	1506.75	1575.00	1635.75	37.50	A	C
		06/29/2008		1497.00	1551.75	1622.25	1685.25	37.50	A	C
		12/14/2008		1527.00	1582.50	1654.50	1719.00	37.50	A	C
		07/07/2013		1557.75	1614.00	1687.50	1753.50	37.50	A	C
		07/06/2014		1573.50	1630.50	1704.75	1770.75	37.50	A	C
		07/05/2015		1605.00	1662.75	1738.50	1806.00	37.50	A	C
1166	Child Support Assistant II									
		04/08/2007	1466.25	1533.00	1593.75	1669.50	1736.25	37.50	A	C
		07/01/2007	1481.25	1548.00	1609.50	1686.00	1753.50	37.50	A	C
		12/16/2007	1511.25	1578.75	1641.00	1719.00	1788.00	37.50	A	C
		06/29/2008	1557.00	1626.00	1690.50	1770.75	1842.00	37.50	A	C
		12/14/2008	1588.50	1658.25	1724.25	1806.00	1878.75	37.50	A	C
		07/07/2013	1620.00	1691.25	1758.75	1842.00	1916.25	37.50	A	C
		07/06/2014	1636.50	1708.50	1776.00	1860.75	1935.75	37.50	A	C
		07/05/2015	1669.50	1743.00	1811.25	1898.25	1974.75	37.50	A	C

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ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
1167	Child Support Assistant III									
		04/08/2007	1672.50	1747.50	1818.00	1904.25	1980.00	37.50	A	C
		07/01/2007	1689.00	1764.75	1836.00	1923.00	1999.50	37.50	A	C
		12/16/2007	1722.75	1800.00	1872.00	1961.25	2039.25	37.50	A	C
		06/29/2008	1774.50	1854.00	1928.25	2020.50	2100.75	37.50	A	C
		12/14/2008	1809.75	1890.75	1966.50	2061.00	2142.75	37.50	A	C
		07/07/2013	1845.75	1928.25	2005.50	2102.25	2185.50	37.50	A	C
		07/06/2014	1864.50	1947.75	2025.75	2123.25	2207.25	37.50	A	C
		07/05/2015	1902.00	1986.75	2066.25	2166.00	2251.50	37.50	A	C
1241	Civil Legal Clerk									
		04/08/2007		1459.50	1518.00	1590.00	1653.75	37.50	A	C
		07/01/2007		1473.75	1533.00	1605.75	1670.25	37.50	A	C
		12/16/2007		1503.00	1563.00	1637.25	1704.00	37.50	A	C
		06/29/2008		1533.00	1594.50	1670.25	1737.75	37.50	A	C
		12/14/2008		1563.75	1626.75	1704.00	1772.25	37.50	A	C
		07/07/2013		1595.25	1659.00	1737.75	1807.50	37.50	A	C
		07/06/2014		1611.00	1675.50	1755.00	1825.50	37.50	A	C
		07/05/2015		1643.25	1709.25	1790.25	1862.25	37.50	A	C
1242	Civil Legal Secretary									
		04/08/2007				2153.25	2258.25	37.50	A	C
		07/01/2007				2175.00	2280.75	37.50	A	C
		12/16/2007				2218.50	2325.75	37.50	A	C
		06/29/2008				2262.75	2372.25	37.50	A	C
		12/14/2008				2307.75	2419.50	37.50	A	C
		07/07/2013				2354.25	2468.25	37.50	A	C
		07/06/2014				2377.50	2493.00	37.50	A	C
		07/05/2015				2424.75	2542.50	37.50	A	C
1115	Clerk I									
		04/08/2007		1241.25	1290.75	1353.75	1410.00	37.50	A	C
		07/01/2007		1254.00	1303.50	1367.25	1424.25	37.50	A	C
		12/16/2007		1278.75	1329.00	1394.25	1452.75	37.50	A	C
		06/29/2008		1304.25	1355.25	1422.00	1482.00	37.50	A	C
		12/14/2008		1330.50	1382.25	1450.50	1512.00	37.50	A	C
		07/07/2013		1356.75	1410.00	1479.75	1542.00	37.50	A	C
		07/06/2014		1370.25	1424.25	1494.75	1557.75	37.50	A	C
		07/05/2015		1398.00	1452.75	1524.75	1589.25	37.50	A	C
1115 N	Clerk I									
		04/08/2007					17.21	37.50	A	C
		07/01/2007					17.38	37.50	A	C
		12/16/2007					17.72	37.50	A	C
		06/29/2008					18.07	37.50	A	C
		12/14/2008					18.43	37.50	A	C
		07/07/2013					18.80	37.50	A	C
		07/06/2014					18.99	37.50	A	C
		07/05/2015					19.37	37.50	A	C
1120	Clerk II									
		04/08/2007		1410.00	1462.50	1529.25	1588.50	37.50	A	C
		07/01/2007		1424.25	1477.50	1544.25	1604.25	37.50	A	C
		12/16/2007		1452.75	1506.75	1575.00	1635.75	37.50	A	C
		06/29/2008		1482.00	1536.75	1606.50	1668.75	37.50	A	C
		12/14/2008		1512.00	1567.50	1638.75	1702.50	37.50	A	C
		07/07/2013		1542.00	1599.00	1671.75	1736.25	37.50	A	C

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ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
		07/06/2014		1557.75	1614.75	1688.25	1753.50	37.50	A	C
		07/05/2015		1589.25	1647.00	1722.00	1788.75	37.50	A	C
1120 N	Clerk II SAN									
		04/08/2007					19.35	37.50	A	C
		07/01/2007					19.54	37.50	A	C
		12/16/2007					19.93	37.50	A	C
		06/29/2008					20.33	37.50	A	C
		12/14/2008					20.74	37.50	A	C
		07/07/2013					21.15	37.50	A	C
		07/06/2014					21.36	37.50	A	C
		07/05/2015					21.79	37.50	A	C
1296 N	Clerk Intermittent I SAN									
		04/08/2007					17.48	37.50	A	C
		07/01/2007					17.65	37.50	A	C
		12/16/2007					18.00	37.50	A	C
		06/29/2008					18.36	37.50	A	C
		12/14/2008					18.73	37.50	A	C
		07/07/2013					19.10	37.50	A	C
		07/06/2014					19.29	37.50	A	C
		07/05/2015					19.68	37.50	A	C
1297 N	Clerk Intermittent II SAN									
		04/08/2007	1203.75	1260.75	1311.00	1365.00	1420.50	37.50	A	C
		07/01/2007	1215.75	1273.50	1323.75	1378.50	1434.75	37.50	A	C
		12/16/2007	1239.75	1299.00	1350.00	1405.50	1463.25	37.50	A	C
		06/29/2008	1264.50	1325.25	1377.00	1433.25	1492.50	37.50	A	C
		12/14/2008	1290.00	1351.50	1404.75	1461.75	1522.50	37.50	A	C
		07/07/2013	1315.50	1378.50	1432.50	1491.00	1553.25	37.50	A	C
		07/06/2014	1329.00	1392.00	1446.75	1506.00	1569.00	37.50	A	C
		07/05/2015	1355.25	1419.75	1476.00	1536.00	1600.50	37.50	A	C
1521	Clerk-Recorder's Specialist I									
		04/08/2007		1410.00	1462.50	1529.25	1588.50	37.50	A	C
		07/01/2007		1424.25	1477.50	1544.25	1604.25	37.50	A	C
		12/16/2007		1452.75	1506.75	1575.00	1635.75	37.50	A	C
		06/29/2008		1482.00	1536.75	1606.50	1668.75	37.50	A	C
		12/14/2008		1512.00	1567.50	1638.75	1702.50	37.50	A	C
		07/07/2013		1542.00	1599.00	1671.75	1736.25	37.50	A	C
		07/06/2014		1557.75	1614.75	1688.25	1753.50	37.50	A	C
		07/05/2015		1589.25	1647.00	1722.00	1788.75	37.50	A	C
1522	Clerk-Recorder's Specialist II									
		04/08/2007	1466.25	1533.00	1593.75	1669.50	1736.25	37.50	A	C
		07/01/2007	1481.25	1548.00	1609.50	1686.00	1753.50	37.50	A	C
		12/16/2007	1511.25	1578.75	1641.00	1719.00	1788.00	37.50	A	C
		06/29/2008	1541.25	1610.25	1674.00	1753.50	1824.00	37.50	A	C
		12/14/2008	1572.00	1642.50	1707.75	1788.75	1860.75	37.50	A	C
		07/07/2013	1603.50	1675.50	1742.25	1824.75	1898.25	37.50	A	C
		07/06/2014	1619.25	1692.00	1759.50	1842.75	1917.00	37.50	A	C
		07/05/2015	1651.50	1725.75	1794.75	1879.50	1955.25	37.50	A	C
1523	Clerk-Recorder's Specialist III									
		04/08/2007	1672.50	1747.50	1818.00	1904.25	1980.00	37.50	A	C
		07/01/2007	1689.00	1764.75	1836.00	1923.00	1999.50	37.50	A	C
		12/16/2007	1722.75	1800.00	1872.00	1961.25	2039.25	37.50	A	C
		06/29/2008	1757.25	1836.00	1909.50	2000.25	2079.75	37.50	A	C

APPENDIX A – LISTING OF CLASSIFICATIONS BY REPRESENTATION UNIT
SALARY INCREASES THAT WERE TO BECOME EFFECTIVE ON DECEMBER 19, 2009 ARE DELETED

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ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
		12/14/2008	1792.50	1872.75	1947.75	2040.00	2121.00	37.50	A	C
		07/07/2013	1828.50	1910.25	1986.75	2080.50	2163.75	37.50	A	C
		07/06/2014	1846.50	1929.00	2006.25	2101.50	2185.50	37.50	A	C
		07/05/2015	1883.25	1967.25	2046.75	2143.50	2229.00	37.50	A	C
1130	Data Control Typist									
		04/08/2007	1344.00	1410.00	1462.50	1529.25	1588.50	37.50	A	C
		07/01/2007	1357.50	1424.25	1477.50	1544.25	1604.25	37.50	A	C
		12/16/2007	1384.50	1452.75	1506.75	1575.00	1635.75	37.50	A	C
		06/29/2008	1412.25	1482.00	1536.75	1606.50	1668.75	37.50	A	C
		12/14/2008	1440.75	1512.00	1567.50	1638.75	1702.50	37.50	A	C
		07/07/2013	1469.25	1542.00	1599.00	1671.75	1736.25	37.50	A	C
		07/06/2014	1484.25	1557.75	1614.75	1688.25	1753.50	37.50	A	C
		07/05/2015	1514.25	1589.25	1647.00	1722.00	1788.75	37.50	A	C
1805	Data Entry Operator									
		04/08/2007	1344.00	1410.00	1462.50	1529.25	1588.50	37.50	A	C
		07/01/2007	1357.50	1424.25	1477.50	1544.25	1604.25	37.50	A	C
		12/16/2007	1384.50	1452.75	1506.75	1575.00	1635.75	37.50	A	C
		06/29/2008	1412.25	1482.00	1536.75	1606.50	1668.75	37.50	A	C
		12/14/2008	1440.75	1512.00	1567.50	1638.75	1702.50	37.50	A	C
		07/07/2013	1469.25	1542.00	1599.00	1671.75	1736.25	37.50	A	C
		07/06/2014	1484.25	1557.75	1614.75	1688.25	1753.50	37.50	A	C
		07/05/2015	1514.25	1589.25	1647.00	1722.00	1788.75	37.50	A	C
1131	Data Input Clerk									
		09/10/2006	1357.50	1416.75	1473.75	1543.50	1605.75	37.50	A	C
		07/01/2007	1412.25	1473.75	1533.00	1605.75	1670.25	37.50	A	C
		12/16/2007	1440.75	1503.00	1563.75	1638.00	1704.00	37.50	A	C
		06/29/2008	1469.25	1533.00	1595.25	1671.00	1737.75	37.50	A	C
		12/14/2008	1498.50	1563.75	1627.50	1704.75	1772.25	37.50	A	C
		07/07/2013	1528.50	1595.25	1659.75	1738.50	1807.50	37.50	A	C
		07/06/2014	1543.50	1611.00	1676.25	1755.75	1825.50	37.50	A	C
		07/05/2015	1574.25	1643.25	1710.00	1791.00	1862.25	37.50	A	C
1282	Elections Technician									
		04/08/2007	1615.50	1692.75	1758.00	1847.25	1926.75	37.50	A	C
		07/01/2007	1632.00	1710.00	1775.25	1866.00	1946.25	37.50	A	C
		12/16/2007	1665.00	1744.50	1810.50	1903.50	1985.25	37.50	A	C
		06/29/2008	1698.00	1779.75	1846.50	1941.75	2025.00	37.50	A	C
		12/14/2008	1731.75	1815.00	1883.25	1980.75	2065.50	37.50	A	C
		07/07/2013	1766.25	1851.00	1920.75	2020.50	2106.75	37.50	A	C
		07/06/2014	1784.25	1869.75	1940.25	2040.75	2127.75	37.50	A	C
		07/05/2015	1820.25	1907.25	1979.25	2081.25	2170.50	37.50	A	C
1132	Eligibility Support Clerk									
		04/08/2007	1428.00	1494.00	1548.75	1622.25	1688.25	37.50	A	C
		07/01/2007	1442.25	1509.00	1564.50	1638.75	1705.50	37.50	A	C
		12/16/2007	1470.75	1539.00	1596.00	1671.75	1739.25	37.50	A	C
		06/29/2008	1515.00	1585.50	1644.75	1722.75	1791.75	37.50	A	C
		12/14/2008	1545.00	1617.00	1677.75	1757.25	1827.75	37.50	A	C
		07/07/2013	1575.75	1649.25	1711.50	1792.50	1864.50	37.50	A	C
		07/06/2014	1591.50	1665.75	1728.75	1810.50	1883.25	37.50	A	C
		07/05/2015	1623.00	1698.75	1763.25	1846.50	1920.75	37.50	A	C

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ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
1461	Health Care Claims Examr I									
		12/14/2008		1674.00	1741.50	1823.25	1898.25	37.50	A	C
		07/07/2013		1707.75	1776.00	1860.00	1936.50	37.50	A	C
		07/06/2014		1725.00	1794.00	1878.75	1956.00	37.50	A	C
		07/05/2015		1759.50	1830.00	1916.25	1995.00	37.50	A	C
1462	Health Care Claims Examr II									
		12/14/2008		1758.00	1828.50	1914.75	1993.50	37.5	A	C
		07/07/2013		1793.25	1865.25	1953.00	2033.25	37.50	A	C
		07/06/2014		1811.25	1884.00	1972.50	2053.50	37.50	A	C
		07/05/2015		1847.25	1921.50	2012.25	2094.75	37.50	A	C
1121	Human Resources Assistant I									
		04/08/2007		1459.50	1518.00	1590.00	1653.75	37.50	A	C
		07/01/2007		1473.75	1533.00	1605.75	1670.25	37.50	A	C
		12/16/2007		1503.00	1563.00	1637.25	1704.00	37.50	A	C
		06/29/2008		1533.00	1594.50	1670.25	1737.75	37.50	A	C
		12/14/2008		1563.75	1626.75	1704.00	1772.25	37.50	A	C
		07/07/2013		1595.25	1659.00	1737.75	1807.50	37.50	A	C
		07/06/2014		1611.00	1675.50	1755.00	1825.50	37.50	A	C
		07/05/2015		1643.25	1709.25	1790.25	1862.25	37.50	A	C
1122	Human Resources Assistant II									
		04/08/2007		1561.50	1623.75	1700.25	1770.00	37.50	A	C
		07/01/2007		1577.25	1640.25	1717.50	1788.00	37.50	A	C
		12/16/2007		1608.75	1673.25	1752.00	1824.00	37.50	A	C
		06/29/2008		1641.00	1707.00	1787.25	1860.75	37.50	A	C
		12/14/2008		1674.00	1741.50	1823.25	1898.25	37.50	A	C
		07/07/2013		1707.75	1776.00	1860.00	1936.50	37.50	A	C
		07/06/2014		1725.00	1794.00	1878.75	1956.00	37.50	A	C
		07/05/2015		1759.50	1830.00	1916.25	1995.00	37.50	A	C
1155	Lead Call Center, DCSS									
		01/22/2012	1529.60	1610.40	1695.20	1784.80	1878.40	40.0	A	C
		07/07/2013	1560.00	1642.40	1728.80	1820.80	1916.00	40.0	A	C
		07/06/2014	1576.00	1659.20	1746.40	1839.20	1935.20	40.0	A	C
		07/05/2015	1607.20	1692.00	1781.60	1876.00	1973.60	40.0	A	C
1124	Lead Clerk									
		04/08/2007	1418.25	1482.00	1539.00	1614.75	1678.50	37.50	A	C
		07/01/2007	1432.50	1497.00	1554.75	1631.25	1695.00	37.50	A	C
		12/16/2007	1461.00	1527.00	1585.50	1664.25	1728.75	37.50	A	C
		06/29/2008	1490.25	1557.75	1617.00	1697.25	1763.25	37.50	A	C
		12/14/2008	1520.25	1589.25	1649.25	1731.00	1798.50	37.50	A	C
		07/07/2013	1551.00	1620.75	1682.25	1765.50	1834.50	37.50	A	C
		07/06/2014	1566.75	1637.25	1698.75	1783.50	1852.50	37.50	A	C
		07/05/2015	1598.25	1670.25	1732.50	1819.50	1889.25	37.50	A	C
1511	Legal Process Clerk I									
		04/08/2007	1367.25	1424.25	1476.75	1544.25	1603.50	37.50	A	C
		07/01/2007	1394.25	1452.75	1506.75	1575.75	1635.75	37.50	A	C
		12/16/2007	1421.25	1482.00	1536.75	1607.25	1668.75	37.50	A	C
		12/30/2007	1435.50	1497.00	1551.75	1623.00	1685.25	37.50	A	C
		06/29/2008	1464.00	1527.00	1582.50	1655.25	1719.00	37.50	A	C
		12/14/2008	1493.25	1557.75	1614.00	1688.25	1753.50	37.50	A	C
		07/07/2013	1523.25	1589.25	1646.25	1722.00	1788.75	37.50	A	C
		07/06/2014	1538.25	1605.00	1662.75	1739.25	1806.75	37.50	A	C
		07/05/2015	1569.00	1637.25	1695.75	1773.75	1842.75	37.50	A	C

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ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
1513	Legal Process Clerk II									
		04/08/2007	1506.75	1570.50	1644.00	1719.75	1798.50	37.50	A	C
		07/01/2007	1536.75	1602.00	1677.00	1754.25	1834.50	37.50	A	C
		12/16/2007	1567.50	1634.25	1710.75	1789.50	1871.25	37.50	A	C
		12/30/2007	1583.25	1650.75	1728.00	1807.50	1890.00	37.50	A	C
		06/29/2008	1614.75	1683.75	1762.50	1843.50	1927.50	37.50	A	C
		12/14/2008	1647.00	1717.50	1797.75	1880.25	1965.75	37.50	A	C
		07/07/2013	1680.00	1752.00	1833.75	1917.75	2004.75	37.50	A	C
		07/06/2014	1696.50	1769.25	1851.75	1937.25	2025.00	37.50	A	C
		07/05/2015	1730.25	1804.50	1888.50	1976.25	2065.50	37.50	A	C
1240	Legal Secretary									
		04/08/2007	1576.50	1644.00	1711.50	1794.00	1872.75	37.50	A	C
		07/01/2007	1592.25	1660.50	1728.75	1812.00	1891.50	37.50	A	C
		12/16/2007	1623.75	1693.50	1763.25	1848.00	1929.00	37.50	A	C
		06/29/2008	1656.00	1727.25	1798.50	1884.75	1967.25	37.50	A	C
		12/14/2008	1689.00	1761.75	1834.50	1922.25	2006.25	37.50	A	C
		07/07/2013	1722.75	1797.00	1871.25	1960.50	2046.75	37.50	A	C
		07/06/2014	1740.00	1815.00	1890.00	1980.00	2067.00	37.50	A	C
		07/05/2015	1774.50	1851.00	1927.50	2019.75	2108.25	37.50	A	C
1213	Legal Stenographer									
		04/08/2007		1491.75	1558.50	1627.50	1695.75	37.50	A	C
		07/01/2007		1506.75	1574.25	1644.00	1713.00	37.50	A	C
		12/16/2007		1536.75	1605.75	1677.00	1747.50	37.50	A	C
		06/29/2008		1567.50	1638.00	1710.75	1782.75	37.50	A	C
		12/14/2008		1599.00	1671.00	1745.25	1818.75	37.50	A	C
		07/07/2013		1631.25	1704.75	1780.50	1855.50	37.50	A	C
		07/06/2014		1647.75	1722.00	1798.50	1874.25	37.50	A	C
		07/05/2015		1680.75	1756.50	1834.50	1911.75	37.50	A	C
1103	Library Clerk I									
		04/08/2007		1241.25	1290.75	1353.75	1410.00	37.50	A	C
		07/01/2007		1254.00	1303.50	1367.25	1424.25	37.50	A	C
		12/16/2007		1278.75	1329.00	1394.25	1452.75	37.50	A	C
		06/29/2008		1304.25	1355.25	1422.00	1482.00	37.50	A	C
		12/14/2008		1330.50	1382.25	1450.50	1512.00	37.50	A	C
		07/07/2013		1356.75	1410.00	1479.75	1542.00	37.50	A	C
		07/06/2014		1370.25	1424.25	1494.75	1557.75	37.50	A	C
		07/05/2015		1398.00	1452.75	1524.75	1589.25	37.50	A	C
1103 N	Library Clerk I									
		04/08/2007					17.21	37.50	A	C
		07/01/2007					17.38	37.50	A	C
		12/16/2007					17.72	37.50	A	C
		06/29/2008					18.07	37.50	A	C
		12/14/2008					18.43	37.50	A	C
		07/07/2013					18.80	37.50	A	C
		07/06/2014					18.99	37.50	A	C
		07/05/2015					19.37	37.50	A	C
1104	Library Clerk II									
		04/08/2007		1410.00	1462.50	1529.25	1588.50	37.50	A	C
		07/01/2007		1424.25	1477.50	1544.25	1604.25	37.50	A	C
		12/16/2007		1452.75	1506.75	1575.00	1635.75	37.50	A	C
		06/29/2008		1482.00	1536.75	1606.50	1668.75	37.50	A	C
		12/14/2008		1512.00	1567.50	1638.75	1702.50	37.50	A	C

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ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
		07/07/2013		1542.00	1599.00	1671.75	1736.25	37.50	A	C
		07/06/2014		1557.75	1614.75	1688.25	1753.50	37.50	A	C
		07/05/2015		1589.25	1647.00	1722.00	1788.75	37.50	A	C
1104 N	Library Clerk II									
		04/08/2007					19.35	37.50	A	C
		07/01/2007					19.54	37.50	A	C
		12/16/2007					19.93	37.50	A	C
		06/29/2008					20.33	37.50	A	C
		12/14/2008					20.74	37.50	A	C
		07/07/2013					21.15	37.50	A	C
		07/06/2014					21.36	37.50	A	C
		07/05/2015					21.79	37.50	A	C
4200	Library Lead Clerk									
		04/08/2007	1418.25	1482.00	1539.00	1614.75	1678.50	37.50	A	C
		07/01/2007	1432.50	1497.00	1554.75	1631.25	1695.00	37.50	A	C
		12/16/2007	1461.00	1527.00	1585.50	1664.25	1728.75	37.50	A	C
		06/29/2008	1490.25	1557.75	1617.00	1697.25	1763.25	37.50	A	C
		12/14/2008	1520.25	1589.25	1649.25	1731.00	1798.50	37.50	A	C
		07/07/2013	1551.00	1620.75	1682.25	1765.50	1834.50	37.50	A	C
		07/06/2014	1566.75	1637.25	1698.75	1783.50	1852.50	37.50	A	C
		07/05/2015	1598.25	1670.25	1732.50	1819.50	1889.25	37.50	A	C
1109	Library Page									
		04/08/2007				15.43	16.16	37.50	A	C
		07/01/2007				15.58	16.32	37.50	A	C
		12/16/2007				15.89	16.65	37.50	A	C
		06/29/2008				16.21	16.98	37.50	A	C
		12/14/2008				16.53	17.32	37.50	A	C
		07/07/2013				16.86	17.67	37.50	A	C
		07/06/2014				17.03	17.85	37.50	A	C
		07/05/2015				17.37	18.21	37.50	A	C
1109 N	Library Page									
		04/08/2007					14.66	37.50	A	C
		07/01/2007					14.81	37.50	A	C
		12/16/2007					15.11	37.50	A	C
		06/29/2008					15.41	37.50	A	C
		12/14/2008					15.72	37.50	A	C
		07/07/2013					16.03	37.50	A	C
		07/06/2014					16.19	37.50	A	C
		07/05/2015					16.51	37.50	A	C
1118	Mail Clerk									
		04/08/2007	1265.25	1321.50	1373.25	1438.50	1493.25	37.50	A	C
		07/01/2007	1278.00	1335.00	1386.75	1452.75	1508.25	37.50	A	C
		12/16/2007	1303.50	1362.00	1413.75	1481.25	1538.25	37.50	A	C
		06/29/2008	1329.75	1389.00	1442.25	1511.25	1569.00	37.50	A	C
		12/14/2008	1356.00	1416.75	1470.75	1541.25	1600.50	37.50	A	C
		07/07/2013	1383.00	1445.25	1500.00	1572.00	1632.75	37.50	A	C
		07/06/2014	1396.50	1459.50	1515.00	1587.75	1649.25	37.50	A	C
		07/05/2015	1424.25	1488.75	1545.00	1619.25	1682.25	37.50	A	C

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ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
1126	Medical Clerk									
		04/08/2007	1396.50	1459.50	1518.00	1590.00	1653.75	37.50	A	C
		07/01/2007	1410.75	1473.75	1533.00	1605.75	1670.25	37.50	A	C
		12/16/2007	1439.25	1503.00	1563.00	1637.25	1704.00	37.50	A	C
		06/29/2008	1467.75	1533.00	1594.50	1670.25	1737.75	37.50	A	C
		12/14/2008	1497.00	1563.75	1626.75	1704.00	1772.25	37.50	A	C
		07/07/2013	1527.00	1595.25	1659.00	1737.75	1807.50	37.50	A	C
		07/06/2014	1542.00	1611.00	1675.50	1755.00	1825.50	37.50	A	C
		07/05/2015	1572.75	1643.25	1709.25	1790.25	1862.25	37.50	A	C
1126 N	Medical Clerk									
		04/08/2007					20.24	37.50	A	C
		07/01/2007					20.44	37.50	A	C
		12/16/2007					20.84	37.50	A	C
		06/29/2008					21.26	37.50	A	C
		12/14/2008					21.69	37.50	A	C
		07/07/2013					22.12	37.50	A	C
		07/06/2014					22.34	37.50	A	C
		07/05/2015					22.79	37.50	A	C
1214	Medical Transcriptionist									
		04/08/2007		1531.50	1595.25	1666.50	1740.00	37.50	A	C
		07/01/2007		1546.50	1611.00	1683.00	1757.25	37.50	A	C
		12/16/2007		1577.25	1642.50	1716.00	1791.75	37.50	A	C
		06/29/2008		1608.75	1675.50	1750.50	1827.75	37.50	A	C
		12/14/2008		1641.00	1709.25	1785.75	1864.50	37.50	A	C
		07/07/2013		1674.00	1743.75	1821.75	1902.00	37.50	A	C
		07/06/2014		1690.50	1761.00	1839.75	1920.75	37.50	A	C
		07/05/2015		1724.25	1796.25	1876.50	1959.00	37.50	A	C
1214 N	Medical Transcriptionist									
		04/08/2007					21.27	37.50	A	C
		07/01/2007					21.48	37.50	A	C
		12/16/2007					21.90	37.50	A	C
		06/29/2008					22.34	37.50	A	C
		12/14/2008					22.79	37.50	A	C
		07/07/2013					23.25	37.50	A	C
		07/06/2014					23.48	37.50	A	C
		07/05/2015					23.95	37.50	A	C
1105	Messenger									
		04/08/2007	1265.25	1321.50	1373.25	1438.50	1493.25	37.50	A	C
		07/01/2007	1278.00	1335.00	1386.75	1452.75	1508.25	37.50	A	C
		12/16/2007	1303.50	1362.00	1413.75	1481.25	1538.25	37.50	A	C
		06/29/2008	1329.75	1389.00	1442.25	1511.25	1569.00	37.50	A	C
		12/14/2008	1356.00	1416.75	1470.75	1541.25	1600.50	37.50	A	C
		07/07/2013	1383.00	1445.25	1500.00	1572.00	1632.75	37.50	A	C
		07/06/2014	1396.50	1459.50	1515.00	1587.75	1649.25	37.50	A	C
		07/05/2015	1424.25	1488.75	1545.00	1619.25	1682.25	37.50	A	C
1105 N	Messenger									
		04/08/2007					18.31	37.50	A	C
		07/01/2007					18.49	37.50	A	C
		12/16/2007					18.85	37.50	A	C
		06/29/2008					19.23	37.50	A	C
		12/14/2008					19.61	37.50	A	C
		07/07/2013					20.00	37.50	A	C

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ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
		07/06/2014					20.20	37.50	A	C
		07/05/2015					20.60	37.50	A	C
1153	Microfilm Technician									
		04/08/2007	1287.00	1337.25	1398.00	1462.50	1520.25	37.50	A	C
		07/01/2007	1299.75	1350.75	1412.25	1477.50	1535.25	37.50	A	C
		12/16/2007	1326.00	1377.75	1440.75	1506.75	1565.25	37.50	A	C
		06/29/2008	1352.25	1405.50	1469.25	1536.75	1596.75	37.50	A	C
		12/14/2008	1379.25	1433.25	1498.50	1567.50	1629.00	37.50	A	C
		07/07/2013	1407.00	1461.75	1528.50	1599.00	1661.25	37.50	A	C
		07/06/2014	1421.25	1476.00	1543.50	1614.75	1677.75	37.50	A	C
		07/05/2015	1449.75	1505.25	1574.25	1647.00	1711.50	37.50	A	C
1152	Microfilm Technician Trainee									
		04/08/2007		1164.00	1206.00	1262.25	1311.00	37.50	A	C
		07/01/2007		1176.00	1218.00	1275.00	1323.75	37.50	A	C
		12/16/2007		1199.25	1242.00	1300.50	1350.00	37.50	A	C
		06/29/2008		1223.25	1266.75	1326.75	1377.00	37.50	A	C
		12/14/2008		1248.00	1292.25	1353.00	1404.75	37.50	A	C
		07/07/2013		1272.75	1317.75	1380.00	1432.50	37.50	A	C
		07/06/2014		1285.50	1331.25	1393.50	1446.75	37.50	A	C
		07/05/2015		1311.00	1358.25	1421.25	1476.00	37.50	A	C
1125	Payroll Records Clerk									
		04/08/2007	1413.00	1475.25	1530.00	1603.50	1669.50	37.50	A	C
		07/01/2007	1427.25	1490.25	1545.00	1619.25	1686.00	37.50	A	C
		12/16/2007	1455.75	1520.25	1575.75	1651.50	1719.00	37.50	A	C
		06/29/2008	1485.00	1551.00	1607.25	1684.50	1753.50	37.50	A	C
		12/14/2008	1515.00	1581.75	1639.50	1718.25	1788.75	37.50	A	C
		07/07/2013	1545.00	1613.25	1672.50	1752.75	1824.75	37.50	A	C
		07/06/2014	1560.75	1629.75	1689.00	1770.00	1842.75	37.50	A	C
		07/05/2015	1592.25	1662.00	1722.75	1805.25	1879.50	37.50	A	C
5646	Pharmacy Support Specialist									
		05/29/2011	1764.00	1852.00	1944.80	2052.80	2155.20	40.00	A	C
		07/07/2013	1799.20	1888.80	1984.00	2093.60	2198.40	40.00	A	C
		07/06/2014	1816.60	1908.00	2004.00	2114.40	2220.00	40.00	A	C
		07/05/2015	1852.80	1946.40	2044.00	2156.80	2264.80	40.00	A	C
8521	Photo and Printing Svs Tech									
		04/08/2007	1362.75	1413.75	1484.25	1544.25	1620.00	37.50	A	C
		07/01/2007	1389.75	1442.25	1514.25	1575.75	1653.00	37.50	A	C
		12/16/2007	1416.75	1470.75	1544.25	1607.25	1686.00	37.50	A	C
		06/29/2008	1459.50	1515.00	1590.75	1656.00	1737.00	37.50	A	C
		12/14/2008	1488.75	1545.00	1622.25	1689.00	1771.50	37.50	A	C
		06/28/2009	1503.75	1560.75	1638.75	1706.25	1789.50	37.50	A	C
		07/07/2013	1533.75	1592.25	1671.75	1740.75	1825.50	37.50	A	C
		07/06/2014	1548.75	1608.00	1688.25	1758.00	1843.50	37.50	A	C
		07/05/2015	1579.50	1640.25	1722.00	1793.25	1880.25	37.50	A	C
1480	Procrment & Contrcts Asst									
		04/08/2007	1432.50	1500.00	1560.00	1636.50	1703.25	37.50	A	C
		07/01/2007	1446.75	1515.00	1575.75	1653.00	1720.50	37.50	A	C
		12/16/2007	1476.00	1545.00	1607.25	1686.00	1755.00	37.50	A	C
		06/29/2008	1505.25	1575.75	1639.50	1719.75	1790.25	37.50	A	C
		12/14/2008	1535.25	1607.25	1672.50	1754.25	1826.25	37.50	A	C
		07/07/2013	1566.00	1639.50	1706.25	1789.50	1863.00	37.50	A	C
		07/06/2014	1581.75	1656.00	1723.50	1807.50	1881.75	37.50	A	C

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1351	Retirement Specialist I	07/05/2015	1613.25	1689.00	1758.00	1843.50	1919.25	37.50	A	C
		04/08/2007	1478.25	1539.00	1612.50	1680.75	1752.75	37.50	A	C
		07/01/2007	1508.25	1570.50	1645.50	1714.50	1788.00	37.50	A	C
		12/16/2007	1538.25	1602.00	1678.50	1749.00	1824.00	37.50	A	C
		06/29/2008	1584.75	1650.75	1729.50	1802.25	1879.50	37.50	A	C
		12/14/2008	1616.25	1683.75	1764.00	1838.25	1917.00	37.50	A	C
		06/28/2009	1632.75	1700.25	1782.00	1857.00	1936.50	37.50	A	C
		07/07/2013	1665.75	1734.00	1818.00	1894.50	1975.50	37.50	A	C
		07/06/2014	1682.25	1751.25	1836.00	1913.25	1995.00	37.50	A	C
		07/05/2015	1716.00	1786.50	1872.75	1951.50	2034.75	37.50	A	C
1352	Retirement Specialist II	04/08/2007	1648.50	1734.75	1829.25	1923.75	2024.25	37.50	A	C
		07/01/2007	1681.50	1769.25	1866.00	1962.75	2064.75	37.50	A	C
		12/16/2007	1715.25	1803.75	1903.50	2001.75	2105.25	37.50	A	C
		06/29/2008	1767.00	1858.50	1961.25	2061.75	2169.00	37.50	A	C
		12/14/2008	1802.25	1896.00	2000.25	2103.00	2212.50	37.50	A	C
		06/28/2009	1820.25	1914.75	2020.50	2124.00	2235.00	37.50	A	C
		07/07/2013	1857.00	1953.00	2061.00	2166.75	2280.00	37.50	A	C
		07/06/2014	1875.75	1972.50	2081.25	2188.50	2302.50	37.50	A	C
		07/05/2015	1913.25	2012.25	2123.25	2232.00	2348.25	37.50	A	C
1353	Retirement Specialist III	04/08/2007	2013.75	2121.00	2233.50	2350.50	2474.25	37.50	A	C
		07/01/2007	2054.25	2163.75	2278.50	2397.75	2523.75	37.50	A	C
		12/16/2007	2095.50	2207.25	2324.25	2445.75	2573.25	37.50	A	C
		06/29/2008	2159.25	2274.00	2394.75	2519.25	2651.25	37.50	A	C
		12/14/2008	2202.75	2319.75	2442.75	2569.50	2704.50	37.50	A	C
		06/28/2009	2224.50	2343.00	2467.50	2595.00	2731.50	37.50	A	C
		07/07/2013	2268.75	2389.50	2517.00	2646.75	2786.25	37.50	A	C
		07/06/2014	2291.25	2413.50	2542.50	2673.00	2814.00	37.50	A	C
		07/05/2015	2337.00	2461.50	2593.50	2726.25	2870.25	37.50	A	C
1344	Retirement Support Specialist	04/08/2007	1429.50	1500.75	1575.75	1654.50	1738.50	37.50	A	C
		07/01/2007	1443.75	1515.75	1591.50	1671.00	1755.75	37.50	A	C
		12/16/2007	1473.00	1545.75	1623.00	1704.75	1790.25	37.50	A	C
		06/29/2008	1502.25	1576.50	1655.25	1738.50	1826.25	37.50	A	C
		12/14/2008	1532.25	1608.00	1688.25	1773.00	1863.00	37.50	A	C
		07/07/2013	1563.00	1640.25	1722.00	1808.25	1900.50	37.50	A	C
		07/06/2014	1578.75	1656.75	1739.25	1826.25	1919.25	37.50	A	C
		07/05/2015	1610.25	1689.75	1773.75	1863.00	1957.50	37.50	A	C
1215	Secretary I	04/08/2007	1462.50	1530.00	1599.75	1668.75	1742.25	37.50	A	C
		07/01/2007	1477.50	1545.00	1615.50	1685.25	1759.50	37.50	A	C
		12/16/2007	1506.75	1575.75	1647.75	1718.25	1794.00	37.50	A	C
		06/29/2008	1536.75	1607.25	1680.75	1752.75	1830.00	37.50	A	C
		12/14/2008	1567.50	1639.50	1714.50	1788.00	1866.75	37.50	A	C
		07/07/2013	1599.00	1672.50	1749.00	1824.00	1904.25	37.50	A	C
		07/06/2014	1614.75	1689.00	1766.25	1842.00	1923.00	37.50	A	C
		07/05/2015	1647.00	1722.75	1801.50	1878.75	1961.25	37.50	A	C
1133	Service Support Specialist	04/08/2007	1413.00	1477.50	1531.50	1605.75	1669.50	37.50	A	C
		07/01/2007	1427.25	1492.50	1546.50	1621.50	1686.00	37.50	A	C

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		12/16/2007	1455.75	1522.50	1577.25	1653.75	1719.00	37.50	A	C
		06/29/2008	1485.00	1553.25	1608.75	1686.75	1753.50	37.50	A	C
		12/14/2008	1515.00	1584.00	1641.00	1720.50	1788.75	37.50	A	C
		07/07/2013	1545.00	1615.50	1674.00	1755.00	1824.75	37.50	A	C
		07/06/2014	1560.75	1632.00	1690.50	1772.25	1842.75	37.50	A	C
		07/05/2015	1592.25	1665.00	1724.25	1807.50	1879.50	37.50	A	C
1128	Specialist Clerk I									
		04/08/2007		1459.50	1518.00	1590.00	1653.75	37.50	A	C
		07/01/2007		1473.75	1533.00	1605.75	1670.25	37.50	A	C
		12/16/2007		1503.00	1563.00	1637.25	1704.00	37.50	A	C
		06/29/2008		1533.00	1594.50	1670.25	1737.75	37.50	A	C
		12/14/2008		1563.75	1626.75	1704.00	1772.25	37.50	A	C
		07/07/2013		1595.25	1659.00	1737.75	1807.50	37.50	A	C
		07/06/2014		1611.00	1675.50	1755.00	1825.50	37.50	A	C
		07/05/2015		1643.25	1709.25	1790.25	1862.25	37.50	A	C
1128 N	Specialist Clerk I									
		04/08/2007					19.47	37.50	A	C
		07/01/2007					19.66	37.50	A	C
		12/16/2007					20.05	37.50	A	C
		06/29/2008					20.45	37.50	A	C
		12/14/2008					20.86	37.50	A	C
		07/07/2013					21.28	37.50	A	C
		07/06/2014					21.49	37.50	A	C
		07/05/2015					21.92	37.50	A	C
1129	Specialist Clerk II									
		04/08/2007		1561.50	1623.75	1700.25	1770.00	37.50	A	C
		07/01/2007		1577.25	1640.25	1717.50	1788.00	37.50	A	C
		12/16/2007		1608.75	1673.25	1752.00	1824.00	37.50	A	C
		06/29/2008		1641.00	1707.00	1787.25	1860.75	37.50	A	C
		12/14/2008		1674.00	1741.50	1823.25	1898.25	37.50	A	C
		07/07/2013		1707.75	1776.00	1860.00	1936.50	37.50	A	C
		07/06/2014		1725.00	1794.00	1878.75	1956.00	37.50	A	C
		07/05/2015		1759.50	1830.00	1916.25	1995.00	37.50	A	C
1205	Stenographer I									
		04/08/2007		1262.25	1318.50	1372.50	1429.50	37.50	A	C
		07/01/2007		1275.00	1332.00	1386.00	1443.75	37.50	A	C
		12/16/2007		1300.50	1359.00	1413.00	1473.00	37.50	A	C
		06/29/2008		1326.75	1386.00	1441.50	1502.25	37.50	A	C
		12/14/2008		1353.00	1413.75	1470.00	1532.25	37.50	A	C
		07/07/2013		1380.00	1442.25	1499.25	1563.00	37.50	A	C
		07/06/2014		1393.50	1456.50	1514.25	1578.75	37.50	A	C
		07/05/2015		1421.25	1485.75	1544.25	1610.25	37.50	A	C
1205 N	Stenographer I									
		04/08/2007					17.57	37.50	A	C
		07/01/2007					17.75	37.50	A	C
		12/16/2007					18.11	37.50	A	C
		06/29/2008					18.47	37.50	A	C
		12/14/2008					18.84	37.50	A	C
		07/07/2013					19.22	37.50	A	C
		07/06/2014					19.41	37.50	A	C
		07/05/2015					19.80	37.50	A	C

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1210	Stenographer II									
	04/08/2007				1483.50	1549.50	1614.75	37.50	A	C
	07/01/2007				1498.50	1565.25	1631.25	37.50	A	C
	12/16/2007				1528.50	1596.75	1664.25	37.50	A	C
	06/29/2008				1559.25	1629.00	1697.25	37.50	A	C
	12/14/2008				1590.75	1661.25	1731.00	37.50	A	C
	07/07/2013				1622.25	1694.25	1765.50	37.50	A	C
	07/06/2014				1638.75	1711.50	1783.50	37.50	A	C
	07/05/2015				1671.75	1746.00	1819.50	37.50	A	C
1210 N	Stenographer II									
	04/08/2007						20.37	37.50	A	C
	07/01/2007						20.57	37.50	A	C
	12/16/2007						20.98	37.50	A	C
	06/29/2008						21.40	37.50	A	C
	12/14/2008						21.83	37.50	A	C
	07/07/2013						22.27	37.50	A	C
	07/06/2014						22.49	37.50	A	C
	07/05/2015						22.94	37.50	A	C
9284	Telecom Svs Coordinator I									
	04/08/2007	1748.00	1835.20	1927.20	2024.00	2144.80	40.00	A	C	
	07/01/2007	1783.20	1872.00	1965.60	2064.80	2188.00	40.00	A	C	
	12/16/2007	1819.20	1909.60	2004.00	2106.40	2232.00	40.00	A	C	
	06/29/2008	1873.60	1967.20	2064.80	2170.40	2299.20	40.00	A	C	
	12/14/2008	1911.20	2006.40	2106.40	2213.60	2344.80	40.00	A	C	
	06/28/2009	1930.40	2026.40	2127.20	2236.00	2368.00	40.00	A	C	
	07/07/2013	1968.80	2067.20	2169.60	2280.80	2415.20	40.00	A	C	
	07/06/2014	1988.80	2088.00	2191.20	2304.00	2439.20	40.00	A	C	
	07/05/2015	2028.80	2129.60	2235.20	2350.40	2488.00	40.00	A	C	
9288	Telecom Svs Coordinator II									
	04/08/2007	2298.40	2410.40	2520.00	2648.00	2784.00	40.00	A	C	
	07/01/2007	2344.80	2458.40	2571.20	2700.80	2840.00	40.00	A	C	
	12/16/2007	2392.00	2507.20	2622.40	2755.20	2896.80	40.00	A	C	
	06/29/2008	2464.80	2583.20	2701.60	2838.40	2984.20	40.00	A	C	
	12/14/2008	2514.40	2635.20	2756.00	2895.20	3044.00	40.00	A	C	
	06/28/2009	2539.20	2661.20	2783.20	2924.00	3074.40	40.00	A	C	
	07/07/2013	2589.60	2714.40	2839.20	2982.40	3136.00	40.00	A	C	
	07/06/2014	2615.20	2741.60	2867.20	3012.00	3167.20	40.00	A	C	
	07/05/2015	2667.20	2796.80	2924.80	3072.00	3230.40	40.00	A	C	
1212	Transcriptionist									
	04/08/2007				1519.50	1588.50	1654.50	37.50	A	C
	07/01/2007				1534.50	1604.25	1671.00	37.50	A	C
	12/16/2007				1564.50	1635.75	1704.75	37.50	A	C
	06/29/2008				1596.00	1668.75	1738.50	37.50	A	C
	12/14/2008				1628.25	1702.50	1773.00	37.50	A	C
	07/07/2013				1660.50	1736.25	1808.25	37.50	A	C
	07/06/2014				1677.00	1753.50	1826.25	37.50	A	C
	07/05/2015				1710.75	1788.75	1863.00	37.50	A	C
1212 N	Transcriptionist									
	04/08/2007						21.14	37.50	A	C
	07/01/2007						21.35	37.50	A	C
	12/16/2007						21.77	37.50	A	C
	06/29/2008						22.21	37.50	A	C

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ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
		12/14/2008					22.65	37.50	A	C
		07/07/2013					23.10	37.50	A	C
		07/06/2014					23.33	37.50	A	C
		07/05/2015					23.80	37.50	A	C
1601	Treasurer-Tax Coll Spec 1									
		04/08/2007		1410.00	1462.50	1529.25	1588.50	37.50	A	E
		07/01/2007		1424.25	1477.50	1544.25	1604.25	37.50	A	E
		12/16/2007		1452.75	1506.75	1575.00	1635.75	37.50	A	E
		06/29/2008		1482.00	1536.75	1606.50	1668.75	37.50	A	E
		12/14/2008		1512.00	1567.50	1638.75	1702.50	37.50	A	E
		07/07/2013		1542.00	1599.00	1671.75	1736.25	37.50	A	E
		07/06/2014		1557.75	1614.75	1688.25	1753.50	37.50	A	E
		07/05/2015		1589.25	1647.00	1722.00	1788.75	37.50	A	E
1602	Treasurer-Tax Coll Spec II									
		04/08/2007	1466.25	1533.00	1593.75	1669.50	1736.25	37.50	A	E
		07/01/2007	1481.25	1548.00	1609.50	1686.00	1753.50	37.50	A	E
		06/29/2008	1541.25	1610.25	1674.00	1753.50	1824.00	37.50	A	E
		12/14/2008	1572.00	1642.50	1707.75	1788.75	1860.75	37.50	A	E
		07/07/2013	1603.50	1675.50	1742.25	1824.75	1898.25	37.50	A	E
		07/06/2014	1619.25	1692.00	1759.50	1842.75	1917.00	37.50	A	E
		07/05/2015	1651.50	1725.75	1794.75	1879.50	1955.25	37.50	A	E
1603	Treasurer-Tax Coll Spec III									
		04/08/2007	1672.50	1747.50	1818.00	1904.25	1980.00	37.50	A	E
		07/01/2007	1689.00	1764.75	1836.00	1923.00	1999.50	37.50	A	E
		12/16/2007	1722.75	1800.00	1872.00	1961.25	2039.25	37.50	A	E
		06/29/2008	1757.25	1836.00	1909.50	2000.25	2079.75	37.50	A	E
		12/14/2008	1792.50	1872.75	1947.75	2040.00	2121.00	37.50	A	E
		07/07/2013	1828.50	1910.25	1986.75	2080.50	2163.75	37.50	A	E
		07/06/2014	1846.50	1929.00	2006.25	2101.50	2185.50	37.50	A	E
		07/05/2015	1883.25	1967.25	2046.75	2143.50	2229.00	37.50	A	E

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ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
0132	Accountant									
	04/08/2007				2031.75	2120.25	2220.00	37.50	A	E
	07/01/2007				2072.25	2163.00	2265.00	37.50	A	E
	12/16/2007				2113.50	2206.50	2310.00	37.50	A	E
	06/29/2008				2177.25	2273.25	2379.75	37.50	A	E
	12/14/2008				2220.75	2319.00	2427.00	37.50	A	E
	06/28/2009				2243.25	2342.25	2451.00	37.50	A	E
	07/07/2013				2288.25	2388.75	2499.75	37.50	A	E
	07/06/2014				2311.50	2412.75	2524.50	37.50	A	E
	07/05/2015				2358.00	2460.75	2574.75	37.50	A	E
0135	Accountant II									
	04/08/2007	1885.50	1968.75	2061.75	2158.50	2256.75	37.50	A	E	
	07/01/2007	1923.00	2008.50	2103.00	2202.00	2301.75	37.50	A	E	
	12/16/2007	1961.25	2049.00	2145.00	2246.25	2347.50	37.50	A	E	
	06/29/2008	2020.50	2111.25	2209.50	2314.50	2418.75	37.50	A	E	
	12/14/2008	2061.00	2153.25	2253.75	2361.00	2467.50	37.50	A	E	
	06/28/2009	2081.25	2175.00	2276.25	2384.25	2492.25	37.50	A	E	
	07/07/2013	2123.25	2218.50	2322.00	2432.25	2541.75	37.50	A	E	
	07/06/2014	2144.25	2241.00	2345.25	2456.25	2567.25	37.50	A	E	
	07/05/2015	2187.00	2286.00	2392.50	2505.75	2618.25	37.50	A	E	
0130	Accountant-Auditor									
	04/08/2007				1866.00	1950.00	2031.75	37.50	A	C
	07/01/2007				1903.50	1989.00	2072.25	37.50	A	C
	12/16/2007				1941.75	2028.75	2113.50	37.50	A	C
	06/29/2008				2000.25	2090.25	2177.25	37.50	A	C
	12/14/2008				2040.00	2132.25	2220.75	37.50	A	C
	06/28/2009				2060.25	2153.25	2243.25	37.50	A	C
	07/07/2013				2101.50	2196.00	2288.25	37.50	A	C
	07/06/2014				2122.50	2217.75	2311.50	37.50	A	C
	07/05/2015				2165.25	2262.00	2358.00	37.50	A	C
8202	Agricultural and Stands Aide									
	04/08/2007	1268.25	1332.00	1398.00	1467.00	1541.25	37.50	A	C	
	07/01/2007	1293.75	1359.00	1426.50	1497.00	1572.75	37.50	A	C	
	12/16/2007	1320.00	1386.00	1455.00	1527.00	1604.25	37.50	A	C	
	06/29/2008	1359.75	1428.00	1499.25	1573.50	1653.00	37.50	A	C	
	12/14/2008	1386.75	1456.50	1529.25	1605.00	1686.00	37.50	A	C	
	07/07/2013	1414.50	1485.75	1560.00	1637.25	1719.75	37.50	A	C	
	07/06/2014	1428.75	1500.75	1575.75	1653.75	1737.00	37.50	A	C	
	07/05/2015	1457.25	1530.75	1607.25	1686.75	1771.50	37.50	A	C	
8202 N	Agricultural and Stands Aide									
	04/08/2007	16.91	17.76	18.64	19.56	20.55	37.50	A	C	
	07/01/2007	17.25	18.12	19.02	19.96	20.97	37.50	A	C	
	12/16/2007	17.60	18.48	19.40	20.36	21.39	37.50	A	C	
	06/29/2008	18.13	19.04	19.99	20.98	22.04	37.50	A	C	
	12/14/2008	18.49	19.42	20.39	21.40	22.48	37.50	A	C	
	07/07/2013	18.86	19.81	20.80	21.83	22.93	37.50	A	C	
	07/06/2014	19.05	20.01	21.01	22.05	23.16	37.50	A	C	
	07/05/2015	19.43	20.41	21.43	22.49	23.62	37.50	A	C	
8204	Agricultural and Stands Technician									
	04/08/2007	1576.50	1658.25	1739.25	1827.00	1920.00	37.50	A	C	
	07/01/2007	1608.00	1691.25	1773.75	1863.75	1959.00	37.50	A	C	
	12/16/2007	1640.25	1725.00	1809.00	1901.25	1998.00	37.50	A	C	

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		06/29/2008	1689.75	1776.75	1863.75	1959.00	2058.00	37.50	A	C
		12/14/2008	1723.50	1812.00	1901.25	1998.00	2099.25	37.50	A	C
		07/07/2013	1758.00	1848.00	1939.50	2037.75	2141.25	37.50	A	C
		07/06/2014	1775.25	1866.75	1959.00	2058.00	2163.00	37.50	A	C
		07/05/2015	1810.50	1904.25	1998.00	2099.25	2206.50	37.50	A	C
8215	Agricultural Biologist									
		04/08/2007	1736.25	1821.75	1899.00	1988.25	2082.75	37.50	A	E
		07/01/2007	1770.75	1858.50	1937.25	2028.75	2124.75	37.50	A	E
		12/16/2007	1806.00	1896.00	1976.25	2069.25	2167.50	37.50	A	E
		06/29/2008	1860.75	1953.75	2036.25	2131.50	2232.75	37.50	A	E
		12/14/2008	1898.25	1992.75	2076.75	2174.25	2277.75	37.50	A	E
		07/07/2013	1936.50	2032.50	2118.00	2217.75	2323.50	37.50	A	E
		07/06/2014	1956.00	2052.75	2139.00	2240.25	2346.75	37.50	A	E
		07/05/2015	1995.00	2094.00	2181.75	2285.25	2394.00	37.50	A	E
8205	Agricultural Biologist Trainee									
		04/08/2007					1585.50	37.50	A	C
		07/01/2007					1617.00	37.50	A	C
		12/16/2007					1649.25	37.50	A	C
		06/29/2008					1698.75	37.50	A	C
		12/14/2008					1732.50	37.50	A	C
		07/07/2013					1767.00	37.50	A	C
		07/06/2014					1785.00	37.50	A	C
		07/05/2015					1821.00	37.50	A	C
2610	Appraiser I									
		04/08/2007			1732.50	1812.75	1893.00	37.50	A	C
		07/01/2007			1767.00	1848.75	1930.50	37.50	A	C
		12/16/2007			1802.25	1885.50	1968.75	37.50	A	C
		06/29/2008			1857.00	1942.50	2028.75	37.50	A	C
		12/14/2008			1894.50	1981.50	2069.25	37.50	A	C
		07/07/2013			1932.75	2021.25	2110.50	37.50	A	C
		07/06/2014			1952.25	2041.50	2131.50	37.50	A	C
		07/05/2015			1991.25	2082.00	2174.25	37.50	A	C
2610 N	Appraiser I									
		04/08/2007					23.57	37.50	A	C
		07/01/2007					24.05	37.50	A	C
		12/16/2007					24.53	37.50	A	C
		06/29/2008					25.27	37.50	A	C
		12/14/2008					25.78	37.50	A	C
		07/07/2013					26.30	37.50	A	C
		07/06/2014					26.56	37.50	A	C
		07/05/2015					27.09	37.50	A	C
2615	Appraiser II									
		04/08/2007	1935.00	2019.00	2116.50	2208.75	2316.75	37.50	A	E
		07/01/2007	1974.00	2059.50	2159.25	2253.00	2363.25	37.50	A	E
		12/16/2007	2013.75	2100.75	2202.75	2298.00	2410.50	37.50	A	E
		06/29/2008	2074.50	2164.50	2269.50	2367.00	2483.25	37.50	A	E
		12/14/2008	2115.75	2208.00	2315.25	2414.25	2532.75	37.50	A	E
		07/07/2013	2157.75	2252.25	2361.75	2462.25	2583.75	37.50	A	E
		07/06/2014	2179.50	2274.75	2385.00	2487.00	2609.25	37.50	A	E
		07/05/2015	2223.00	2320.50	2433.00	2536.50	2661.75	37.50	A	E
2615 N	Appraiser II									
		04/08/2007					28.97	37.50	A	E
		07/01/2007					29.55	37.50	A	E

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		12/16/2007					30.14	37.50	A	E
		06/29/2008					31.05	37.50	A	E
		12/14/2008					31.67	37.50	A	E
		07/07/2013					32.30	37.50	A	E
		07/06/2014					32.62	37.50	A	E
		07/05/2015					33.27	37.50	A	E
2620	Appraiser III									
		04/08/2007	2194.50	2295.75	2409.75	2516.25	2645.25	37.50	A	E
		07/01/2007	2238.75	2342.25	2457.75	2567.25	2698.50	37.50	A	E
		12/16/2007	2283.75	2388.75	2507.25	2618.25	2752.50	37.50	A	E
		06/29/2008	2352.75	2460.75	2583.00	2697.75	2835.00	37.50	A	E
		12/14/2008	2400.00	2510.25	2634.75	2751.75	2892.00	37.50	A	E
		07/07/2013	2448.00	2560.50	2687.25	2806.50	2949.75	37.50	A	E
		07/06/2014	2472.75	2586.00	2714.25	2834.25	2979.00	37.50	A	E
		07/05/2015	2522.25	2637.75	2768.25	2891.25	3038.25	37.50	A	E
2605	Appraiser Intern									
		04/08/2007			1002.75	1041.75	1077.75	37.50	A	C
		07/01/2007			1023.00	1062.75	1099.50	37.50	A	C
		12/16/2007			1043.25	1083.75	1121.25	37.50	A	C
		06/29/2008			1074.75	1116.75	1155.00	37.50	A	C
		12/14/2008			1096.50	1139.25	1178.25	37.50	A	C
		07/07/2013			1118.25	1161.75	1201.50	37.50	A	C
		07/06/2014			1129.50	1173.00	1213.50	37.50	A	C
		07/05/2015			1152.00	1196.25	1237.50	37.50	A	C
2203	Architectural Proj Coord I									
		04/08/2007	1859.25	1950.75	2038.50	2130.00	2224.50	37.50	A	C
		07/01/2007	1878.00	1970.25	2058.75	2151.00	2247.00	37.50	A	C
		12/16/2007	1915.50	2010.00	2100.00	2193.75	2292.00	37.50	A	C
		06/29/2008	1953.75	2050.50	2142.00	2238.00	2337.75	37.50	A	C
		12/14/2008	1992.75	2091.75	2184.75	2283.00	2384.25	37.50	A	C
		07/07/2013	2032.50	2133.75	2228.25	2328.75	2432.25	37.50	A	C
		07/06/2014	2052.75	2154.75	2250.75	2352.00	2456.25	37.50	A	C
		07/05/2015	2094.00	2197.50	2295.75	2399.25	2505.75	37.50	A	C
2205	Architectural Proj Coord II									
		04/08/2007	2084.25	2182.50	2285.25	2385.75	2493.75	37.50	A	E
		07/01/2007	2105.25	2204.25	2307.75	2409.75	2518.50	37.50	A	E
		12/16/2007	2147.25	2248.50	2354.25	2457.75	2568.75	37.50	A	E
		06/29/2008	2190.00	2293.50	2401.50	2507.25	2620.50	37.50	A	E
		12/14/2008	2233.50	2339.25	2449.50	2557.50	2673.00	37.50	A	E
		07/07/2013	2278.50	2385.75	2498.25	2608.50	2726.25	37.50	A	E
		07/06/2014	2301.00	2409.75	2523.00	2634.75	2753.25	37.50	A	E
		07/05/2015	2346.75	2457.75	2573.25	2687.25	2808.00	37.50	A	E
2515	Associate Right of Way Agent									
		04/08/2007	2644.00	2769.60	2902.40	3037.60	3187.20	40.00	A	E
		07/01/2007	2696.80	2825.60	2960.80	3098.40	3251.20	40.00	A	E
		12/16/2007	2750.40	2882.40	3020.00	3160.00	3316.00	40.00	A	E
		06/29/2008	2833.60	2969.60	3112.00	3255.20	3416.00	40.00	A	E
		12/14/2008	2890.40	3028.80	3174.40	3320.00	3484.00	40.00	A	E
		07/07/2013	2948.00	3089.60	3237.60	3386.40	3553.60	40.00	A	E
		07/06/2014	2977.60	3120.80	3269.60	3420.00	3588.80	40.00	A	E
		07/05/2015	3036.80	3183.20	3335.20	3488.80	3660.80	40.00	A	E

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8509	Asst Public Guardian-Consrvtr									
	04/08/2007			2194.50	2300.25	2406.00	2518.50	37.50	A	E
	07/01/2007			2238.75	2346.75	2454.00	2569.50	37.50	A	E
	12/16/2007			2283.75	2394.00	2502.75	2621.25	37.50	A	E
	06/29/2008			2352.75	2466.75	2578.50	2700.75	37.50	A	E
	12/14/2008			2400.00	2516.25	2630.25	2754.75	37.50	A	E
	06/28/2009			2424.00	2541.75	2656.50	2782.50	37.50	A	E
	07/07/2013			2472.75	2592.75	2709.75	2838.00	37.50	A	E
	07/06/2014			2497.50	2619.00	2736.75	2866.50	37.50	A	E
	07/05/2015			2547.75	2671.50	2791.50	2923.50	37.50	A	E
2510	Asst Right of Way Agent									
	04/08/2007	1801.60	1894.40	1979.20	2070.40	2166.40	2269.60	40.00	A	E
	07/01/2007	1838.40	1932.80	2019.20	2112.00	2209.60	2312.00	40.00	A	E
	12/16/2007	1875.20	1971.20	2059.20	2154.40	2253.60	2353.60	40.00	A	E
	06/29/2008	1932.00	2030.40	2120.80	2219.20	2321.60	2421.60	40.00	A	E
	12/14/2008	1970.40	2071.20	2163.20	2263.20	2368.00	2468.00	40.00	A	E
	07/07/2013	2009.60	2112.80	2206.40	2308.80	2415.20	2515.20	40.00	A	E
	07/06/2014	2029.60	2133.60	2228.80	2332.00	2439.20	2539.20	40.00	A	E
	07/05/2015	2070.40	2176.00	2273.60	2378.40	2488.00	2588.00	40.00	A	E
0143	Auditor									
	11/25/2012	2178.00	2286.75	2401.50	2521.50	2647.50	2773.50	37.50	A	C
	07/07/2013	2221.50	2332.50	2449.50	2571.75	2700.75	2829.75	37.50	A	C
	07/06/2014	2244.00	2355.75	2474.25	2597.25	2727.75	2857.75	37.50	A	C
	07/05/2015	2289.00	2403.00	2523.75	2649.00	2782.50	2912.50	37.50	A	C
0142	Auditor I									
	04/08/2007	1799.25	1880.25	1965.00	2054.25	2153.25	2253.25	37.50	A	E
	07/01/2007	1835.25	1917.75	2004.00	2095.50	2196.75	2300.00	37.50	A	E
	12/16/2007	1872.00	1956.00	2043.75	2137.50	2241.00	2346.00	37.50	A	E
	06/29/2008	1928.25	2015.25	2106.00	2202.00	2308.50	2415.00	37.50	A	E
	12/14/2008	1966.50	2055.75	2148.00	2246.25	2355.00	2463.00	37.50	A	E
	06/28/2009	1986.00	2076.00	2169.75	2268.75	2378.25	2487.25	37.50	A	E
	07/07/2013	2025.75	2117.25	2213.25	2314.50	2425.50	2537.50	37.50	A	E
	07/06/2014	2046.00	2138.25	2235.75	2337.75	2449.50	2562.50	37.50	A	E
	07/05/2015	2087.25	2181.00	2280.75	2384.25	2498.25	2612.25	37.50	A	E
0145	Auditor II									
	04/08/2007	1978.50	2068.50	2169.75	2265.00	2370.75	2477.75	37.50	A	E
	07/01/2007	2018.25	2110.50	2213.25	2310.75	2418.75	2527.75	37.50	A	E
	12/16/2007	2058.75	2152.50	2257.50	2357.25	2467.50	2578.25	37.50	A	E
	06/29/2008	2121.00	2217.00	2325.75	2428.50	2542.50	2657.50	37.50	A	E
	12/14/2008	2163.75	2261.25	2372.25	2477.25	2593.50	2709.75	37.50	A	E
	06/28/2009	2185.50	2283.75	2396.25	2502.00	2619.75	2737.75	37.50	A	E
	07/07/2013	2229.00	2329.50	2444.25	2552.25	2672.25	2791.25	37.50	A	E
	07/06/2014	2251.50	2352.75	2469.00	2577.75	2699.25	2825.25	37.50	A	E
	07/05/2015	2296.50	2400.00	2518.50	2629.50	2753.25	2882.25	37.50	A	E
2705	Auditor-Appraiser I									
	04/08/2007			1732.50	1812.75	1893.00	1973.25	37.50	A	C
	07/01/2007			1767.00	1848.75	1930.50	2012.25	37.50	A	C
	12/16/2007			1802.25	1885.50	1968.75	2052.00	37.50	A	C
	06/29/2008			1857.00	1942.50	2028.75	2115.00	37.50	A	C
	12/14/2008			1894.50	1981.50	2069.25	2157.00	37.50	A	C
	07/07/2013			1932.75	2021.25	2110.50	2200.00	37.50	A	C
	07/06/2014			1952.25	2041.50	2131.50	2221.50	37.50	A	C
	07/05/2015			1991.25	2082.00	2174.25	2267.25	37.50	A	C

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2705 N	Auditor-Appraiser I									
	04/08/2007						23.57	37.50	A	C
	07/01/2007						24.05	37.50	A	C
	12/16/2007						24.53	37.50	A	C
	06/29/2008						25.27	37.50	A	C
	12/14/2008						25.78	37.50	A	C
	07/07/2013						26.30	37.50	A	C
	07/06/2014						26.56	37.50	A	C
	07/05/2015						27.09	37.50	A	C
2710	Auditor-Appraiser II									
	04/08/2007	1935.00	2019.00	2116.50	2208.75	2316.75	37.50	A	E	
	07/01/2007	1974.00	2059.50	2159.25	2253.00	2363.25	37.50	A	E	
	12/16/2007	2013.75	2100.75	2202.75	2298.00	2410.50	37.50	A	E	
	06/29/2008	2074.50	2164.50	2269.50	2367.00	2483.25	37.50	A	E	
	12/14/2008	2115.75	2208.00	2315.25	2414.25	2532.75	37.50	A	E	
	07/07/2013	2157.75	2252.25	2361.75	2462.25	2583.75	37.50	A	E	
	07/06/2014	2179.50	2274.75	2385.00	2487.00	2609.25	37.50	A	E	
	07/05/2015	2223.00	2320.50	2433.00	2536.50	2661.75	37.50	A	E	
2710 N	Auditor-Appraiser II									
	04/08/2007						28.97	37.50	A	E
	07/01/2007						29.55	37.50	A	E
	12/16/2007						30.14	37.50	A	E
	06/29/2008						31.05	37.50	A	E
	12/14/2008						31.67	37.50	A	E
	07/07/2013						32.30	37.50	A	E
	07/06/2014						32.62	37.50	A	E
	07/05/2015						33.27	37.50	A	E
2715	Auditor-Appraiser III									
	04/08/2007	2194.50	2295.75	2409.75	2516.25	2645.25	37.50	A	E	
	07/01/2007	2238.75	2342.25	2457.75	2567.25	2698.50	37.50	A	E	
	12/16/2007	2283.75	2388.75	2507.25	2618.25	2752.50	37.50	A	E	
	06/29/2008	2352.75	2460.75	2583.00	2697.75	2835.00	37.50	A	E	
	12/14/2008	2400.00	2510.25	2634.75	2751.75	2892.00	37.50	A	E	
	07/07/2013	2448.00	2560.50	2687.25	2806.50	2949.75	37.50	A	E	
	07/06/2014	2472.75	2586.00	2714.25	2834.25	2979.00	37.50	A	E	
	07/05/2015	2522.25	2637.75	2768.25	2891.25	3038.25	37.50	A	E	
0128	Auditor-Intern									
	04/08/2007			1041.75	1083.00	1119.00	37.50	A	C	
	07/01/2007			1062.75	1104.75	1141.50	37.50	A	C	
	12/16/2007			1083.75	1126.50	1164.00	37.50	A	C	
	06/29/2008			1116.75	1160.25	1199.25	37.50	A	C	
	12/14/2008			1139.25	1183.50	1223.25	37.50	A	C	
	06/28/2009			1150.50	1195.50	1235.25	37.50	A	C	
	07/07/2013			1173.75	1219.50	1260.00	37.50	A	C	
	07/06/2014			1185.75	1231.50	1272.75	37.50	A	C	
	07/05/2015			1209.75	1256.25	1298.25	37.50	A	C	
2968	Bonds & Finance Technician I									
	04/08/2007	1603.50	1683.00	1768.50	1855.50	1947.75	37.50	A	C	
	07/01/2007	1635.75	1716.75	1804.50	1893.00	1986.75	37.50	A	C	
	12/16/2007	1668.75	1751.25	1840.50	1930.50	2026.50	37.50	A	C	
	06/29/2008	1719.75	1804.50	1896.00	1988.25	2088.00	37.50	A	C	
	12/14/2008	1754.25	1840.50	1934.25	2028.00	2130.00	37.50	A	C	
	07/07/2013	1789.50	1877.25	1973.25	2068.50	2172.75	37.50	A	C	

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		07/06/2014	1807.50	1896.00	1992.75	2089.50	2194.50	37.50	A	C
		07/05/2015	1843.50	1934.25	2032.50	2131.50	2238.75	37.50	A	C
2969	Bonds & Finance Technician II									
		04/08/2007	1855.50	1947.75	2045.25	2148.00	2256.00	37.50	A	C
		07/01/2007	1893.00	1986.75	2086.50	2191.50	2301.00	37.50	A	C
		12/16/2007	1930.50	2026.50	2128.50	2235.00	2346.75	37.50	A	C
		06/29/2008	1988.25	2088.00	2193.00	2302.50	2418.00	37.50	A	C
		12/14/2008	2028.00	2130.00	2236.50	2348.25	2466.00	37.50	A	C
		07/07/2013	2068.50	2172.75	2281.50	2395.50	2515.50	37.50	A	C
		07/06/2014	2089.50	2194.50	2304.00	2419.50	2541.00	37.50	A	C
		07/05/2015	2131.50	2238.75	2349.75	2468.25	2592.00	37.50	A	C
2972	Bonds & Finance Technician III									
		04/08/2007	2148.00	2256.00	2367.75	2487.00	2610.75	37.50	A	C
		07/01/2007	2191.50	2301.00	2415.75	2536.50	2663.25	37.50	A	C
		12/16/2007	2235.00	2346.75	2463.75	2587.50	2716.50	37.50	A	C
		06/29/2008	2302.50	2418.00	2538.75	2665.50	2798.25	37.50	A	C
		12/14/2008	2348.25	2466.00	2589.75	2718.75	2854.50	37.50	A	C
		07/07/2013	2395.50	2515.50	2641.50	2773.50	2911.50	37.50	A	C
		07/06/2014	2419.50	2541.00	2667.75	2801.25	2940.75	37.50	A	C
		07/05/2015	2468.25	2592.00	2721.00	2857.50	2999.25	37.50	A	C
0161	Business License Tax Auditor									
		04/08/2007	1978.50	2068.50	2169.75	2265.00	2370.75	37.50	A	C
		07/01/2007	2018.25	2110.50	2213.25	2310.75	2418.75	37.50	A	C
		12/16/2007	2058.75	2152.50	2257.50	2357.25	2467.50	37.50	A	C
		06/29/2008	2121.00	2217.00	2325.75	2428.50	2542.50	37.50	A	C
		12/14/2008	2163.75	2261.25	2372.25	2477.25	2593.50	37.50	A	C
		06/28/2009	2185.50	2283.75	2396.25	2502.00	2619.75	37.50	A	C
		07/07/2013	2229.00	2329.50	2444.25	2552.25	2672.25	37.50	A	C
		07/06/2014	2251.50	2352.75	2469.00	2577.75	2699.25	37.50	A	C
		07/05/2015	2296.50	2400.00	2518.50	2629.50	2753.25	37.50	A	C
2210	Capital Improvement Prj Coor									
		04/08/2007	2880.80	3021.60	3175.20	3322.40	3500.00	40.00	A	C
		07/01/2007	2909.60	3052.00	3207.20	3356.00	3535.20	40.00	A	C
		12/16/2007	2968.00	3112.80	3271.20	3423.20	3605.60	40.00	A	C
		06/29/2008	3027.20	3175.20	3336.80	3492.00	3677.60	40.00	A	C
		12/14/2008	3088.00	3238.40	3403.20	3561.60	3751.20	40.00	A	C
		07/07/2013	3149.60	3303.20	3471.20	3632.80	3826.40	40.00	A	C
		07/06/2014	3180.80	3336.00	3505.60	3668.80	3864.80	40.00	A	C
		07/05/2015	3244.80	3402.40	3576.00	3742.40	3942.40	40.00	A	C
5553	Chemist									
		04/08/2007	2388.00	2489.60	2607.20	2733.60	2855.20	40.00	A	E
		07/01/2007	2436.00	2539.20	2660.00	2788.80	2912.80	40.00	A	E
		12/16/2007	2484.80	2589.60	2713.60	2844.80	2971.20	40.00	A	E
		06/29/2008	2560.00	2668.00	2796.00	2930.40	3060.80	40.00	A	E
		12/14/2008	2611.20	2721.60	2852.00	2988.80	3122.40	40.00	A	E
		06/28/2009	2637.60	2748.80	2880.80	3018.40	3153.60	40.00	A	E
		07/07/2013	2690.40	2804.00	2938.40	3078.40	3216.80	40.00	A	E
		07/06/2014	2717.60	2832.00	2968.00	3108.80	3248.80	40.00	A	E
		07/05/2015	2772.00	2888.80	3027.20	3171.20	3313.60	40.00	A	E
2964	Community Dev Spec I									
		04/08/2007	1936.50	2027.25	2113.50	2215.50	2317.50	37.50	A	C
		07/01/2007	1975.50	2067.75	2155.50	2260.50	2364.00	37.50	A	C
		12/16/2007	2015.25	2109.00	2198.25	2305.50	2411.25	37.50	A	C

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		06/29/2008	2076.00	2172.75	2265.00	2374.50	2484.00	37.50	A	C
		12/14/2008	2117.25	2216.25	2310.00	2421.75	2533.50	37.50	A	C
		07/07/2013	2159.25	2260.50	2356.50	2470.50	2584.50	37.50	A	C
		07/06/2014	2181.00	2283.00	2379.75	2495.25	2610.00	37.50	A	C
		07/05/2015	2224.50	2328.75	2427.00	2545.50	2662.50	37.50	A	C
2965	Community Dev Spec II									
		04/08/2007	2215.50	2317.50	2424.00	2535.00	2648.25	37.50	A	C
		07/01/2007	2260.50	2364.00	2472.75	2586.00	2701.50	37.50	A	C
		12/16/2007	2305.50	2411.25	2522.25	2637.75	2755.50	37.50	A	C
		06/29/2008	2374.50	2484.00	2598.00	2717.25	2838.00	37.50	A	C
		12/14/2008	2421.75	2533.50	2649.75	2771.25	2895.00	37.50	A	C
		07/07/2013	2470.50	2584.50	2703.00	2826.75	2952.75	37.50	A	C
		07/06/2014	2495.25	2610.00	2730.00	2855.25	2982.00	37.50	A	C
		07/05/2015	2545.50	2662.50	2784.75	2912.25	3042.00	37.50	A	C
2966	Community Dev Spec III									
		04/08/2007	2535.00	2648.25	2776.50	2903.25	3052.50	37.50	A	C
		07/01/2007	2586.00	2701.50	2832.00	2961.75	3114.00	37.50	A	C
		12/16/2007	2637.75	2755.50	2889.00	3021.00	3176.25	37.50	A	C
		06/29/2008	2717.25	2838.00	2976.00	3112.50	3272.25	37.50	A	C
		12/14/2008	2771.25	2895.00	3035.25	3174.75	3337.50	37.50	A	C
		07/07/2013	2826.75	2952.75	3096.00	3238.50	3404.25	37.50	A	C
		07/06/2014	2855.25	2982.00	3126.75	3270.75	3438.00	37.50	A	C
		07/05/2015	2912.25	3042.00	3189.00	3336.00	3507.00	37.50	A	C
8523	Criminalist I									
		04/08/2007	2230.50	2334.00	2444.25	2565.00	2685.75	37.50	A	C
		07/01/2007	2275.50	2380.50	2493.75	2616.75	2739.75	37.50	A	C
		12/16/2007	2321.25	2427.75	2544.00	2669.25	2794.50	37.50	A	C
		06/29/2008	2551.20	2668.00	2796.00	2932.80	3071.20	40.00	A	C
		12/14/2008	2602.40	2721.60	2852.00	2991.20	3132.80	40.00	A	C
		06/28/2009	2628.80	2748.80	2880.80	3020.80	3164.00	40.00	A	C
		07/07/2013	2681.60	2804.00	2938.40	3081.60	3227.20	40.00	A	C
		07/06/2014	2708.80	2832.00	2968.00	3112.80	3259.20	40.00	A	C
		07/05/2015	2763.20	2888.80	3027.20	3175.20	3324.00	40.00	A	C
8524	Criminalist II									
		04/08/2007	2448.75	2565.00	2685.75	2815.50	2940.00	37.50	A	E
		07/01/2007	2498.25	2616.75	2739.75	2872.50	2999.25	37.50	A	E
		12/16/2007	2548.50	2669.25	2794.50	2930.25	3059.25	37.50	A	E
		06/29/2008	2800.80	2932.80	3071.20	3220.00	3362.40	40.00	A	E
		12/14/2008	2856.80	2991.20	3132.80	3284.80	3429.60	40.00	A	E
		06/28/2009	2885.60	3020.80	3164.00	3317.60	3464.00	40.00	A	E
		07/07/2013	2943.20	3081.60	3227.20	3384.00	3533.60	40.00	A	E
		07/06/2014	2972.80	3112.80	3259.20	3417.60	3568.80	40.00	A	E
		07/05/2015	3032.00	3175.20	3324.00	3485.60	3640.00	40.00	A	E
8525	Criminalist III									
		04/08/2007	2685.75	2815.50	2940.00	3084.75	3238.50	37.50	A	E
		07/01/2007	2739.75	2872.50	2999.25	3147.00	3303.75	37.50	A	E
		12/16/2007	2794.50	2930.25	3059.25	3210.00	3369.75	37.50	A	E
		06/29/2008	3071.20	3220.00	3362.40	3528.00	3703.20	40.00	A	E
		12/14/2008	3132.80	3284.80	3429.60	3598.40	3777.60	40.00	A	E
		06/28/2009	3164.00	3317.60	3464.00	3634.40	3815.20	40.00	A	E
		07/07/2013	3227.20	3384.00	3533.60	3707.20	3891.20	40.00	A	E
		07/06/2014	3259.20	3417.60	3568.80	3744.00	3930.40	40.00	A	E
		07/05/2015	3324.00	3485.60	3640.00	3819.20	4008.80	40.00	A	E

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8529	DNA Technical Lead									
		06/29/2008	3210.40	3371.20	3540.00	3716.80	3902.40	40.00	A	C
		12/14/2008	3274.40	3438.40	3611.20	3791.20	3980.80	40.00	A	C
		06/28/2009	3307.20	3472.80	3647.20	3828.80	4020.80	40.00	A	C
		07/07/2013	3373.60	3542.40	3720.00	3905.60	4101.60	40.00	A	C
		07/06/2014	3407.20	3577.60	3757.60	3944.80	4142.40	40.00	A	C
		07/05/2015	3475.20	3648.80	3832.80	4024.00	4225.60	40.00	A	C
8516	Forensic Computer Examiner I									
		03/21/2010	2628.00	2748.80	2880.80	3020.80	3164.00	40.00	A	E
		07/07/2013	2680.80	2804.00	2938.40	3081.60	3227.20	40.00	A	E
		07/06/2014	2708.00	2832.00	2968.00	3112.80	3259.20	40.00	A	E
		07/05/2015	2762.40	2888.80	3027.20	3175.20	3324.00	40.00	A	E
8517	Forensic Computer Examiner II									
		03/21/2010	3164.00	3317.60	3464.00	3634.40	3815.20	40.00	A	E
		07/07/2013	3227.20	3384.00	3533.60	3707.20	3891.20	40.00	A	E
		07/06/2014	3259.20	3417.60	3568.80	3744.00	3930.40	40.00	A	E
		07/05/2015	3324.00	3485.60	3640.00	3819.20	4008.80	40.00	A	E
2961	Housing & Comm Dev Tech I									
		04/08/2007	1647.75	1724.25	1796.25	1881.00	1964.25	37.50	A	C
		07/01/2007	1680.75	1758.75	1832.25	1918.50	2003.25	37.50	A	C
		12/16/2007	1714.50	1794.00	1869.00	1956.75	2043.00	37.50	A	C
		06/29/2008	1766.25	1848.00	1925.25	2016.00	2104.50	37.50	A	C
		12/14/2008	1801.50	1884.75	1963.50	2056.50	2146.50	37.50	A	C
		07/07/2013	1837.50	1922.25	2002.50	2097.75	2189.25	37.50	A	C
		07/06/2014	1856.25	1941.75	2022.75	2118.75	2211.00	37.50	A	C
		07/05/2015	1893.75	1980.75	2063.25	2161.50	2255.25	37.50	A	C
2973	Housing & Comm Dev Tech II									
		07/01/2007	1869.00	1956.00	2037.00	2133.75	2228.25	37.50	A	C
		12/16/2007	1906.50	1995.00	2077.50	2176.50	2272.50	37.50	A	C
		06/29/2008	1964.25	2055.00	2139.75	2242.50	2341.50	37.50	A	C
		12/14/2008	2003.25	2096.25	2182.50	2287.50	2388.00	37.50	A	C
		07/07/2013	2043.00	2138.25	2226.00	2333.25	2436.00	37.50	A	C
		07/06/2014	2063.25	2160.00	2248.50	2356.50	2460.00	37.50	A	C
		07/05/2015	2104.50	2203.50	2293.50	2403.75	2509.50	37.50	A	C
2955	Housing Rehab Specialist I									
		04/08/2007	1936.50	2027.25	2113.50	2215.50	2317.50	37.50	A	C
		07/01/2007	1975.50	2067.75	2155.50	2260.50	2364.00	37.50	A	C
		12/16/2007	2015.25	2109.00	2198.25	2305.50	2411.25	37.50	A	C
		06/29/2008	2076.00	2172.75	2265.00	2374.50	2484.00	37.50	A	C
		12/14/2008	2117.25	2216.25	2310.00	2421.75	2533.50	37.50	A	C
		07/07/2013	2159.25	2260.50	2356.50	2470.50	2584.50	37.50	A	C
		07/06/2014	2181.00	2283.00	2379.75	2495.25	2610.00	37.50	A	C
		07/05/2015	2224.50	2328.75	2427.00	2545.50	2662.50	37.50	A	C
2956	Housing Rehab Specialist II									
		04/08/2007	2215.50	2317.50	2424.00	2535.00	2648.25	37.50	A	C
		07/01/2007	2260.50	2364.00	2472.75	2586.00	2701.50	37.50	A	C
		12/16/2007	2305.50	2411.25	2522.25	2637.75	2755.50	37.50	A	C
		06/29/2008	2374.50	2484.00	2598.00	2717.25	2838.00	37.50	A	C
		12/14/2008	2421.75	2533.50	2649.75	2771.25	2895.00	37.50	A	C
		07/07/2013	2470.50	2584.50	2703.00	2826.75	2952.75	37.50	A	C
		07/06/2014	2495.25	2610.00	2730.00	2855.25	2982.00	37.50	A	C
		07/05/2015	2545.50	2662.50	2784.75	2912.25	3042.00	37.50	A	C

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ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
2957	Housing Rehab Specialist III									
		04/08/2007	2535.00	2648.25	2776.50	2903.25	3052.50	37.50	A	C
		07/01/2007	2586.00	2701.50	2832.00	2961.75	3114.00	37.50	A	C
		12/16/2007	2637.75	2755.50	2889.00	3021.00	3176.25	37.50	A	C
		06/29/2008	2717.25	2838.00	2976.00	3112.50	3272.25	37.50	A	C
		12/14/2008	2771.25	2895.00	3035.25	3174.75	3337.50	37.50	A	C
		07/07/2013	2826.75	2952.75	3096.00	3238.50	3404.25	37.50	A	C
		07/06/2014	2855.25	2982.00	3126.75	3270.75	3438.00	37.50	A	C
		07/05/2015	2912.25	3042.00	3189.00	3336.00	3507.00	37.50	A	C
2984	Housing Rehabilitation Tech									
		10/04/2009	1801.50	1884.75	1963.50	2056.50	2146.50	37.50	A	C
		07/07/2013	1837.50	1922.25	2002.50	2097.75	2189.25	37.50	A	C
		07/06/2014	1856.25	1941.75	2022.75	2118.75	2211.00	37.50	A	C
		07/05/2015	1893.75	1980.75	2063.25	2161.50	2255.25	37.50	A	C
5550	Laboratory Technician									
		04/08/2007	1748.25	1826.25	1911.75	1999.50	2097.00	37.50	A	C
		07/01/2007	1783.50	1863.00	1950.00	2040.00	2139.00	37.50	A	C
		12/16/2007	1819.50	1900.50	1989.00	2080.50	2181.75	37.50	A	C
		06/29/2008	1875.00	1958.25	2049.00	2142.75	2247.75	37.50	A	C
		12/14/2008	1912.50	1997.25	2090.25	2185.50	2292.75	37.50	A	C
		06/28/2009	1932.00	2017.50	2111.25	2207.25	2316.00	37.50	A	C
		07/07/2013	1971.00	2058.00	2153.25	2251.50	2362.50	37.50	A	C
		07/06/2014	1990.50	2078.25	2175.00	2274.00	2386.50	37.50	A	C
		07/05/2015	2030.25	2119.50	2218.50	2319.75	2434.50	37.50	A	C
2963	Lead Risk Assessor									
		04/08/2007	1771.50	1854.75	1932.75	2025.00	2118.75	37.50	A	C
		07/01/2007	1807.50	1892.25	1971.75	2065.50	2161.50	37.50	A	C
		12/16/2007	1843.50	1929.75	2011.50	2106.75	2205.00	37.50	A	C
		06/29/2008	1899.00	1987.50	2072.25	2170.50	2271.75	37.50	A	C
		12/14/2008	1937.25	2027.25	2113.50	2214.00	2317.50	37.50	A	C
		07/07/2013	1976.25	2067.75	2155.50	2258.25	2364.00	37.50	A	C
		07/06/2014	1995.75	2088.75	2177.25	2280.75	2388.00	37.50	A	C
		07/05/2015	2035.50	2130.75	2220.75	2326.50	2436.00	37.50	A	C
4130	Librarian I									
		04/08/2007		1770.00	1848.75	1935.75	2026.50	37.50	A	E
		07/01/2007		1788.00	1867.50	1955.25	2046.75	37.50	A	E
		12/16/2007		1824.00	1905.00	1994.25	2088.00	37.50	A	E
		06/29/2008		1860.75	1943.25	2034.00	2130.00	37.50	A	E
		12/14/2008		1898.25	1982.25	2074.50	2172.75	37.50	A	E
		07/07/2013		1936.50	2022.00	2115.75	2216.25	37.50	A	E
		07/06/2014		1956.00	2042.25	2136.75	2238.75	37.50	A	E
		07/05/2015		1995.00	2082.75	2179.50	2283.75	37.50	A	E
4130 N	Librarian I									
		04/08/2007					24.65	37.50	A	E
		07/01/2007					24.90	37.50	A	E
		12/16/2007					25.40	37.50	A	E
		06/29/2008					25.91	37.50	A	E
		12/14/2008					26.43	37.50	A	E
		07/07/2013					26.96	37.50	A	E
		07/06/2014					27.23	37.50	A	E
		07/05/2015					27.77	37.50	A	E
4140	Librarian II									
		04/08/2007		1968.75	2064.75	2163.00	2266.50	37.50	A	E

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		07/01/2007		1988.25	2085.75	2184.75	2289.00	37.50	A	E
		12/16/2007		2028.00	2127.75	2228.25	2334.75	37.50	A	E
		06/29/2008		2068.50	2170.50	2272.50	2381.25	37.50	A	E
		12/14/2008		2109.75	2214.00	2318.25	2429.25	37.50	A	E
		07/07/2013		2151.75	2258.25	2364.75	2478.00	37.50	A	E
		07/06/2014		2173.50	2280.75	2388.75	2502.75	37.50	A	E
		07/05/2015		2217.00	2326.50	2436.75	2553.00	37.50	A	E
4140 N	Librarian II									
		04/08/2007					27.53	37.50	A	E
		07/01/2007					27.81	37.50	A	E
		12/16/2007					28.37	37.50	A	E
		06/29/2008					28.94	37.50	A	E
		12/14/2008					29.52	37.50	A	E
		07/07/2013					30.11	37.50	A	E
		07/06/2014					30.41	37.50	A	E
		07/05/2015					31.02	37.50	A	E
4175	Librarian III									
		04/08/2007	2017.50	2115.00	2212.50	2314.50	2430.00	37.50	A	E
		07/01/2007	2037.75	2136.00	2235.00	2337.75	2454.00	37.50	A	E
		12/16/2007	2078.25	2178.75	2280.00	2384.25	2502.75	37.50	A	E
		06/29/2008	2119.50	2222.25	2325.75	2432.25	2553.00	37.50	A	E
		12/14/2008	2162.25	2266.50	2372.25	2481.00	2604.00	37.50	A	E
		07/07/2013	2205.75	2311.50	2419.50	2530.50	2655.75	37.50	A	E
		07/06/2014	2227.50	2334.75	2443.50	2556.00	2682.00	37.50	A	E
		07/05/2015	2271.75	2381.25	2492.25	2607.00	2736.00	37.50	A	E
4115	Library Assistant I									
		04/08/2007	1575.00	1646.25	1728.00	1802.25	1873.50	37.50	A	C
		07/01/2007	1590.75	1662.75	1745.25	1820.25	1892.25	37.50	A	C
		12/16/2007	1622.25	1695.75	1780.50	1857.00	1929.75	37.50	A	C
		06/29/2008	1654.50	1729.50	1815.75	1894.50	1968.00	37.50	A	C
		12/14/2008	1687.50	1764.00	1851.75	1932.75	2007.00	37.50	A	C
		07/07/2013	1721.25	1799.25	1888.50	1971.75	2047.50	37.50	A	C
		07/06/2014	1738.50	1817.25	1907.25	1991.25	2067.75	37.50	A	C
		07/05/2015	1773.00	1853.25	1945.50	2031.00	2109.00	37.50	A	C
4120	Library Assistant II									
		04/08/2007	1707.75	1783.50	1851.75	1941.75	2028.00	37.50	A	C
		07/01/2007	1725.00	1801.50	1870.50	1961.25	2048.25	37.50	A	C
		12/16/2007	1759.50	1837.50	1908.00	2000.25	2089.50	37.50	A	C
		06/29/2008	1794.75	1874.25	1946.25	2040.00	2131.50	37.50	A	C
		12/14/2008	1830.75	1911.75	1985.25	2080.50	2174.25	37.50	A	C
		07/07/2013	1867.50	1950.00	2025.00	2121.75	2217.75	37.50	A	C
		07/06/2014	1886.25	1969.50	2045.25	2142.75	2240.25	37.50	A	C
		07/05/2015	1923.75	2009.25	2086.50	2185.50	2285.25	37.50	A	C
4120 N	Library Assistant II									
		04/08/2007					24.67	37.50	A	C
		07/01/2007					24.92	37.50	A	C
		12/16/2007					25.42	37.50	A	C
		06/29/2008					25.93	37.50	A	C
		12/14/2008					26.45	37.50	A	C
		07/07/2013					26.98	37.50	A	C
		07/06/2014					27.25	37.50	A	C
		07/05/2015					27.80	37.50	A	C

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1417	Literacy Advocate									
		04/08/2007	1582.50	1653.75	1722.00	1803.75	1884.00	37.50	A	C
		07/01/2007	1598.25	1670.25	1739.25	1821.75	1902.75	37.50	A	C
		12/16/2007	1630.50	1704.00	1773.75	1858.50	1941.00	37.50	A	C
		06/29/2008	1662.75	1737.75	1809.00	1896.00	1980.00	37.50	A	C
		12/14/2008	1695.75	1772.25	1845.00	1934.25	2019.75	37.50	A	C
		07/07/2013	1729.50	1807.50	1881.75	1973.25	2060.25	37.50	A	C
		07/06/2014	1746.75	1825.50	1900.50	1992.75	2080.50	37.50	A	C
		07/05/2015	1782.00	1862.25	1938.75	2032.50	2121.75	37.50	A	C
4121	Literacy Specialist									
		03/09/2008	1847.25	1929.00	2002.50	2102.25	2193.75	37.50	A	C
		06/29/2008	1884.00	1967.25	2050.50	2144.25	2238.00	37.50	A	C
		12/14/2008	1921.50	2005.50	2090.25	2187.00	2283.00	37.50	A	C
		07/07/2013	1959.75	2045.75	2132.75	2230.50	2328.75	37.50	A	C
		07/06/2014	1978.50	2065.50	2153.25	2253.00	2351.25	37.50	A	C
		07/05/2015	2018.25	2106.75	2196.00	2298.00	2398.50	37.50	A	C
2925	Planner I									
		04/08/2007	1936.50	2027.25	2113.50	2215.50	2317.50	37.50	A	E
		07/01/2007	1975.50	2067.75	2155.50	2260.50	2364.00	37.50	A	E
		12/16/2007	2015.25	2109.00	2198.25	2305.50	2411.25	37.50	A	E
		06/29/2008	2076.00	2172.75	2265.00	2374.50	2484.00	37.50	A	E
		12/14/2008	2117.25	2216.25	2310.00	2421.75	2533.50	37.50	A	E
		07/07/2013	2159.25	2260.50	2356.50	2470.50	2584.50	37.50	A	E
		07/06/2014	2181.00	2283.00	2379.75	2495.25	2610.00	37.50	A	E
		07/05/2015	2224.50	2328.75	2427.00	2545.50	2662.50	37.50	A	E
2930	Planner II									
		04/08/2007	2215.50	2317.50	2424.00	2535.00	2648.25	37.50	A	E
		07/01/2007	2260.50	2364.00	2472.75	2586.00	2701.50	37.50	A	E
		12/16/2007	2305.50	2411.25	2522.25	2637.75	2755.50	37.50	A	E
		06/29/2008	2374.50	2484.00	2598.00	2717.25	2838.00	37.50	A	E
		12/14/2008	2421.75	2533.50	2649.75	2771.25	2895.00	37.50	A	E
		07/07/2013	2470.50	2584.50	2703.00	2826.75	2952.75	37.50	A	E
		07/06/2014	2495.25	2610.00	2730.00	2855.25	2982.00	37.50	A	E
		07/05/2015	2545.50	2662.50	2784.75	2912.25	3042.00	37.50	A	E
2935	Planner III									
		04/08/2007	2535.00	2648.25	2776.50	2903.25	3052.50	37.50	A	E
		07/01/2007	2586.00	2701.50	2832.00	2961.75	3114.00	37.50	A	E
		12/16/2007	2637.75	2755.50	2889.00	3021.00	3176.25	37.50	A	E
		06/29/2008	2717.25	2838.00	2976.00	3112.50	3272.25	37.50	A	E
		12/14/2008	2771.25	2895.00	3035.25	3174.75	3337.50	37.50	A	E
		07/07/2013	2826.75	2952.75	3096.00	3238.50	3404.25	37.50	A	E
		07/06/2014	2855.25	2982.00	3126.75	3270.75	3438.00	37.50	A	E
		07/05/2015	2912.25	3042.00	3189.00	3336.00	3507.00	37.50	A	E
2921	Planning Technician I									
		04/08/2007	1461.00	1533.75	1579.50	1659.75	1743.00	37.50	A	C
		07/01/2007	1490.25	1564.50	1611.00	1692.75	1777.50	37.50	A	C
		12/16/2007	1520.25	1596.00	1643.25	1726.50	1812.75	37.50	A	C
		06/29/2008	1566.75	1644.75	1692.75	1778.25	1867.50	37.50	A	C
		12/14/2008	1598.25	1677.75	1726.50	1813.50	1905.00	37.50	A	C
		07/07/2013	1630.50	1711.50	1761.00	1849.50	1943.25	37.50	A	C
		07/06/2014	1647.00	1728.75	1778.25	1868.25	1962.75	37.50	A	C
		07/05/2015	1680.00	1763.25	1813.50	1905.75	2001.75	37.50	A	C

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2922	Planning Technician II									
		04/08/2007	1576.50	1655.25	1739.25	1826.25	1915.50	37.50	A	C
		07/01/2007	1608.00	1688.25	1773.75	1863.00	1954.50	37.50	A	C
		12/16/2007	1640.25	1722.00	1809.00	1900.50	1993.50	37.50	A	C
		06/29/2008	1689.75	1773.75	1863.75	1958.25	2053.50	37.50	A	C
		12/14/2008	1723.50	1809.00	1901.25	1997.25	2094.75	37.50	A	C
		07/07/2013	1758.00	1845.00	1939.50	2037.00	2136.75	37.50	A	C
		07/06/2014	1775.25	1863.75	1959.00	2057.25	2157.75	37.50	A	C
		07/05/2015	1810.50	1901.25	1998.00	2098.50	2201.25	37.50	A	C
0172	Procrment & Contrcts Spec I									
		04/08/2007			1632.75	1703.25	1782.00	37.50	A	C
		07/01/2007			1665.75	1737.75	1818.00	37.50	A	C
		12/16/2007			1698.75	1772.25	1854.00	37.50	A	C
		06/29/2008			1749.75	1825.50	1909.50	37.50	A	C
		12/14/2008			1785.00	1862.25	1947.75	37.50	A	C
		06/28/2009			1803.00	1881.00	1967.25	37.50	A	C
		07/07/2013			1839.00	1918.50	2006.25	37.50	A	C
		07/06/2014			1857.75	1938.00	2026.50	37.50	A	C
		07/05/2015			1895.25	1977.00	2067.00	37.50	A	C
0173	Procrment & Contrcts Spec II									
		04/08/2007	1951.50	2035.50	2133.75	2233.50	2335.50	37.50	A	E
		07/01/2007	1990.50	2076.00	2176.50	2278.50	2382.00	37.50	A	E
		12/16/2007	2030.25	2117.25	2220.00	2324.25	2430.00	37.50	A	E
		06/29/2008	2091.75	2181.00	2286.75	2394.75	2503.50	37.50	A	E
		12/14/2008	2133.75	2224.50	2332.50	2442.75	2553.75	37.50	A	E
		06/28/2009	2154.75	2247.00	2355.75	2467.50	2579.25	37.50	A	E
		07/07/2013	2197.50	2292.00	2403.00	2517.00	2631.00	37.50	A	E
		07/06/2014	2219.25	2315.25	2427.00	2542.50	2657.25	37.50	A	E
		07/05/2015	2263.50	2361.75	2475.75	2593.50	2710.50	37.50	A	E
1825	Programmer Analyst									
		04/08/2007	2743.20	2873.60	3001.60	3148.80	3297.60	40.00	A	E
		07/01/2007	2770.40	2902.40	3032.00	3180.00	3330.40	40.00	A	E
		12/16/2007	2825.60	2960.80	3092.80	3244.00	3396.80	40.00	A	E
		06/29/2008	2882.40	3020.00	3154.40	3308.80	3464.80	40.00	A	E
		12/14/2008	2940.00	3080.80	3217.60	3375.20	3534.40	40.00	A	E
		07/07/2013	2999.20	3142.40	3281.60	3442.40	3604.80	40.00	A	E
		07/06/2014	3028.80	3173.60	3314.40	3476.80	3640.80	40.00	A	E
		07/05/2015	3089.60	3236.80	3380.80	3546.40	3713.60	40.00	A	E
1821	Programmer I									
		04/08/2007	2029.60	2124.80	2210.40	2318.40	2431.20	40.00	A	C
		07/01/2007	2049.60	2146.40	2232.80	2341.60	2455.20	40.00	A	C
		12/16/2007	2090.40	2189.60	2277.60	2388.80	2504.00	40.00	A	C
		06/29/2008	2132.00	2233.60	2323.20	2436.80	2554.40	40.00	A	C
		12/14/2008	2174.40	2278.40	2369.60	2485.60	2605.60	40.00	A	C
		07/07/2013	2217.60	2324.00	2416.80	2535.20	2657.60	40.00	A	C
		07/06/2014	2240.00	2347.20	2440.80	2560.80	2684.00	40.00	A	C
		07/05/2015	2284.80	2394.40	2489.60	2612.00	2737.60	40.00	A	C
1823	Programmer II									
		04/08/2007	2352.00	2466.40	2580.80	2707.20	2830.40	40.00	A	C
		07/01/2007	2375.20	2491.20	2606.40	2734.40	2858.40	40.00	A	C
		12/16/2007	2422.40	2540.80	2658.40	2788.80	2915.20	40.00	A	C
		06/29/2008	2471.20	2592.00	2711.20	2844.80	2973.60	40.00	A	C
		12/14/2008	2520.80	2644.00	2765.60	2901.60	3032.80	40.00	A	C

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		07/07/2013	2571.20	2696.80	2820.80	2960.00	3093.60	40.00	A	C
		07/06/2014	2596.80	2724.00	2848.80	2989.60	3124.80	40.00	A	C
		07/05/2015	2648.80	2778.40	2905.60	3049.60	3187.20	40.00	A	C
2980	Redevelopment Specialist I									
		04/08/2007	1936.50	2027.25	2113.50	2215.50	2317.50	37.50	A	C
		07/01/2007	1975.50	2067.75	2155.50	2260.50	2364.00	37.50	A	C
		12/16/2007	2015.25	2109.00	2198.25	2305.50	2411.25	37.50	A	C
		06/29/2008	2076.00	2172.75	2265.00	2374.50	2484.00	37.50	A	C
		12/14/2008	2117.25	2216.25	2310.00	2421.75	2533.50	37.50	A	C
		07/07/2013	2159.25	2260.50	2356.50	2470.50	2584.50	37.50	A	C
		07/06/2014	2181.00	2283.00	2379.75	2495.25	2610.00	37.50	A	C
		07/05/2015	2224.50	2328.75	2427.00	2545.50	2662.50	37.50	A	C
2981	Redevelopment Specialist II									
		04/08/2007	2215.50	2317.50	2424.00	2535.00	2648.25	37.50	A	C
		07/01/2007	2260.50	2364.00	2472.75	2586.00	2701.50	37.50	A	C
		12/16/2007	2305.50	2411.25	2522.25	2637.75	2755.50	37.50	A	C
		06/29/2008	2374.50	2484.00	2598.00	2717.25	2838.00	37.50	A	C
		12/14/2008	2421.75	2533.50	2649.75	2771.25	2895.00	37.50	A	C
		07/07/2013	2470.50	2584.50	2703.00	2826.75	2952.75	37.50	A	C
		07/06/2014	2495.25	2610.00	2730.00	2855.25	2982.00	37.50	A	C
		07/05/2015	2545.50	2662.50	2784.75	2912.25	3042.00	37.50	A	C
2982	Redevelopment Specialist III									
		04/08/2007	2535.00	2648.25	2776.50	2903.25	3052.50	37.50	A	C
		07/01/2007	2586.00	2701.50	2832.00	2961.75	3114.00	37.50	A	C
		12/16/2007	2637.75	2755.50	2889.00	3021.00	3176.25	37.50	A	C
		06/29/2008	2717.25	2838.00	2976.00	3112.50	3272.25	37.50	A	C
		12/14/2008	2771.25	2895.00	3035.25	3174.75	3337.50	37.50	A	C
		07/07/2013	2826.75	2952.75	3096.00	3238.50	3404.25	37.50	A	C
		07/06/2014	2855.25	2982.00	3126.75	3270.75	3438.00	37.50	A	C
		07/05/2015	2912.25	3042.00	3189.00	3336.00	3507.00	37.50	A	C
1369	Retirement Accountant I									
		04/08/2007	1975.50	2082.75	2206.50	2316.75	2448.75	37.50	A	E
		07/01/2007	2015.25	2124.75	2250.75	2363.25	2498.25	37.50	A	E
		12/16/2007	2055.75	2167.50	2295.75	2410.50	2548.50	37.50	A	E
		06/29/2008	2118.00	2232.75	2364.75	2483.25	2625.75	37.50	A	E
		12/14/2008	2160.00	2277.75	2412.00	2532.75	2678.25	37.50	A	E
		06/28/2009	2181.75	2300.25	2436.00	2558.25	2705.25	37.50	A	E
		07/07/2013	2225.25	2346.00	2484.75	2609.25	2759.25	37.50	A	E
		07/06/2014	2247.75	2369.25	2509.50	2635.50	2787.00	37.50	A	E
		07/05/2015	2292.75	2416.50	2559.75	2688.00	2842.50	37.50	A	E
1370	Retirement Accountant II									
		04/08/2007	2270.25	2394.00	2539.50	2666.25	2814.00	37.50	A	E
		07/01/2007	2316.00	2442.00	2590.50	2720.25	2871.00	37.50	A	E
		12/16/2007	2362.50	2490.75	2642.25	2775.00	2928.75	37.50	A	E
		06/29/2008	2433.75	2565.75	2721.75	2859.00	3017.25	37.50	A	E
		12/14/2008	2482.50	2616.75	2776.50	2916.00	3077.25	37.50	A	E
		06/28/2009	2507.25	2643.00	2804.25	2945.25	3108.00	37.50	A	E
		07/07/2013	2557.50	2695.50	2860.50	3004.50	3170.25	37.50	A	E
		07/06/2014	2583.00	2722.50	2889.00	3034.50	3201.75	37.50	A	E
		07/05/2015	2634.75	2777.25	2946.75	3095.25	3265.50	37.50	A	E
0144	Senior Auditor									
		11/25/2012	2178.00	2286.75	2401.50	2521.50	2647.50	37.50	A	C
		07/07/2013	2601.75	2731.50	2868.75	3012.00	3162.75	37.50	A	C

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8225	Senior Agricultural Biologist	07/06/2014	2628.00	2758.50	2897.25	3042.00	3194.25	37.50	A	C
		07/05/2015	2680.50	2814.00	2955.00	3102.75	3258.00	37.50	A	C
		04/08/2007	1881.75	1970.25	2068.50	2169.75	2271.00	37.50	A	E
		07/01/2007	1919.25	2010.00	2110.50	2213.25	2316.75	37.50	A	E
		12/16/2007	1957.50	2050.50	2152.50	2257.50	2363.25	37.50	A	E
		06/29/2008	2016.75	2112.75	2217.00	2325.75	2434.50	37.50	A	E
		12/14/2008	2057.25	2154.75	2261.25	2372.25	2483.25	37.50	A	E
		07/07/2013	2098.50	2197.50	2306.25	2419.50	2532.75	37.50	A	E
		07/06/2014	2119.50	2219.25	2329.50	2443.50	2558.25	37.50	A	E
		07/05/2015	2162.25	2263.50	2376.00	2492.25	2609.25	37.50	A	E
1842	Software Analyst	04/08/2007	2612.80	2732.00	2860.80	3000.80	3143.20	40.00	A	C
		07/01/2007	2639.20	2759.20	2889.60	3031.20	3174.40	40.00	A	C
		12/16/2007	2692.00	2814.40	2947.20	3092.00	3237.60	40.00	A	C
		06/29/2008	2745.60	2870.40	3006.40	3153.60	3302.40	40.00	A	C
		12/14/2008	2800.80	2928.00	3066.40	3216.80	3368.80	40.00	A	C
		07/07/2013	2856.80	2986.40	3128.00	3280.80	3436.00	40.00	A	C
		07/06/2014	2885.60	3016.00	3159.20	3313.60	3470.40	40.00	A	C
		07/05/2015	2943.20	3076.00	3222.40	3380.00	3540.00	40.00	A	C
1840	Software Analyst I	04/08/2007	2229.60	2341.60	2460.80	2581.60	2711.20	40.00	A	C
		07/01/2007	2252.00	2364.80	2485.60	2607.20	2738.40	40.00	A	C
		12/16/2007	2296.80	2412.00	2535.20	2659.20	2792.80	40.00	A	C
		06/29/2008	2342.40	2460.00	2585.60	2712.00	2848.80	40.00	A	C
		12/14/2008	2389.60	2509.60	2637.60	2766.40	2905.60	40.00	A	C
		07/07/2013	2437.60	2560.00	2690.40	2821.60	2964.00	40.00	A	C
		07/06/2014	2461.60	2585.60	2717.60	2849.60	2993.60	40.00	A	C
		07/05/2015	2511.20	2637.60	2772.00	2906.40	3053.60	40.00	A	C
1839	Software Analyst Trainee	04/08/2007	2035.20	2136.80	2244.00	2353.60	2472.80	40.00	A	C
		07/01/2007	2055.20	2158.40	2266.40	2376.80	2497.60	40.00	A	C
		12/16/2007	2096.00	2201.60	2312.00	2424.00	2547.20	40.00	A	C
		06/29/2008	2137.60	2245.60	2358.40	2472.80	2598.40	40.00	A	C
		12/14/2008	2180.00	2290.40	2405.60	2522.40	2650.40	40.00	A	C
		07/07/2013	2224.00	2336.00	2453.60	2572.80	2703.20	40.00	A	C
		07/06/2014	2246.40	2359.20	2478.40	2598.40	2730.40	40.00	A	C
		07/05/2015	2291.20	2406.40	2528.00	2650.40	2784.80	40.00	A	C
8675	Zoning Investigator I	04/08/2007	2065.60	2162.40	2255.20	2363.20	2472.00	40.00	A	C
		07/01/2007	2107.20	2205.60	2300.00	2411.20	2521.60	40.00	A	C
		12/16/2007	2149.60	2249.60	2346.40	2459.20	2572.00	40.00	A	C
		06/29/2008	2214.40	2317.60	2417.60	2532.80	2649.60	40.00	A	C
		12/14/2008	2258.40	2364.00	2465.60	2583.20	2702.40	40.00	A	C
		07/07/2013	2303.20	2411.20	2515.20	2635.20	2756.80	40.00	A	C
		07/06/2014	2326.40	2435.20	2540.00	2661.60	2784.00	40.00	A	C
		07/05/2015	2372.80	2484.00	2591.20	2715.20	2840.00	40.00	A	C
8680	Zoning Investigator II	04/08/2007	2363.20	2472.00	2585.60	2704.00	2824.80	40.00	A	C
		07/01/2007	2411.20	2521.60	2637.60	2758.40	2881.60	40.00	A	C
		12/16/2007	2459.20	2572.00	2690.40	2813.60	2939.20	40.00	A	C
		06/29/2008	2532.80	2649.60	2771.20	2898.40	3027.20	40.00	A	C
		12/14/2008	2583.20	2702.40	2826.40	2956.00	3088.00	40.00	A	C

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		07/07/2013	2635.20	2756.80	2883.20	3015.20	3149.60	40.00	A	C
		07/06/2014	2661.60	2784.00	2912.00	3045.60	3180.80	40.00	A	C
		07/05/2015	2715.20	2840.00	2970.40	3106.40	3244.80	40.00	A	C
8685	Zoning Investigator III									
		04/08/2007	2704.00	2824.80	2961.60	3096.80	3256.00	40.00	A	E
		07/01/2007	2758.40	2881.60	3020.80	3159.20	3321.60	40.00	A	E
		12/16/2007	2813.60	2939.20	3081.60	3222.40	3388.00	40.00	A	E
		06/29/2008	2898.40	3027.20	3174.40	3320.00	3490.40	40.00	A	E
		12/14/2008	2956.00	3088.00	3237.60	3386.40	3560.00	40.00	A	E
		07/07/2013	3015.20	3149.60	3302.40	3454.40	3631.20	40.00	A	E
		07/06/2014	3045.60	3180.80	3335.20	3488.80	3667.20	40.00	A	E
		07/05/2015	3106.40	3244.80	3401.60	3558.40	3740.80	40.00	A	E

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8418	Agri and Stds Investigtr I									
		10/02/2011	1861.50	1956.75	2057.25	2145.75	2234.25	37.50	A	C
		07/07/2013	1899.00	1995.75	2098.50	2188.50	2279.25	37.50	A	C
		07/06/2014	1917.75	2016.00	2119.50	2210.25	2301.75	37.50	A	C
		07/05/2015	1956.00	2056.50	2162.25	2254.50	2347.50	37.50	A	C
8419	Agri and Stds Investigtr II									
		10/02/2011	2092.50	2199.00	2312.25	2411.25	2511.00	37.50	A	C
		07/07/2013	2134.50	2243.25	2358.75	2459.25	2561.25	37.50	A	C
		07/06/2014	2155.50	2265.75	2382.00	2484.00	2586.25	37.50	A	C
		07/05/2015	2198.25	2310.75	2430.00	2533.50	2638.50	37.50	A	C
8420	Agri and Stds Investigtr III									
		10/02/2011	2501.25	2604.75	2714.25	2838.00	2970.75	37.50	A	C
		07/07/2013	2551.50	2656.50	2768.25	2895.00	3030.00	37.50	A	C
		07/06/2014	2577.00	2682.75	2796.00	2924.25	3060.00	37.50	A	C
		07/05/2015	2628.75	2736.75	2852.25	2983.50	3121.50	37.50	A	C
8163	Animal Control Aide									
		04/08/2007	1230.75	1293.00	1357.50	1425.00	1496.25	37.50	A	C
		07/01/2007	1242.75	1305.75	1371.00	1439.25	1511.25	37.50	A	C
		12/16/2007	1267.50	1332.00	1398.75	1467.75	1541.25	37.50	A	C
		06/29/2008	1318.50	1386.00	1455.00	1527.00	1603.50	37.50	A	C
		12/14/2008	1344.75	1413.75	1484.25	1557.75	1635.75	37.50	A	C
		07/07/2013	1371.75	1442.25	1514.25	1589.25	1668.75	37.50	A	C
		07/06/2014	1385.25	1456.50	1529.25	1605.00	1685.25	37.50	A	C
		07/05/2015	1413.00	1485.75	1560.00	1637.25	1719.00	37.50	A	C
8163 N	Animal Control Aide									
		04/08/2007					12.82	37.50	A	C
		07/01/2007					12.95	37.50	A	C
		12/16/2007					13.21	37.50	A	C
		06/29/2008					13.74	37.50	A	C
		12/14/2008					14.01	37.50	A	C
		07/07/2013					14.29	37.50	A	C
		07/06/2014					14.43	37.50	A	C
		07/05/2015					14.72	37.50	A	C
2602	Assessment Technician									
		04/08/2007	1501.50	1569.75	1634.25	1705.50	1776.00	37.50	A	C
		07/01/2007	1516.50	1585.50	1650.75	1722.75	1794.00	37.50	A	C
		12/16/2007	1546.50	1617.00	1683.75	1757.25	1830.00	37.50	A	C
		06/29/2008	1577.25	1649.25	1717.50	1792.50	1866.75	37.50	A	C
		12/14/2008	1608.75	1682.25	1752.00	1828.50	1904.25	37.50	A	C
		07/07/2013	1641.00	1716.00	1787.25	1865.25	1942.50	37.50	A	C
		07/06/2014	1657.50	1733.25	1805.25	1884.00	1962.00	37.50	A	C
		07/05/2015	1690.50	1767.75	1841.25	1921.50	2001.00	37.50	A	C
2506	Assessor's Technician I									
		04/08/2007		1410.00	1462.50	1529.25	1588.50	37.50	A	C
		07/01/2007		1424.25	1477.50	1544.25	1604.25	37.50	A	C
		12/16/2007		1452.75	1506.75	1575.00	1636.50	37.50	A	C
		06/29/2008		1482.00	1536.75	1606.50	1669.50	37.50	A	C
		12/14/2008		1512.00	1567.50	1638.75	1703.25	37.50	A	C
		07/07/2013		1542.00	1599.00	1671.75	1737.00	37.50	A	C
		07/06/2014		1557.75	1614.75	1688.25	1754.25	37.50	A	C
		07/05/2015		1589.25	1647.00	1722.00	1789.50	37.50	A	C
2507	Assessor's Technician II									
		04/08/2007	1466.25	1533.00	1593.75	1669.50	1736.25	37.50	A	C

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		07/01/2007	1481.25	1548.00	1609.50	1686.00	1753.50	37.50	A	C
		12/16/2007	1511.25	1578.75	1641.75	1719.75	1788.75	37.50	A	C
		06/29/2008	1541.25	1610.25	1674.75	1754.25	1824.75	37.50	A	C
		12/14/2008	1572.00	1642.50	1708.50	1789.50	1861.50	37.50	A	C
		07/07/2013	1603.50	1675.50	1743.00	1825.50	1899.00	37.50	A	C
		07/06/2014	1619.25	1692.00	1760.25	1843.50	1917.75	37.50	A	C
		07/05/2015	1651.50	1725.75	1795.50	1880.25	1956.00	37.50	A	C
2508	Assessor's Technician III									
		04/08/2007	1672.50	1747.50	1818.00	1904.25	1980.00	37.50	A	C
		07/01/2007	1689.00	1764.75	1836.00	1923.00	1999.50	37.50	A	C
		12/16/2007	1722.75	1800.00	1872.75	1961.25	2039.25	37.50	A	C
		06/29/2008	1757.25	1836.00	1910.25	2000.25	2079.75	37.50	A	C
		12/14/2008	1792.50	1872.75	1948.50	2040.00	2121.00	37.50	A	C
		07/07/2013	1828.50	1910.25	1987.50	2080.50	2163.75	37.50	A	C
		07/06/2014	1846.50	1929.00	2007.75	2101.50	2185.50	37.50	A	C
		07/05/2015	1883.25	1967.25	2048.25	2143.50	2229.00	37.50	A	C
2700	Auditor-Appraiser Aide									
		04/08/2007	1333.50	1399.50	1470.75	1543.50	1621.50	37.50	A	C
		07/01/2007	1360.50	1428.00	1500.75	1575.00	1654.50	37.50	A	C
		12/16/2007	1387.50	1456.50	1530.75	1606.50	1687.50	37.50	A	C
		06/29/2008	1429.50	1500.75	1577.25	1655.25	1738.50	37.50	A	C
		12/14/2008	1458.00	1530.75	1608.75	1688.25	1773.00	37.50	A	C
		07/07/2013	1487.25	1561.50	1641.00	1722.00	1808.25	37.50	A	C
		07/06/2014	1502.25	1577.25	1657.50	1739.25	1826.25	37.50	A	C
		07/05/2015	1532.25	1608.75	1690.50	1773.75	1863.00	37.50	A	C
9408	Auto Parts Technician									
		04/08/2007					1740.80	40.00	A	C
		07/01/2007					1758.40	40.00	A	C
		12/16/2007					1793.60	40.00	A	C
		06/29/2008					1829.60	40.00	A	C
		12/14/2008					1866.40	40.00	A	C
		07/07/2013					1904.00	40.00	A	C
		07/06/2014					1923.20	40.00	A	C
		07/05/2015					1961.60	40.00	A	C
9200	Bookmender									
		04/08/2007		1361.25	1424.25	1482.75	1555.50	37.50	A	C
		07/01/2007		1374.75	1438.50	1497.75	1571.25	37.50	A	C
		12/16/2007		1402.50	1467.00	1527.75	1602.75	37.50	A	C
		06/29/2008		1430.25	1496.25	1558.50	1635.00	37.50	A	C
		12/14/2008		1458.75	1526.25	1590.00	1668.00	37.50	A	C
		07/07/2013		1488.00	1557.00	1621.50	1701.00	37.50	A	C
		07/06/2014		1503.00	1572.75	1638.00	1718.25	37.50	A	C
		07/05/2015		1533.00	1604.25	1671.00	1752.75	37.50	A	C
9312	Bookmobile Driver Clerk									
		04/08/2007	1521.00	1590.00	1654.50	1734.75	1810.50	37.50	A	C
		07/01/2007	1536.00	1605.75	1671.00	1752.00	1828.50	37.50	A	C
		12/16/2007	1566.75	1638.00	1704.75	1787.25	1865.25	37.50	A	C
		06/29/2008	1598.25	1671.00	1738.50	1823.25	1902.75	37.50	A	C
		12/14/2008	1630.50	1704.75	1773.00	1860.00	1941.00	37.50	A	C
		07/07/2013	1662.75	1738.50	1808.25	1897.50	1980.00	37.50	A	C
		07/06/2014	1679.25	1755.75	1826.25	1916.25	1999.50	37.50	A	C
		07/05/2015	1713.00	1791.00	1863.00	1954.50	2039.25	37.50	A	C

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ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
8303	Building Inspection Tech									
	04/08/2007	1673.60	1742.40	1828.00	1908.00	1993.60	40.00	A	C	
	07/01/2007	1690.40	1760.00	1846.40	1927.20	2013.60	40.00	A	C	
	12/16/2007	1724.00	1795.20	1883.20	1965.60	2053.60	40.00	A	C	
	06/29/2008	1758.40	1831.20	1920.80	2004.80	2094.40	40.00	A	C	
	12/14/2008	1793.60	1868.00	1959.20	2044.80	2136.00	40.00	A	C	
	07/07/2013	1829.60	1905.60	1998.40	2085.60	2178.40	40.00	A	C	
	07/06/2014	1848.00	1924.80	2018.40	2106.40	2200.00	40.00	A	C	
07/05/2015	1884.80	1963.20	2058.40	2148.80	2244.00	40.00	A	C		
8305	Building Inspector I									
	04/08/2007	2158.40	2259.20	2368.80	2477.60	2590.40	40.00	A	C	
	07/01/2007	2180.00	2281.60	2392.80	2502.40	2616.00	40.00	A	C	
	12/16/2007	2224.00	2327.20	2440.80	2552.80	2668.00	40.00	A	C	
	06/29/2008	2268.80	2373.60	2489.60	2604.00	2721.60	40.00	A	C	
	12/14/2008	2314.40	2420.80	2539.20	2656.00	2776.00	40.00	A	C	
	07/07/2013	2360.80	2469.60	2589.60	2708.80	2831.20	40.00	A	C	
	07/06/2014	2384.80	2494.40	2615.20	2736.00	2859.20	40.00	A	C	
07/05/2015	2432.80	2544.00	2667.20	2790.40	2916.00	40.00	A	C		
8310	Building Inspector II									
	04/08/2007	2477.60	2590.40	2719.20	2851.20	2987.20	40.00	A	C	
	07/01/2007	2502.40	2616.00	2746.40	2880.00	3016.80	40.00	A	C	
	12/16/2007	2552.80	2668.00	2801.60	2937.60	3076.80	40.00	A	C	
	06/29/2008	2604.00	2721.60	2857.60	2996.00	3138.40	40.00	A	C	
	12/14/2008	2656.00	2776.00	2914.40	3056.00	3200.80	40.00	A	C	
	07/07/2013	2708.80	2831.20	2972.80	3116.80	3264.80	40.00	A	C	
	07/06/2014	2736.00	2859.20	3002.40	3148.00	3297.60	40.00	A	C	
07/05/2015	2790.40	2916.00	3062.40	3211.20	3363.20	40.00	A	C		
1401	Child Support Caseworker I									
	04/08/2007	1527.75	1602.75	1684.50	1768.50	1856.25	37.50	A	C	
	07/01/2007	1542.75	1618.50	1701.00	1786.50	1875.00	37.50	A	C	
	12/16/2007	1573.50	1650.75	1734.75	1822.50	1912.50	37.50	A	C	
	06/29/2008	1605.00	1683.75	1769.25	1859.25	1950.75	37.50	A	C	
	12/14/2008	1637.25	1717.50	1804.50	1896.75	1989.75	37.50	A	C	
	07/07/2013	1670.25	1752.00	1840.50	1935.00	2029.50	37.50	A	C	
	07/06/2014	1686.75	1769.25	1859.25	1954.50	2049.75	37.50	A	C	
07/05/2015	1720.50	1804.50	1896.75	1993.50	2091.00	37.50	A	C		
1402	Child Support Caseworker II									
	04/08/2007	1757.25	1846.50	1938.00	2034.75	2136.75	37.50	A	C	
	07/01/2007	1774.50	1865.25	1957.50	2055.00	2157.75	37.50	A	C	
	12/16/2007	1809.75	1902.75	1996.50	2096.25	2201.25	37.50	A	C	
	06/29/2008	1845.75	1941.00	2036.25	2138.25	2245.50	37.50	A	C	
	12/14/2008	1882.50	1980.00	2076.75	2181.00	2290.50	37.50	A	C	
	07/07/2013	1920.00	2019.75	2118.00	2224.50	2336.25	37.50	A	C	
	07/06/2014	1939.50	2040.00	2139.00	2247.00	2359.50	37.50	A	C	
07/05/2015	1978.50	2080.50	2181.75	2292.00	2406.75	37.50	A	C		
1403	Child Support Caseworker III									
	04/08/2007	1858.50	1951.50	2049.00	2151.75	2259.00	37.50	A	C	
	07/01/2007	1877.25	1971.00	2069.25	2173.50	2281.50	37.50	A	C	
	12/16/2007	1914.75	2010.75	2110.50	2217.00	2327.25	37.50	A	C	
	06/29/2008	1953.00	2051.25	2152.50	2261.25	2373.75	37.50	A	C	
	12/14/2008	1992.00	2092.50	2195.25	2306.25	2421.00	37.50	A	C	
	07/07/2013	2031.75	2134.50	2239.50	2352.75	2469.75	37.50	A	C	
	07/06/2014	2052.00	2155.50	2262.00	2376.00	2494.50	37.50	A	C	

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1420	Collection Enfrcemnt Deputy I	07/05/2015	2093.25	2198.25	2307.00	2423.25	2544.75	37.50	A	C
		04/08/2007	1559.25	1623.75	1692.75	1771.50	1847.25	37.50	A	C
		07/01/2007	1575.00	1640.25	1710.00	1789.50	1866.00	37.50	A	C
		12/16/2007	1606.50	1673.25	1744.50	1825.50	1903.50	37.50	A	C
		06/29/2008	1638.75	1707.00	1779.75	1862.25	1941.75	37.50	A	C
		12/14/2008	1671.75	1741.50	1815.00	1899.75	1980.75	37.50	A	C
		07/07/2013	1705.50	1776.00	1851.00	1938.00	2020.50	37.50	A	C
		07/06/2014	1722.75	1794.00	1869.75	1957.50	2040.75	37.50	A	C
		07/05/2015	1757.25	1830.00	1907.25	1996.50	2081.25	37.50	A	C
1425	Collection Enfrcemnt Deputy II	04/08/2007	1685.25	1767.75	1842.00	1926.75	2006.25	37.50	A	C
		07/01/2007	1701.75	1785.75	1860.75	1946.25	2026.50	37.50	A	C
		12/16/2007	1735.50	1821.75	1898.25	1985.25	2067.00	37.50	A	C
		06/29/2008	1770.00	1858.50	1936.50	2025.00	2108.25	37.50	A	C
		12/14/2008	1805.25	1896.00	1975.50	2065.50	2150.25	37.50	A	C
		05/02/2010	1882.50	1980.00	2076.75	2181.00	2290.50	37.50	A	C
		07/07/2013	1920.00	2019.75	2118.00	2224.50	2336.25	37.50	A	C
		07/06/2014	1939.50	2040.00	2139.00	2247.00	2359.50	37.50	A	C
		07/05/2015	1978.50	2080.50	2181.75	2292.00	2406.75	37.50	A	C
1811	Comp Operator I	04/08/2007	1359.75	1418.25	1483.50	1548.75	1615.50	37.50	A	C
		07/01/2007	1373.25	1432.50	1498.50	1564.50	1632.00	37.50	A	C
		12/16/2007	1401.00	1461.00	1528.50	1596.00	1665.00	37.50	A	C
		06/29/2008	1428.75	1490.25	1559.25	1628.25	1698.00	37.50	A	C
		12/14/2008	1457.25	1520.25	1590.75	1660.50	1731.75	37.50	A	C
		07/07/2013	1486.50	1551.00	1622.25	1693.50	1766.25	37.50	A	C
		07/06/2014	1501.50	1566.75	1638.75	1710.75	1784.25	37.50	A	C
		07/05/2015	1531.50	1598.25	1671.75	1745.25	1820.25	37.50	A	C
1811 N	Comp Operator I	04/08/2007					19.77	37.50	A	C
		07/01/2007					19.97	37.50	A	C
		12/16/2007					20.37	37.50	A	C
		06/29/2008					20.78	37.50	A	C
		12/14/2008					21.20	37.50	A	C
		07/07/2013					21.62	37.50	A	C
		07/06/2014					21.84	37.50	A	C
		07/05/2015					22.28	37.50	A	C
1812	Comp Operator II	04/08/2007	1521.00	1593.00	1658.25	1733.25	1806.75	37.50	A	C
		07/01/2007	1536.00	1608.75	1674.75	1750.50	1824.75	37.50	A	C
		12/16/2007	1566.75	1641.00	1708.50	1785.75	1861.50	37.50	A	C
		06/29/2008	1598.25	1674.00	1743.00	1821.75	1899.00	37.50	A	C
		12/14/2008	1630.50	1707.75	1777.50	1858.50	1937.25	37.50	A	C
		07/07/2013	1662.75	1742.25	1812.75	1896.00	1976.25	37.50	A	C
		07/06/2014	1679.25	1759.50	1830.75	1914.75	1995.75	37.50	A	C
		07/05/2015	1713.00	1794.75	1867.50	1953.00	2035.50	37.50	A	C
8350	Construction Inspector	04/08/2007	1224.80				3323.20	40.00	A	C
		07/01/2007	1236.80				3356.80	40.00	A	C
		12/16/2007	1261.60				3424.00	40.00	A	C
		06/29/2008	1287.20				3492.80	40.00	A	C
		12/14/2008	1312.80				3562.40	40.00	A	C

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		07/07/2013	1339.20				3633.60	40.00	A	C
		07/06/2014	1352.80				3669.60	40.00	A	C
		07/05/2015	1380.00				3743.20	40.00	A	C
8503	Coroner's Investigator I									
		04/08/2007			2173.60	2288.80	2411.20	40.00	A	C
		07/01/2007			2195.20	2312.00	2435.20	40.00	A	C
		12/16/2007			2239.20	2358.40	2484.00	40.00	A	C
		06/29/2008			2284.00	2405.60	2533.60	40.00	A	C
		12/14/2008			2329.60	2453.60	2584.00	40.00	A	C
		07/07/2013			2376.00	2502.40	2636.00	40.00	A	C
		07/06/2014			2400.00	2527.20	2662.40	40.00	A	C
		07/05/2015			2448.00	2577.60	2716.00	40.00	A	C
8504	Coroner's Investigator II									
		04/08/2007	2272.80	2386.40	2498.40	2619.20	2740.80	40.00	A	C
		07/01/2007	2295.20	2410.40	2523.20	2645.60	2768.00	40.00	A	C
		12/16/2007	2340.80	2458.40	2573.60	2698.40	2823.20	40.00	A	C
		06/29/2008	2388.00	2507.20	2624.80	2752.00	2880.00	40.00	A	C
		12/14/2008	2436.00	2557.60	2677.60	2807.20	2937.60	40.00	A	C
		07/07/2013	2484.80	2608.80	2731.20	2863.20	2996.00	40.00	A	C
		07/06/2014	2509.60	2635.20	2758.40	2892.00	3025.60	40.00	A	C
		07/05/2015	2560.00	2688.00	2813.60	2949.60	3086.40	40.00	A	C
8520	Crime Laboratory Technician									
		04/08/2007	1858.50	1943.25	2038.50	2133.00	2231.25	37.50	A	C
		07/01/2007	1896.00	1982.25	2079.00	2175.75	2276.25	37.50	A	C
		12/16/2007	1934.25	2022.00	2120.25	2219.25	2322.00	37.50	A	C
		06/29/2008	1992.75	2083.50	2184.75	2286.00	2392.50	37.50	A	C
		12/14/2008	2032.50	2125.50	2228.25	2331.75	2440.50	37.50	A	C
		06/28/2009	2052.75	2146.50	2250.75	2355.00	2465.25	37.50	A	C
		07/07/2013	2094.00	2189.25	2295.75	2402.25	2514.75	37.50	A	C
		07/06/2014	2115.00	2211.00	2319.00	2426.25	2540.25	37.50	A	C
		07/05/2015	2157.00	2255.25	2365.50	2475.00	2591.25	37.50	A	C
0404	Crime Technician									
		04/08/2007	2055.20	2120.00	2231.20	2348.80	2472.00	40.00	A	C
		07/01/2007	2096.80	2163.20	2276.00	2396.00	2521.60	40.00	A	C
		12/16/2007	2138.40	2206.40	2321.60	2444.00	2572.00	40.00	A	C
		06/29/2008	2202.40	2272.80	2392.00	2517.60	2649.60	40.00	A	C
		12/14/2008	2246.40	2318.40	2440.00	2568.00	2702.40	40.00	A	C
		06/28/2009	2268.80	2341.60	2464.80	2593.60	2729.60	40.00	A	C
		07/07/2013	2314.40	2388.80	2514.40	2645.60	2784.00	40.00	A	C
		07/06/2014	2337.60	2412.80	2539.20	2672.00	2812.00	40.00	A	C
		07/05/2015	2384.00	2460.80	2589.60	2725.60	2868.00	40.00	A	C
1809	Data Processing Tech I									
		04/08/2007	1141.50	1196.25	1259.25	1325.25	1386.00	37.50	A	C
		07/01/2007	1152.75	1208.25	1272.00	1338.75	1399.50	37.50	A	C
		12/16/2007	1176.00	1232.25	1297.50	1365.75	1427.25	37.50	A	C
		06/29/2008	1199.25	1257.00	1323.75	1392.75	1455.75	37.50	A	C
		12/14/2008	1223.25	1282.50	1350.00	1420.50	1485.00	37.50	A	C
		07/07/2013	1248.00	1308.00	1377.00	1449.00	1515.00	37.50	A	C
		07/06/2014	1260.75	1320.75	1390.50	1463.25	1530.00	37.50	A	C
		07/05/2015	1286.25	1347.00	1418.25	1492.50	1560.75	37.50	A	C
1810	Data Processing Tech II									
		04/08/2007	1210.50	1270.50	1334.25	1400.25	1472.25	37.50	A	C
		07/01/2007	1222.50	1283.25	1347.75	1414.50	1487.25	37.50	A	C

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		12/16/2007	1247.25	1308.75	1374.75	1443.00	1517.25	37.50	A	C
		06/29/2008	1272.00	1335.00	1402.50	1471.50	1547.25	37.50	A	C
		12/14/2008	1297.50	1362.00	1430.25	1500.75	1578.00	37.50	A	C
		07/07/2013	1323.75	1389.00	1458.75	1530.75	1609.50	37.50	A	C
		07/06/2014	1337.25	1403.25	1473.00	1545.75	1625.25	37.50	A	C
		07/05/2015	1364.25	1431.00	1502.25	1576.50	1657.50	37.50	A	C
9267	Electronic System Technician									
		04/08/2007	1967.20	2056.80	2148.80	2245.60	2347.20	40.00	A	C
		07/01/2007	2007.20	2098.40	2192.00	2290.40	2394.40	40.00	A	C
		12/16/2007	2047.20	2140.00	2236.00	2336.00	2442.40	40.00	A	C
		06/29/2008	2108.80	2204.80	2304.00	2406.40	2516.00	40.00	A	C
		12/14/2008	2151.20	2248.80	2350.40	2454.40	2566.40	40.00	A	C
		06/28/2009	2172.80	2271.20	2373.60	2479.20	2592.00	40.00	A	C
		07/07/2013	2216.00	2316.80	2420.80	2528.80	2644.00	40.00	A	C
		07/06/2014	2238.40	2340.00	2444.80	2554.40	2670.40	40.00	A	C
		07/05/2015	2283.20	2387.20	2493.60	2605.60	2724.00	40.00	A	C
1882	Emergency Serv Dispatcher I									
		04/08/2007	1708.00	1780.80	1862.40	1949.60	2043.20	40.00	A	C
		07/01/2007	1759.20	1834.40	1918.40	2008.00	2105.60	40.00	A	C
		12/16/2007	1794.40	1871.20	1956.80	2048.00	2148.00	40.00	A	C
		06/29/2008	1867.20	1947.20	2036.00	2130.40	2235.20	40.00	A	C
		12/14/2008	1904.80	1986.40	2076.80	2172.80	2280.00	40.00	A	C
		06/28/2009	1924.00	2006.40	2097.60	2194.40	2303.20	40.00	A	C
		07/07/2013	1962.40	2046.40	2139.20	2238.40	2349.60	40.00	A	C
		07/06/2014	1982.40	2067.20	2160.80	2260.80	2372.80	40.00	A	C
		07/05/2015	2022.40	2108.80	2204.00	2306.40	2420.00	40.00	A	C
1885	Emergency Serv Dispatcher II									
		04/08/2007	1980.80	2067.20	2166.40	2273.60	2382.40	40.00	A	C
		07/01/2007	2040.80	2129.60	2232.00	2341.60	2454.40	40.00	A	C
		12/16/2007	2081.60	2172.00	2276.80	2388.80	2503.20	40.00	A	C
		06/29/2008	2165.60	2259.20	2368.80	2485.60	2604.80	40.00	A	C
		12/14/2008	2208.80	2304.00	2416.00	2535.20	2656.80	40.00	A	C
		06/28/2009	2231.20	2327.20	2440.00	2560.80	2683.20	40.00	A	C
		07/07/2013	2276.00	2373.60	2488.80	2612.00	2736.80	40.00	A	C
		07/06/2014	2298.40	2397.60	2513.60	2638.40	2764.00	40.00	A	C
		07/05/2015	2344.00	2445.60	2564.00	2691.20	2819.20	40.00	A	C
1885 N	Emergency Serv Dispatcher II									
		04/08/2007					28.98	40.00	A	C
		07/01/2007					29.86	40.00	A	C
		12/16/2007					30.46	40.00	A	C
		06/29/2008					31.69	40.00	A	C
		12/14/2008					32.32	40.00	A	C
		06/28/2009					32.64	40.00	A	C
		07/07/2013					33.29	40.00	A	C
		07/06/2014					33.62	40.00	A	C
		07/05/2015					34.29	40.00	A	C
8720	Emergency Services Coord I									
		04/08/2007	1745.25	1823.25	1904.25	1992.75	2084.25	37.50	A	C
		07/01/2007	1762.50	1841.25	1923.00	2013.00	2105.25	37.50	A	C
		12/16/2007	1797.75	1878.00	1961.25	2053.50	2147.25	37.50	A	C
		06/29/2008	1833.75	1915.50	2000.25	2094.75	2190.00	37.50	A	C
		12/14/2008	1870.50	1953.75	2040.00	2136.75	2233.50	37.50	A	C
		07/07/2013	1908.00	1992.75	2080.50	2179.50	2278.50	37.50	A	C
		07/06/2014	1926.75	2013.00	2101.50	2201.25	2301.00	37.50	A	C

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8721	Emergency Services Coord II	07/05/2015	1965.00	2053.50	2143.50	2245.50	2346.75	37.50	A	C
		04/08/2007	1938.75	2024.25	2114.25	2217.75	2316.75	37.50	A	E
		07/01/2007	1958.25	2044.50	2135.25	2240.25	2340.00	37.50	A	E
		12/16/2007	1997.25	2085.75	2178.00	2285.25	2386.50	37.50	A	E
		06/29/2008	2037.00	2127.75	2221.50	2331.00	2434.50	37.50	A	E
		12/14/2008	2077.50	2170.50	2265.75	2377.50	2483.25	37.50	A	E
		07/07/2013	2118.75	2214.00	2310.75	2424.75	2532.75	37.50	A	E
		07/06/2014	2139.75	2236.50	2334.00	2448.75	2558.25	37.50	A	E
2105	Engineering Aide	07/05/2015	2182.50	2281.50	2380.50	2497.50	2609.25	37.50	A	E
		04/08/2007	1477.60	1535.20	1608.00	1676.00	1749.60	40.00	A	C
		07/01/2007	1492.00	1550.40	1624.00	1692.80	1767.20	40.00	A	C
		12/16/2007	1521.60	1581.60	1656.80	1726.40	1802.40	40.00	A	C
		06/29/2008	1552.00	1613.60	1689.60	1760.80	1838.40	40.00	A	C
		12/14/2008	1583.20	1645.60	1723.20	1796.00	1875.20	40.00	A	C
		07/07/2013	1615.20	1678.40	1757.60	1832.00	1912.80	40.00	A	C
		07/06/2014	1631.20	1695.20	1775.20	1850.40	1932.00	40.00	A	C
2122	Engineering CAD/D Tech I	07/05/2015	1664.00	1728.80	1810.40	1887.20	1970.40	40.00	A	C
		04/08/2007	1845.60	1916.00	2007.20	2105.60	2196.00	40.00	A	C
		07/01/2007	1864.00	1935.20	2027.20	2126.40	2217.60	40.00	A	C
		12/16/2007	1901.60	1973.60	2068.00	2168.80	2261.60	40.00	A	C
		06/29/2008	1940.00	2012.80	2109.60	2212.00	2307.20	40.00	A	C
		12/14/2008	1979.20	2052.80	2152.00	2256.00	2353.60	40.00	A	C
		07/07/2013	2018.40	2093.60	2195.20	2300.80	2400.80	40.00	A	C
		07/06/2014	2038.40	2114.40	2216.80	2324.00	2424.80	40.00	A	C
2123	Engineering CAD/D Tech II	07/05/2015	2079.20	2156.80	2260.80	2370.40	2473.60	40.00	A	C
		04/08/2007	2105.60	2196.00	2296.80	2401.60	2508.00	40.00	A	C
		07/01/2007	2126.40	2217.60	2320.00	2425.60	2532.80	40.00	A	C
		12/16/2007	2168.80	2261.60	2366.40	2474.40	2583.20	40.00	A	C
		06/29/2008	2212.00	2307.20	2413.60	2524.00	2635.20	40.00	A	C
		12/14/2008	2256.00	2353.60	2461.60	2574.40	2688.00	40.00	A	C
		07/07/2013	2300.80	2400.80	2511.20	2625.60	2741.60	40.00	A	C
		07/06/2014	2324.00	2424.80	2536.00	2652.00	2768.80	40.00	A	C
2124	Engineering CAD/D Tech III	07/05/2015	2370.40	2473.60	2586.40	2704.80	2824.00	40.00	A	C
		04/08/2007	2296.80	2401.60	2508.00	2630.40	2744.00	40.00	A	C
		07/01/2007	2320.00	2425.60	2532.80	2656.80	2771.20	40.00	A	C
		12/16/2007	2366.40	2474.40	2583.20	2709.60	2826.40	40.00	A	C
		06/29/2008	2413.60	2524.00	2635.20	2764.00	2883.20	40.00	A	C
		12/14/2008	2461.60	2574.40	2688.00	2819.20	2940.80	40.00	A	C
		07/07/2013	2511.20	2625.60	2741.60	2875.20	3000.00	40.00	A	C
		07/06/2014	2536.00	2652.00	2768.80	2904.00	3030.40	40.00	A	C
2111	Engineering Staff Asst I	07/05/2015	2586.40	2704.80	2824.00	2962.40	3091.20	40.00	A	C
		04/08/2007	1845.60	1916.00	2007.20	2105.60	2196.00	40.00	A	C
		07/01/2007	1864.00	1935.20	2027.20	2126.40	2217.60	40.00	A	C
		12/16/2007	1901.60	1973.60	2068.00	2168.80	2261.60	40.00	A	C
		06/29/2008	1940.00	2012.80	2109.60	2212.00	2307.20	40.00	A	C
		12/14/2008	1979.20	2052.80	2152.00	2256.00	2353.60	40.00	A	C
		07/07/2013	2018.40	2093.60	2195.20	2300.80	2400.80	40.00	A	C

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2112	Engineering Staff Asst II	07/06/2014	2038.40	2114.40	2216.80	2324.00	2424.80	40.00	A	C
		07/05/2015	2079.20	2156.80	2260.80	2370.40	2473.60	40.00	A	C
		04/08/2007	2105.60	2196.00	2296.80	2401.60	2508.00	40.00	A	C
		07/01/2007	2126.40	2217.60	2320.00	2425.60	2532.80	40.00	A	C
		12/16/2007	2168.80	2261.60	2366.40	2474.40	2583.20	40.00	A	C
		06/29/2008	2212.00	2307.20	2413.60	2524.00	2635.20	40.00	A	C
		12/14/2008	2256.00	2353.60	2461.60	2574.40	2688.00	40.00	A	C
		07/07/2013	2300.80	2400.80	2511.20	2625.60	2741.60	40.00	A	C
		07/06/2014	2324.00	2424.80	2536.00	2652.00	2768.80	40.00	A	C
		07/05/2015	2370.40	2473.60	2586.40	2704.80	2824.00	40.00	A	C
2113	Engineering Staff Asst III	04/08/2007	2296.80	2401.60	2508.00	2630.40	2744.00	40.00	A	C
		07/01/2007	2320.00	2425.60	2532.80	2656.80	2771.20	40.00	A	C
		12/16/2007	2366.40	2474.40	2583.20	2709.60	2826.40	40.00	A	C
		06/29/2008	2413.60	2524.00	2635.20	2764.00	2883.20	40.00	A	C
		12/14/2008	2461.60	2574.40	2688.00	2819.20	2940.80	40.00	A	C
		07/07/2013	2511.20	2625.60	2741.60	2875.20	3000.00	40.00	A	C
		07/06/2014	2536.00	2652.00	2768.80	2904.00	3030.40	40.00	A	C
		07/05/2015	2586.40	2704.80	2824.00	2962.40	3091.20	40.00	A	C
8500	Estate Investigator	02/07/2010	2441.60	2564.00	2692.00	2826.40	2968.00	40.00	A	C
		07/07/2013	2490.40	2615.20	2745.60	2883.20	3027.20	40.00	A	C
		07/06/2014	2515.20	2641.60	2772.80	2912.00	3057.60	40.00	A	C
		07/05/2015	2565.60	2694.40	2828.00	2970.40	3118.40	40.00	A	C
1426	Financial Hearing Officer	04/08/2007	1895.25	1975.50	2067.75	2165.25	2259.00	37.50	A	C
		07/01/2007	1914.00	1995.00	2088.75	2187.00	2281.50	37.50	A	C
		12/16/2007	1952.25	2034.75	2130.75	2230.50	2327.25	37.50	A	C
		06/29/2008	1991.25	2075.25	2173.50	2274.75	2373.75	37.50	A	C
		12/14/2008	2031.00	2116.50	2217.00	2320.50	2421.00	37.50	A	C
		07/07/2013	2071.50	2158.50	2261.25	2367.00	2469.75	37.50	A	C
		07/06/2014	2092.50	2180.25	2283.75	2391.00	2494.50	37.50	A	C
		07/05/2015	2134.50	2223.75	2329.50	2439.00	2544.75	37.50	A	C
1426 N	Financial Hearing Officer	04/08/2007					27.57	37.50	A	C
		07/01/2007					27.85	37.50	A	C
		12/16/2007					28.41	37.50	A	C
		06/29/2008					28.98	37.50	A	C
		12/14/2008					29.56	37.50	A	C
		07/07/2013					30.15	37.50	A	C
		07/06/2014					30.45	37.50	A	C
		07/05/2015					31.06	37.50	A	C
1283	Fingerprint Technician	04/08/2007	1552.50	1623.00	1699.50	1772.25	1846.50	37.50	A	C
		07/01/2007	1568.25	1639.50	1716.75	1790.25	1865.25	37.50	A	C
		12/16/2007	1599.75	1672.50	1751.25	1826.25	1902.75	37.50	A	C
		06/29/2008	1632.00	1706.25	1786.50	1863.00	1941.00	37.50	A	C
		12/14/2008	1665.00	1740.75	1822.50	1900.50	1980.00	37.50	A	C
		07/07/2013	1698.00	1775.25	1859.25	1938.75	2019.75	37.50	A	C
		07/06/2014	1715.25	1793.25	1878.00	1958.25	2040.00	37.50	A	C
		07/05/2015	1749.75	1829.25	1915.50	1997.25	2080.50	37.50	A	C
2125	Geographical Info Tech									

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		04/08/2007	2296.80	2401.60	2508.00	2630.40	2744.00	40.00	A	C
		07/01/2007	2320.00	2425.60	2532.80	2656.80	2771.20	40.00	A	C
		12/16/2007	2366.40	2474.40	2583.20	2709.60	2826.40	40.00	A	C
		06/29/2008	2413.60	2524.00	2635.20	2764.00	2883.20	40.00	A	C
		12/14/2008	2461.60	2574.40	2688.00	2819.20	2940.80	40.00	A	C
		07/07/2013	2511.20	2625.60	2741.60	2875.20	3000.00	40.00	A	C
		07/06/2014	2536.00	2652.00	2768.80	2904.00	3030.40	40.00	A	C
		07/05/2015	2586.40	2704.80	2824.00	2962.40	3091.20	40.00	A	C
1485	Health Insurance Technician									
		04/08/2007	1901.60	1993.60	2065.60	2165.60	2258.40	40.00	A	C
		07/01/2007	1920.80	2013.60	2086.40	2187.20	2280.80	40.00	A	C
		12/16/2007	1959.20	2053.60	2128.00	2231.20	2326.40	40.00	A	C
		06/29/2008	1998.40	2094.40	2170.40	2276.00	2372.80	40.00	A	C
		12/14/2008	2038.40	2136.00	2213.60	2321.60	2420.00	40.00	A	C
		07/07/2013	2079.20	2178.40	2257.60	2368.00	2468.80	40.00	A	C
		07/06/2014	2100.00	2200.00	2280.00	2392.00	2493.60	40.00	A	C
		07/05/2015	2142.40	2244.00	2325.60	2440.00	2543.20	40.00	A	C
0410	Info Systems Tech I									
		04/08/2007	1420.00	1496.00	1563.20	1643.20	1721.60	40.00	A	C
		07/01/2007	1434.40	1511.20	1579.20	1660.00	1739.20	40.00	A	C
		12/16/2007	1463.20	1541.60	1610.40	1693.60	1773.60	40.00	A	C
		06/29/2008	1492.80	1572.80	1642.40	1727.20	1808.80	40.00	A	C
		12/14/2008	1522.40	1604.00	1675.20	1761.60	1844.80	40.00	A	C
		07/07/2013	1552.80	1636.00	1708.80	1796.80	1881.60	40.00	A	C
		07/06/2014	1568.00	1652.00	1725.60	1814.40	1900.80	40.00	A	C
		07/05/2015	1599.20	1684.80	1760.00	1850.40	1939.20	40.00	A	C
0411	Info Systems Tech II									
		04/08/2007	1728.00	1813.60	1898.40	2002.40	2096.00	40.00	A	C
		07/01/2007	1745.60	1832.00	1917.60	2022.40	2116.80	40.00	A	C
		12/16/2007	1780.80	1868.80	1956.00	2063.20	2159.20	40.00	A	C
		06/29/2008	1816.80	1906.40	1995.20	2104.80	2202.40	40.00	A	C
		12/14/2008	1852.80	1944.80	2035.20	2147.20	2246.40	40.00	A	C
		07/07/2013	1889.60	1984.00	2076.00	2190.40	2291.20	40.00	A	C
		07/06/2014	1908.80	2004.00	2096.80	2212.00	2314.40	40.00	A	C
		07/05/2015	1947.20	2044.00	2138.40	2256.00	2360.80	40.00	A	C
1792	Info Technology Specialist I									
		04/08/2007				1357.50	1425.00	37.50	A	C
		07/01/2007				1371.00	1439.25	37.50	A	C
		12/16/2007				1398.75	1467.75	37.50	A	C
		06/29/2008				1426.50	1497.00	37.50	A	C
		12/14/2008				1455.00	1527.00	37.50	A	C
		07/07/2013				1484.25	1557.75	37.50	A	C
		07/06/2014				1499.25	1573.50	37.50	A	C
		07/05/2015				1529.25	1605.00	37.50	A	C
1793	Info Technology Specialist II									
		04/08/2007				1496.25	1569.75	37.50	A	C
		07/01/2007				1511.25	1585.50	37.50	A	C
		12/16/2007				1541.25	1617.00	37.50	A	C
		06/29/2008				1572.00	1649.25	37.50	A	C
		12/14/2008				1603.50	1682.25	37.50	A	C
		07/07/2013				1635.75	1716.00	37.50	A	C
		07/06/2014				1652.25	1733.25	37.50	A	C
		07/05/2015				1685.25	1767.75	37.50	A	C

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1794	Info Technology Specialist III									
		04/08/2007				1648.50	1731.75	37.50	A	C
		07/01/2007				1665.00	1749.00	37.50	A	C
		12/16/2007				1698.00	1784.25	37.50	A	C
		06/29/2008				1731.75	1820.25	37.50	A	C
		12/14/2008				1766.25	1857.00	37.50	A	C
		07/07/2013				1801.50	1894.50	37.50	A	C
		07/06/2014				1819.50	1913.25	37.50	A	C
	07/05/2015				1856.25	1951.50	37.50	A	C	
1795	Info Technology Specialist IV									
		04/08/2007			1819.50	1908.75	2005.50	37.50	A	C
		07/01/2007			1837.50	1927.50	2025.75	37.50	A	C
		12/16/2007			1874.25	1965.75	2066.25	37.50	A	C
		06/29/2008			1911.75	2004.75	2107.50	37.50	A	C
		12/14/2008			1950.00	2044.50	2149.50	37.50	A	C
		07/07/2013			1989.00	2085.75	2192.25	37.50	A	C
		07/06/2014			2009.25	2106.75	2214.00	37.50	A	C
	07/05/2015			2049.75	2148.75	2258.25	37.50	A	C	
1475	Interviewer									
		04/08/2007	1277.25	1331.25	1396.50	1449.75	1513.50	37.50	A	C
		12/16/2007	1302.75	1358.25	1424.25	1479.00	1543.50	37.50	A	C
		06/29/2008	1329.00	1385.25	1452.75	1508.25	1574.25	37.50	A	C
		12/14/2008	1355.25	1413.00	1482.00	1538.25	1605.75	37.50	A	C
		07/07/2013	1191.75	1242.00	1303.50	1353.00	1413.00	37.50	A	C
		07/06/2014	1203.75	1254.75	1316.25	1366.50	1427.25	37.50	A	C
		07/05/2015	1227.75	1279.50	1342.50	1393.50	1455.75	37.50	A	C
8740	Keeper									
		04/08/2007	1468.00	1540.00	1618.40	1700.00	1785.60	40.00	A	C
		07/01/2007	1482.40	1555.20	1634.40	1716.80	1803.20	40.00	A	C
		12/16/2007	1512.00	1586.40	1667.20	1751.20	1839.20	40.00	A	C
		06/29/2008	1542.40	1618.40	1700.80	1786.40	1876.00	40.00	A	C
		12/14/2008	1573.60	1650.40	1735.20	1822.40	1913.60	40.00	A	C
		07/07/2013	1604.80	1683.20	1769.60	1859.20	1952.00	40.00	A	C
		07/06/2014	1620.80	1700.00	1787.20	1877.60	1971.20	40.00	A	C
	07/05/2015	1653.60	1734.40	1823.20	1915.20	2010.40	40.00	A	C	
8740 N	Keeper									
		04/08/2007					20.22	40.00	A	C
		07/01/2007					20.42	40.00	A	C
		12/16/2007					20.83	40.00	A	C
		06/29/2008					21.25	40.00	A	C
		12/14/2008					21.68	40.00	A	C
		07/07/2013					22.11	40.00	A	C
		07/06/2014					22.33	40.00	A	C
	07/05/2015					22.78	40.00	A	C	
8522	Latent Fingerprint Examiner									
		04/08/2007	1851.00	1935.00	2030.25	2123.25	2222.25	37.50	A	C
		07/01/2007	1888.50	1974.00	2070.75	2166.00	2267.25	37.50	A	C
		12/16/2007	1926.00	2013.75	2112.00	2209.50	2312.25	37.50	A	C
		06/29/2008	1983.75	2074.50	2175.75	2276.25	2382.00	37.50	A	C
		12/14/2008	2023.50	2115.75	2219.25	2322.00	2430.00	37.50	A	C
		06/28/2009	2043.75	2136.75	2241.75	2345.25	2454.00	37.50	A	C
		07/07/2013	2085.00	2179.50	2286.75	2392.50	2502.75	37.50	A	C
	07/06/2014	2106.00	2201.25	2309.25	2416.50	2527.50	37.50	A	C	

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ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
2967	Lead Project Designer	07/05/2015	2148.00	2245.50	2355.75	2464.50	2577.75	37.50	A	C
		04/08/2007	2661.00	2781.00	2914.50	3048.75	3204.00	37.50	A	C
		07/01/2007	2714.25	2836.50	2973.00	3110.25	3268.50	37.50	A	C
		12/16/2007	2768.25	2893.50	3032.25	3172.50	3333.75	37.50	A	C
		06/29/2008	2852.25	2980.50	3123.75	3268.50	3434.25	37.50	A	C
		12/14/2008	2909.25	3039.75	3186.00	3333.75	3503.25	37.50	A	C
		07/07/2013	2967.75	3100.50	3249.75	3400.50	3573.00	37.50	A	C
		07/06/2014	2997.75	3131.25	3282.00	3434.25	3609.00	37.50	A	C
9310	Library Driver-Clerk	07/05/2015	3057.75	3194.25	3348.00	3503.25	3681.00	37.50	A	C
		04/08/2007	1396.50	1459.50	1518.00	1590.00	1653.75	37.50	A	C
		07/01/2007	1410.75	1473.75	1533.00	1605.75	1670.25	37.50	A	C
		12/16/2007	1439.25	1503.00	1563.75	1638.00	1704.00	37.50	A	C
		06/29/2008	1467.75	1533.00	1595.25	1671.00	1737.75	37.50	A	C
		12/14/2008	1497.00	1563.75	1627.50	1704.75	1772.25	37.50	A	C
		07/07/2013	1527.00	1595.25	1659.75	1738.50	1807.50	37.50	A	C
		07/06/2014	1542.00	1611.00	1676.25	1755.75	1825.50	37.50	A	C
9310 N	Library Driver-Clerk	07/05/2015	1572.75	1643.25	1710.00	1791.00	1862.25	37.50	A	C
		04/08/2007					20.24	37.50	A	C
		07/01/2007					20.44	37.50	A	C
		12/16/2007					20.85	37.50	A	C
		06/29/2008					21.27	37.50	A	C
		12/14/2008					21.70	37.50	A	C
		07/07/2013					22.13	37.50	A	C
		07/06/2014					22.35	37.50	A	C
2301	Mapping Technician I	07/05/2015					22.80	37.50	A	C
		04/08/2007			1528.50	1599.75	1670.25	37.50	A	C
		07/01/2007			1543.50	1615.50	1686.75	37.50	A	C
		12/16/2007			1574.25	1647.75	1720.50	37.50	A	C
		06/29/2008			1605.75	1680.75	1755.00	37.50	A	C
		12/14/2008			1638.00	1714.50	1790.25	37.50	A	C
		07/07/2013			1671.00	1749.00	1826.25	37.50	A	C
		07/06/2014			1687.50	1766.25	1844.25	37.50	A	C
2302	Mapping Technician II	07/05/2015			1721.25	1801.50	1881.00	37.50	A	C
		04/08/2007	1599.75	1670.25	1746.00	1826.25	1907.25	37.50	A	C
		07/01/2007	1615.50	1686.75	1763.25	1844.25	1926.00	37.50	A	C
		12/16/2007	1647.75	1720.50	1798.50	1881.00	1964.25	37.50	A	C
		06/29/2008	1680.75	1755.00	1834.50	1918.50	2003.25	37.50	A	C
		12/14/2008	1714.50	1790.25	1871.25	1956.75	2043.00	37.50	A	C
		07/07/2013	1749.00	1826.25	1908.75	1995.75	2083.50	37.50	A	C
		07/06/2014	1766.25	1844.25	1927.50	2016.00	2104.50	37.50	A	C
2303	Mapping Technician III	07/05/2015	1801.50	1881.00	1965.75	2056.50	2146.50	37.50	A	C
		04/08/2007	1746.00	1826.25	1907.25	2000.25	2085.75	37.50	A	C
		07/01/2007	1763.25	1844.25	1926.00	2020.50	2106.75	37.50	A	C
		12/16/2007	1798.50	1881.00	1964.25	2061.00	2148.75	37.50	A	C
		06/29/2008	1834.50	1918.50	2003.25	2102.25	2191.50	37.50	A	C
		12/14/2008	1871.25	1956.75	2043.00	2144.25	2235.00	37.50	A	C
		07/07/2013	1908.75	1995.75	2083.50	2187.00	2280.00	37.50	A	C

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8757	Marine Engineer	07/06/2014	1927.50	2016.00	2104.50	2208.75	2302.50	37.50	A	C
		07/05/2015	1965.75	2056.50	2146.50	2253.00	2348.25	37.50	A	C
		06/29/2008	2744.00	2881.60	3024.80	3176.00	3335.20	40.00	A	C
		12/14/2008	2799.20	2939.20	3085.60	3239.20	3401.60	40.00	A	C
		07/07/2013	2855.20	2997.60	3147.20	3304.00	3469.60	40.00	A	C
		07/06/2014	2884.00	3027.20	3178.40	3336.80	3504.00	40.00	A	C
		07/05/2015	2941.60	3088.00	3241.60	3403.20	3574.40	40.00	A	C
2181	Materials Testing Tech I	04/08/2007	1848.00	1924.00	2009.60	2103.20	2199.20	40.00	A	C
		07/01/2007	1866.40	1943.20	2029.60	2124.00	2220.80	40.00	A	C
		12/16/2007	1904.00	1982.40	2070.40	2166.40	2265.60	40.00	A	C
		06/29/2008	1942.40	2022.40	2112.00	2209.60	2311.20	40.00	A	C
		12/14/2008	1981.60	2063.20	2154.40	2253.60	2357.60	40.00	A	C
		07/07/2013	2021.60	2104.80	2197.60	2298.40	2404.80	40.00	A	C
		07/06/2014	2041.60	2125.60	2219.20	2321.60	2428.80	40.00	A	C
2182	Materials Testing Tech II	07/05/2015	2082.40	2168.00	2263.20	2368.00	2477.60	40.00	A	C
		04/08/2007	2103.20	2199.20	2299.20	2406.40	2509.60	40.00	A	C
		07/01/2007	2124.00	2220.80	2322.40	2430.40	2534.40	40.00	A	C
		12/16/2007	2166.40	2265.60	2368.80	2479.20	2584.80	40.00	A	C
		06/29/2008	2209.60	2311.20	2416.00	2528.80	2636.80	40.00	A	C
		12/14/2008	2253.60	2357.60	2464.00	2579.20	2689.60	40.00	A	C
		07/07/2013	2298.40	2404.80	2513.60	2630.40	2743.20	40.00	A	C
2183	Materials Testing Tech III	07/06/2014	2321.60	2428.80	2538.40	2656.80	2770.40	40.00	A	C
		07/05/2015	2368.00	2477.60	2588.80	2709.60	2825.60	40.00	A	C
		04/08/2007	2312.80	2417.60	2529.60	2643.20	2776.80	40.00	A	C
		07/01/2007	2336.00	2441.60	2555.20	2669.60	2804.80	40.00	A	C
		12/16/2007	2382.40	2490.40	2606.40	2723.20	2860.80	40.00	A	C
		06/29/2008	2430.40	2540.00	2658.40	2777.60	2918.40	40.00	A	C
		12/14/2008	2479.20	2591.20	2711.20	2832.80	2976.80	40.00	A	C
1460	Medical Records Technician	07/07/2013	2528.80	2643.20	2765.60	2889.60	3036.00	40.00	A	C
		07/06/2014	2554.40	2669.60	2793.60	2918.40	3066.40	40.00	A	C
		07/05/2015	2605.60	2723.20	2849.60	2976.80	3128.00	40.00	A	C
		04/08/2007	1531.50	1602.00	1665.75	1745.25	1813.50	37.50	A	C
		07/01/2007	1546.50	1617.75	1682.25	1762.50	1831.50	37.50	A	C
		12/16/2007	1577.25	1650.00	1716.00	1797.75	1868.25	37.50	A	C
		06/29/2008	1608.75	1683.00	1750.50	1833.75	1905.75	37.50	A	C
6991	Mobile Hlth Svcs Sup Wkr	12/14/2008	1641.00	1716.75	1785.75	1870.50	1944.00	37.50	A	C
		07/07/2013	1674.00	1751.25	1821.75	1908.00	1983.00	37.50	A	C
		07/06/2014	1690.50	1768.50	1839.75	1926.75	2002.50	37.50	A	C
		07/05/2015	1724.25	1803.75	1876.50	1965.00	2042.25	37.50	A	C
		04/08/2007	1396.50	1459.50	1518.00	1590.00	1653.75	37.50	A	C
		07/01/2007	1410.75	1473.75	1533.00	1605.75	1670.25	37.50	A	C
		12/16/2007	1439.25	1503.00	1563.75	1638.00	1704.00	37.50	A	C
		06/29/2008	1467.75	1533.00	1595.25	1671.00	1737.75	37.50	A	C
		12/14/2008	1497.00	1563.75	1627.50	1704.75	1772.25	37.50	A	C
		07/07/2013	1527.00	1595.25	1659.75	1738.50	1807.50	37.50	A	C
		07/06/2014	1542.00	1611.00	1676.25	1755.75	1825.50	37.50	A	C
		07/05/2015	1572.75	1643.25	1710.00	1791.00	1862.25	37.50	A	C

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ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
1803	Network Support Technician I									
	04/08/2007	1720.80	1805.60	1896.00	1992.80	2092.00	40.00	A	C	
	07/01/2007	1738.40	1824.00	1915.20	2012.80	2112.80	40.00	A	C	
	12/16/2007	1772.80	1860.80	1953.60	2052.80	2155.20	40.00	A	C	
	06/29/2008	1808.00	1898.40	1992.80	2093.60	2198.40	40.00	A	C	
	12/14/2008	1844.00	1936.00	2032.80	2135.20	2242.40	40.00	A	C	
	07/07/2013	1880.80	1974.40	2073.60	2177.60	2287.20	40.00	A	C	
	07/06/2014	1900.00	1994.40	2094.40	2199.20	2310.40	40.00	A	C	
	07/05/2015	1938.40	2034.40	2136.00	2243.20	2356.80	40.00	A	C	
1804	Network Support Technician II									
	04/08/2007	1992.80	2092.00	2196.80	2306.40	2421.60	40.00	A	C	
	07/01/2007	2012.80	2112.80	2218.40	2329.60	2445.60	40.00	A	C	
	12/16/2007	2052.80	2155.20	2262.40	2376.00	2494.40	40.00	A	C	
	06/29/2008	2093.60	2198.40	2308.00	2423.20	2544.00	40.00	A	C	
	12/14/2008	2135.20	2242.40	2354.40	2472.00	2595.20	40.00	A	C	
	07/07/2013	2177.60	2287.20	2401.60	2521.60	2647.20	40.00	A	C	
	07/06/2014	2199.20	2310.40	2425.60	2547.20	2673.60	40.00	A	C	
	07/05/2015	2243.20	2356.80	2474.40	2598.40	2727.20	40.00	A	C	
9295	Photographer									
	04/08/2007	1593.75	1668.00	1749.75	1827.00	1911.75	37.50	A	C	
	07/01/2007	1625.25	1701.00	1785.00	1863.75	1950.00	37.50	A	C	
	12/16/2007	1657.50	1734.75	1821.00	1901.25	1989.00	37.50	A	C	
	06/29/2008	1707.75	1787.25	1876.50	1959.00	2049.00	37.50	A	C	
	12/14/2008	1742.25	1823.25	1914.00	1998.00	2090.25	37.50	A	C	
	06/28/2009	1759.50	1841.25	1933.50	2018.25	2111.25	37.50	A	C	
	07/07/2013	1794.75	1878.00	1972.50	2058.75	2153.25	37.50	A	C	
	07/06/2014	1812.75	1896.75	1992.00	2079.00	2175.00	37.50	A	C	
	07/05/2015	1848.75	1935.00	2031.75	2120.25	2218.50	37.50	A	C	
8308	Plans Checker									
	04/08/2007	2259.20	2368.80	2477.60	2590.40	2719.20	40.00	A	C	
	07/01/2007	2281.60	2392.80	2502.40	2616.00	2746.40	40.00	A	C	
	12/16/2007	2327.20	2440.80	2552.80	2668.00	2801.60	40.00	A	C	
	06/29/2008	2373.60	2489.60	2604.00	2721.60	2857.60	40.00	A	C	
	12/14/2008	2420.80	2539.20	2656.00	2776.00	2914.40	40.00	A	C	
	07/07/2013	2469.60	2589.60	2708.80	2831.20	2972.80	40.00	A	C	
	07/06/2014	2494.40	2615.20	2736.00	2859.20	3002.40	40.00	A	C	
	07/05/2015	2544.00	2667.20	2790.40	2916.00	3062.40	40.00	A	C	
2160	PW Inspector I, Construction									
	04/08/2007	1945.60	2026.40	2117.60	2212.80	2312.80	40.00	A	C	
	07/01/2007	1964.80	2046.40	2138.40	2235.20	2336.00	40.00	A	C	
	12/16/2007	2004.00	2087.20	2180.80	2280.00	2382.40	40.00	A	C	
	06/29/2008	2044.00	2128.80	2224.80	2325.60	2430.40	40.00	A	C	
	12/14/2008	2084.80	2171.20	2269.60	2372.00	2479.20	40.00	A	C	
	07/07/2013	2126.40	2214.40	2315.20	2419.20	2528.80	40.00	A	C	
	07/06/2014	2148.00	2236.80	2338.40	2443.20	2554.40	40.00	A	C	
	07/05/2015	2191.20	2281.60	2384.80	2492.00	2605.60	40.00	A	C	
2161	PW Inspector II, Construction									
	04/08/2007	2312.80	2417.60	2529.60	2643.20	2776.80	40.00	A	C	
	07/01/2007	2336.00	2441.60	2555.20	2669.60	2804.80	40.00	A	C	
	12/16/2007	2382.40	2490.40	2606.40	2723.20	2860.80	40.00	A	C	
	06/29/2008	2430.40	2540.00	2658.40	2777.60	2918.40	40.00	A	C	
	12/14/2008	2479.20	2591.20	2711.20	2832.80	2976.80	40.00	A	C	
	07/07/2013	2528.80	2643.20	2765.60	2889.60	3036.00	40.00	A	C	

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		07/06/2014	2554.40	2669.60	2793.60	2918.40	3066.40	40.00	A	C
		07/05/2015	2605.60	2723.20	2849.60	2976.80	3128.00	40.00	A	C
2162	PW Inspector III, Construction									
		04/08/2007	2529.60	2643.20	2776.80	2895.20	3039.20	40.00	A	C
		07/01/2007	2555.20	2669.60	2804.80	2924.00	3069.60	40.00	A	C
		12/16/2007	2606.40	2723.20	2860.80	2982.40	3131.20	40.00	A	C
		06/29/2008	2658.40	2777.60	2918.40	3042.40	3193.60	40.00	A	C
		12/14/2008	2711.20	2832.80	2976.80	3103.20	3257.60	40.00	A	C
		07/07/2013	2765.60	2889.60	3036.00	3165.60	3322.40	40.00	A	C
		07/06/2014	2793.60	2918.40	3066.40	3197.60	3356.00	40.00	A	C
		07/05/2015	2849.60	2976.80	3128.00	3261.60	3423.20	40.00	A	C
2170	PW Inspector I, Facilities									
		04/08/2007	1945.60	2026.40	2117.60	2212.80	2312.80	40.00	A	C
		07/01/2007	1964.80	2046.40	2138.40	2235.20	2336.00	40.00	A	C
		12/16/2007	2004.00	2087.20	2180.80	2280.00	2382.40	40.00	A	C
		06/29/2008	2044.00	2128.80	2224.80	2325.60	2430.40	40.00	A	C
		12/14/2008	2084.80	2171.20	2269.60	2372.00	2479.20	40.00	A	C
		07/07/2013	2126.40	2214.40	2315.20	2419.20	2528.80	40.00	A	C
		07/06/2014	2148.00	2236.80	2338.40	2443.20	2554.40	40.00	A	C
		07/05/2015	2191.20	2281.60	2384.80	2492.00	2605.60	40.00	A	C
2171	PW Inspector II, Facilities									
		04/08/2007	2312.80	2417.60	2529.60	2643.20	2776.80	40.00	A	C
		07/01/2007	2336.00	2441.60	2555.20	2669.60	2804.80	40.00	A	C
		12/16/2007	2382.40	2490.40	2606.40	2723.20	2860.80	40.00	A	C
		06/29/2008	2430.40	2540.00	2658.40	2777.60	2918.40	40.00	A	C
		12/14/2008	2479.20	2591.20	2711.20	2832.80	2976.80	40.00	A	C
		07/07/2013	2528.80	2643.20	2765.60	2889.60	3036.00	40.00	A	C
		07/06/2014	2554.40	2669.60	2793.60	2918.40	3066.40	40.00	A	C
		07/05/2015	2605.60	2723.20	2849.60	2976.80	3128.00	40.00	A	C
2172	PW Inspector III, Facilities									
		04/08/2007	2529.60	2643.20	2776.80	2895.20	3039.20	40.00	A	C
		07/01/2007	2555.20	2669.60	2804.80	2924.00	3069.60	40.00	A	C
		12/16/2007	2606.40	2723.20	2860.80	2982.40	3131.20	40.00	A	C
		06/29/2008	2658.40	2777.60	2918.40	3042.40	3193.60	40.00	A	C
		12/14/2008	2711.20	2832.80	2976.80	3103.20	3257.60	40.00	A	C
		07/07/2013	2765.60	2889.60	3036.00	3165.60	3322.40	40.00	A	C
		07/06/2014	2793.60	2918.40	3066.40	3197.60	3356.00	40.00	A	C
		07/05/2015	2849.60	2976.80	3128.00	3261.60	3423.20	40.00	A	C
2604	Real Property Appraiser Aide									
		04/08/2007	1425.00	1494.75	1571.25	1650.00	1732.50	37.50	A	C
		07/01/2007	1453.50	1524.75	1602.75	1683.00	1767.00	37.50	A	C
		12/16/2007	1482.75	1555.50	1635.00	1716.75	1802.25	37.50	A	C
		06/29/2008	1527.75	1602.00	1684.50	1768.50	1857.00	37.50	A	C
		12/14/2008	1558.50	1634.25	1718.25	1803.75	1894.50	37.50	A	C
		07/07/2013	1590.00	1667.25	1752.75	1839.75	1932.75	37.50	A	C
		07/06/2014	1605.75	1683.75	1770.00	1858.50	1952.25	37.50	A	C
		07/05/2015	1638.00	1717.50	1805.25	1896.00	1991.25	37.50	A	C
6831	Recreation Assistant									
		04/08/2007	1509.60	1583.20	1665.60	1749.60	1824.80	40.00	A	C
		07/01/2007	1524.80	1599.20	1682.40	1767.20	1843.20	40.00	A	C
		12/16/2007	1555.20	1631.20	1716.00	1802.40	1880.00	40.00	A	C
		06/29/2008	1586.40	1664.00	1750.40	1838.40	1917.60	40.00	A	C
		12/14/2008	1618.40	1697.60	1785.60	1875.20	1956.00	40.00	A	C

APPENDIX A – LISTING OF CLASSIFICATIONS BY REPRESENTATION UNIT
SALARY INCREASES THAT WERE TO BECOME EFFECTIVE ON DECEMBER 19, 2009 ARE DELETED
Representation Unit 012

ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
		07/07/2013	1650.40	1731.20	1821.60	1912.80	1995.20	40.00	A	C
		07/06/2014	1667.20	1748.80	1840.00	1932.00	2015.20	40.00	A	C
		07/05/2015	1700.80	1784.00	1876.80	1970.40	2055.20	40.00	A	C
9411	Senior Heavy Equip Parts Tech									
		04/08/2007					1948.00	40.00	A	C
		07/01/2007					1967.20	40.00	A	C
		12/16/2007					2006.40	40.00	A	C
		06/29/2008					2046.40	40.00	A	C
		12/14/2008					2087.20	40.00	A	C
		07/07/2013					2128.80	40.00	A	C
		07/06/2014					2150.40	40.00	A	C
		07/05/2015					2193.60	40.00	A	C
8415	Senior Weights & Measures Insp									
		04/08/2007	1818.75	1894.50	1974.75	2061.75	2160.00	37.50	A	C
		07/01/2007	1836.75	1913.25	1994.25	2082.00	2181.75	37.50	A	C
		12/16/2007	1873.50	1951.50	2034.00	2124.00	2225.25	37.50	A	C
		06/29/2008	1911.00	1990.50	2074.50	2166.75	2269.50	37.50	A	C
		12/14/2008	1949.25	2030.25	2115.75	2210.25	2315.25	37.50	A	C
		07/07/2013	1988.25	2070.75	2157.75	2254.50	2361.75	37.50	A	C
		07/06/2014	2008.50	2091.75	2179.50	2277.00	2385.00	37.50	A	C
		07/05/2015	2049.00	2133.75	2223.00	2322.75	2433.00	37.50	A	C
8752	Sheriff's Safety Aide									
		04/08/2007	1185.60	1237.60	1294.40	1353.60	1409.60	40.00	A	C
		07/01/2007	1197.60	1249.60	1307.20	1367.20	1424.00	40.00	A	C
		12/16/2007	1221.60	1274.40	1333.60	1394.40	1452.80	40.00	A	C
		06/29/2008	1271.20	1326.40	1387.20	1451.20	1511.20	40.00	A	C
		12/14/2008	1296.80	1352.80	1415.20	1480.00	1541.60	40.00	A	C
		07/07/2013	1322.40	1380.00	1443.20	1509.60	1572.80	40.00	A	C
		07/06/2014	1336.00	1393.60	1457.60	1524.80	1588.80	40.00	A	C
		07/05/2015	1362.40	1421.60	1486.40	1555.20	1620.80	40.00	A	C
9294	Sh Video & Multimedia Produc									
		05/29/2011	1876.80	1964.00	2062.40	2152.80	2252.00	40.00	A	C
		07/07/2013	1914.40	2003.20	2104.00	2196.00	2296.80	40.00	A	C
		07/06/2014	1933.60	2023.20	2124.80	2217.60	2320.00	40.00	A	C
		07/05/2015	1972.00	2064.00	2167.20	2261.60	2366.40	40.00	A	C
8755	Sheriff's Technician II									
		04/08/2007	1601.60	1674.40	1748.80	1828.00	1911.20	40.00	A	C
		07/01/2007	1633.60	1708.00	1784.00	1864.80	1949.60	40.00	A	C
		12/16/2007	1666.40	1742.40	1820.00	1902.40	1988.80	40.00	A	C
		12/30/2007	1683.20	1760.00	1838.40	1921.60	2008.80	40.00	A	C
		06/29/2008	1716.80	1795.20	1875.20	1960.00	2048.80	40.00	A	C
		12/14/2008	1751.20	1831.20	1912.80	1999.20	2089.60	40.00	A	C
		07/07/2013	1786.40	1868.00	1951.20	2039.20	2131.20	40.00	A	C
		07/06/2014	1804.00	1886.40	1970.40	2059.20	2152.80	40.00	A	C
		07/05/2015	1840.00	1924.00	2009.60	2100.00	2196.00	40.00	A	C
1715	Storekeeper I									
		04/08/2007	1437.75	1508.25	1571.25	1648.50	1721.25	37.50	A	C
		07/01/2007	1452.00	1523.25	1587.00	1665.00	1738.50	37.50	A	C
		12/16/2007	1481.25	1554.00	1618.50	1698.00	1773.00	37.50	A	C
		06/29/2008	1511.25	1584.75	1650.75	1731.75	1808.25	37.50	A	C
		12/14/2008	1541.25	1616.25	1683.75	1766.25	1844.25	37.50	A	C
		07/07/2013	1572.00	1648.50	1717.50	1801.50	1881.00	37.50	A	C
		07/06/2014	1587.75	1665.00	1734.75	1819.50	1899.75	37.50	A	C

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ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
1705	Supply Clerk I	07/05/2015	1619.25	1698.00	1769.25	1856.25	1938.00	37.50	A	C
		04/08/2007	1287.75	1342.50	1408.50	1464.00	1533.75	37.50	A	C
		07/01/2007	1300.50	1356.00	1422.75	1479.00	1548.75	37.50	A	C
		12/16/2007	1326.75	1383.00	1451.25	1508.25	1579.50	37.50	A	C
		06/29/2008	1353.00	1410.75	1480.50	1538.25	1611.00	37.50	A	C
		12/14/2008	1380.00	1439.25	1509.75	1569.00	1643.25	37.50	A	C
		07/07/2013	1407.75	1467.75	1539.75	1600.50	1676.25	37.50	A	C
		07/06/2014	1422.00	1482.75	1555.50	1616.25	1692.75	37.50	A	C
1705 N	Supply Clerk I	07/05/2015	1450.50	1512.75	1586.25	1648.50	1726.50	37.50	A	C
		04/08/2007					18.75	37.50	A	C
		07/01/2007					18.94	37.50	A	C
		12/16/2007					19.32	37.50	A	C
		06/29/2008					19.71	37.50	A	C
		12/14/2008					20.10	37.50	A	C
		07/07/2013					20.50	37.50	A	C
		07/06/2014					20.71	37.50	A	C
1710	Supply Clerk II	07/05/2015					21.12	37.50	A	C
		04/08/2007	1311.75	1366.50	1431.00	1500.75	1568.25	37.50	A	C
		07/01/2007	1324.50	1380.00	1445.25	1515.75	1584.00	37.50	A	C
		12/16/2007	1350.75	1407.75	1474.50	1545.75	1615.50	37.50	A	C
		06/29/2008	1377.75	1436.25	1503.75	1576.50	1647.75	37.50	A	C
		12/14/2008	1405.50	1464.75	1533.75	1608.00	1680.75	37.50	A	C
		07/07/2013	1433.25	1494.00	1564.50	1640.25	1714.50	37.50	A	C
		07/06/2014	1447.50	1509.00	1580.25	1656.75	1731.75	37.50	A	C
1710 N	Supply Clerk II	07/05/2015	1476.75	1539.00	1611.75	1689.75	1766.25	37.50	A	C
		04/08/2007					19.31	37.50	A	C
		07/01/2007					19.50	37.50	A	C
		12/16/2007					19.89	37.50	A	C
		06/29/2008					20.29	37.50	A	C
		12/14/2008					20.70	37.50	A	C
		07/07/2013					21.11	37.50	A	C
		07/06/2014					21.32	37.50	A	C
1798	Technical Support Spec I	07/05/2015					21.75	37.50	A	C
		04/08/2007				1819.50	1908.75	37.50	A	C
		07/01/2007				1837.50	1927.50	37.50	A	C
		12/16/2007				1874.25	1965.75	37.50	A	C
		06/29/2008				1911.75	2004.75	37.50	A	C
		12/14/2008				1950.00	2044.50	37.50	A	C
		07/07/2013				1989.00	2085.75	37.50	A	C
		07/06/2014				2009.25	2106.75	37.50	A	C
1799	Technical Support Spec II	07/05/2015				2049.75	2148.75	37.50	A	C
		04/08/2007			2005.50	2100.75	2205.75	37.50	A	C
		07/01/2007			2025.75	2121.75	2227.50	37.50	A	C
		12/16/2007			2066.25	2164.50	2271.75	37.50	A	C
		06/29/2008			2107.50	2208.00	2317.50	37.50	A	C
		12/14/2008			2149.50	2252.25	2364.00	37.50	A	C
		07/07/2013			2192.25	2297.25	2411.25	37.50	A	C

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ITEM	TITLE	EFFECT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	HRS	O/T* STAT	FL
		07/06/2014			2214.00	2320.50	2435.25	37.50	A	C
		07/05/2015			2258.25	2367.00	2484.00	37.50	A	C
9270	Telecom Equipment Installer									
		04/08/2007	1748.00	1815.20	1901.60	1986.40	2067.20	40.00	A	C
		07/01/2007	1783.20	1852.00	1940.00	2026.40	2108.80	40.00	A	C
		12/16/2007	1819.20	1888.80	1979.20	2067.20	2151.20	40.00	A	C
		06/29/2008	1873.60	1945.60	2038.40	2129.60	2216.00	40.00	A	C
		12/14/2008	1911.20	1984.80	2079.20	2172.00	2260.00	40.00	A	C
		06/28/2009	1930.40	2004.80	2100.00	2193.60	2282.40	40.00	A	C
		07/07/2013	1968.80	2044.80	2142.40	2237.60	2328.00	40.00	A	C
		07/06/2014	1988.80	2065.60	2164.00	2260.00	2351.20	40.00	A	C
		07/05/2015	2028.80	2107.20	2207.20	2305.60	2398.40	40.00	A	C
9280	Telecom Technician									
		04/08/2007	2188.80	2288.00	2396.00	2504.00	2628.80	40.00	A	C
		07/01/2007	2232.80	2334.40	2444.00	2554.40	2681.60	40.00	A	C
		12/16/2007	2277.60	2380.80	2492.80	2605.60	2735.20	40.00	A	C
		06/29/2008	2346.40	2452.80	2568.00	2684.00	2817.60	40.00	A	C
		12/14/2008	2393.60	2501.60	2619.20	2737.60	2873.60	40.00	A	C
		06/28/2009	2417.60	2526.40	2645.60	2764.80	2902.40	40.00	A	C
		07/07/2013	2465.60	2576.80	2698.40	2820.00	2960.80	40.00	A	C
		07/06/2014	2490.40	2602.40	2725.60	2848.00	2990.40	40.00	A	C
		07/05/2015	2540.00	2654.40	2780.00	2904.80	3050.40	40.00	A	C
9279	Telecom Technician Trainee									
		04/08/2007	1748.00	1815.20	1901.60	1986.40	2067.20	40.00	A	C
		07/01/2007	1783.20	1852.00	1940.00	2026.40	2108.80	40.00	A	C
		12/16/2007	1819.20	1888.80	1979.20	2067.20	2151.20	40.00	A	C
		06/29/2008	1873.60	1945.60	2038.40	2129.60	2216.00	40.00	A	C
		12/14/2008	1911.20	1984.80	2079.20	2172.00	2260.00	40.00	A	C
		06/28/2009	1930.40	2004.80	2100.00	2193.60	2282.40	40.00	A	C
		07/07/2013	1968.80	2044.80	2142.40	2237.60	2328.00	40.00	A	C
		07/06/2014	1988.80	2065.60	2164.00	2260.00	2351.20	40.00	A	C
		07/05/2015	2028.80	2107.20	2207.20	2305.60	2398.40	40.00	A	C
8405	Weights & Measures Assistant									
		04/08/2007					1653.75	37.50	A	C
		07/01/2007					1670.25	37.50	A	C
		12/16/2007					1704.00	37.50	A	C
		06/29/2008					1737.75	37.50	A	C
		12/14/2008					1772.25	37.50	A	C
		07/07/2013					1807.50	37.50	A	C
		07/06/2014					1825.50	37.50	A	C
		07/05/2015					1862.25	37.50	A	C
8410	Weights & Measures Inspector									
		04/08/2007		1723.50	1811.25	1889.25	1968.00	37.50	A	C
		07/01/2007		1740.75	1829.25	1908.00	1987.50	37.50	A	C
		12/16/2007		1775.25	1866.00	1946.25	2027.25	37.50	A	C
		06/29/2008		1810.50	1903.50	1985.25	2067.75	37.50	A	C
		12/14/2008		1846.50	1941.75	2025.00	2109.00	37.50	A	C
		07/07/2013		1883.25	1980.75	2065.50	2151.00	37.50	A	C
		07/06/2014		1902.00	2000.25	2086.50	2172.75	37.50	A	C
		07/05/2015		1940.25	2040.00	2128.50	2216.25	37.50	A	C

APPENDIX B
Intermittent and Services-As-Needed Classifications

<u>Job Code</u>	<u>Title</u>	<u>Job Code</u>	<u>Title</u>
1305N	Account Clerk I	4140N	Librarian II
1310N	Account Clerk II	4120N	Library Assistant II
8202N	Agricultural & Standards Aide	1103N	Library Clerk I
8163N	Animal Control Aide	1104N	Library Clerk II
2610N	Appraiser I	9310N	Library Driver-Clerk
2615N	Appraiser II	5420N	Licensed Vocational Nurse
2705N	Auditor-Appraiser I	1126N	Medical Clerk
2710N	Auditor-Appraiser II	1214N	Medical Transcriptionist
1154N	Call Center Rep, DCSS	1161N	Medical Translator II
1150N	Clerk I	1105N	Messenger
1120N	Clerk II	6491N	Mental Health Specialist II
1296N	Clerk Intermittent I	5605N	Microbiologist
1297N	Clerk Intermittent II	5383N	Mid-Level Practitioner
6316N	Clinical Psychologist	5415N	Nursing Assistant (Per Diem)
6305N	Clinical Psychologist Trainee	5810N	Occupational Therapist I (Int.)
1811N	Computer Operator I	5850N	Pediatric Occupational Therapist
7525N	Cook	5860N	Pediatric Physical Therapist
7420N	Custodian	5835N	Physical Therapist I (Int.)
1885N	Emerg. Services Dispatcher II	5743N	Psychiatric Technician
1426N	Financial Hearing Officer (Int.)	1128N	Specialist Clerk I
7510N	Food Service Worker	1205N	Stenographer I
7410N	Janitor	1210N	Stenographer II
8740N	Keeper	6495N	Substance Abuse Counselor
7850N	Laboratory Assistant I	1705N	Supply Clerk I
7710N	Laundry Service Worker (SAN)	1710N	Supply Clerk II
4130N	Librarian I	1212N	Transcriptionist

APPENDIX C
Agency Shop Confidential Exclusions

1. Any and all future clerical positions assigned to the Board of Supervisors.
2. All present and future clerical positions assigned to the Clerk, Board of Supervisors.
3. All present and future clerical positions assigned to the County Administrator.
4. All present and future clerical positions assigned to County Counsel.
5. All present and future clerical positions assigned to the County Human Resource Services Department.
6. All present and future clerical positions assigned to the Personnel/Payroll sections of the Probation Department.
7. All present and future clerical positions assigned to the Personnel/Payroll sections of the Social Services Agency.
8. All present and future clerical positions assigned to the Personnel/Payroll sections of the Health Care Services Agency.
9. Two Secretary I positions assigned to the Health Care Services Agency.
10. Two Secretary I positions assigned to the Social Services Agency.
11. Secretary I position assigned to the General Services Agency.
12. All present and future clerical positions assigned to the Personnel/Payroll sections of the Department of Child Support Services.

APPENDIX D

Part-Time and Services-As-Needed Registered Nurses

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

<u>Job Code</u>	<u>Title</u>
5300	Registered Nurse I
5305	Registered Nurse II
5315	Registered Nurse III
5337	Clinical Nurse Specialist
5344	Communicable Disease Services Practitioner
5383	Mid-Level Practitioner
5383N	Mid-Level Practitioner

APPENDIX E

DOMESTIC PARTNERS

Domestic Partner Defined. A "domestic partnership" shall exist between two persons, one of whom is an employee of the County, covered by this Memorandum of Understanding, regardless of their gender and each of them shall be the "domestic partner" of the other if they both complete, sign, and cause to be filed with the County a notarized "County of Alameda Affidavit of Domestic Partnership" (or submit to the County a notarized "Declaration of Domestic Partnership" [State Form DP-1] filed with the California Secretary of State) attesting to the following:

- a. the two parties reside together and share the common necessities of life;
- b. the two parties are: not married to anyone; eighteen years or older; not related by blood closer than would bar marriage in the State of California; and mentally competent to consent to contract;
- c. the two parties declare that they are each other's sole domestic partner and they are responsible for their common welfare;
- d. the two parties agree to notify the County if there is a change of circumstances attested to the affidavit;
- e. the two parties affirm, under penalty of perjury, that the assertions in the affidavit are true to the best of their knowledge.

Termination. A member of a domestic partnership may end said relationship by filing a "County of Alameda Termination of Domestic Partnership" form. For those who filed a State "Declaration of Domestic Partnership," a copy of a notarized State of California "Notice of Termination of Domestic Partnership" (State Form DP-2) filed with the State of California must be provided to the County.

New Statements of Domestic Partnership. No person who has filed an affidavit of domestic partnership may file another such affidavit until six months after a statement of termination of the previous partnership has been filed with the County or the State of California as described herein (and all other criteria have been met which establish the domestic partnership).

APPENDIX F

Flood Control And Water Conservation District Zone 7

Alameda County Flood Control and Water Conservation District Zone 7 job classes represented by SEIU Local 1021 are covered by this Memorandum of Understanding except for Section 16. Wages which are set in a separate Memorandum of Understanding between the Board of Directors of Zone 7 and SEIU Local 1021.

<u>Job Code</u>	<u>Classification</u>
4913	Accountant-Auditor, Zone 7
4916	Office Assistant, Zone 7
4918	Secretary, Zone 7
4925	Account Clerk, Zone 7
4936	Water Resources Engineering Aide, Zone 7
4937	Water Resources Technician I
4938	Water Resources Technician II
4939	Water Resources Technician III
4942T	Water Plant Operator I
4943T	Water Plant Operator II
4944	Water Plant Operator III
4945	Junior Water Resources Planner, Zone 7
4946	Assistant Water Resources Planner, Zone 7
4947	Associate Water Resources Planner, Zone 7
4949	Water Quality Laboratory Technician, Zone 7
4950	Water Quality Chemist, Zone 7
4953	Buyer I, Zone 7
4954	Buyer, Zone 7
4955	Maintenance Materials Planner/Buyer

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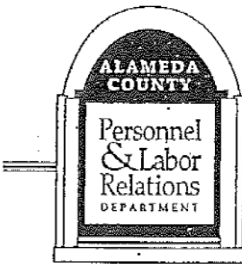
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SIDELETTERS OF AGREEMENT
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Sideletters of Agreement and Letters of Understanding are provisions negotiated by the Union and the County that are separate from, and supplemental to, our Memorandum of Understanding. These provisions are not grievable, unless so specified in their language, but they are legally enforceable through the courts.

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Lakeside Plaza Building, 100 Fourteenth Street, Oakland, CA 94612-4311

Naomi O. Burns
Director

Stephen G. Amano
Deputy Director

September 3, 1997

Fran Jefferson
SEIU Local 616
337 - 17th Street
Oakland, CA 94612

Shirley Ware
SEIU Local 250
560 - 20th Street
Oakland, CA 94612

Fred Beal
SEIU Local 535
667 - 27th Street
Oakland, CA 94612

SUBJECT: LETTER OF COMMITMENT

Dear Ms. Jefferson, Ms. Ware and Mr. Beal:

When an Agency/Department implements a reduction in force, Alameda County Civil Services Rules and Regulations govern the process to be followed for impacted individuals in the classified service. Moreover, Section 23 of the SEIU Memorandum of Understanding states in part that..."the County shall give reasonable notice to the Union before effecting any layoff which materially affect employees represented under the agreement and, upon receiving such notices, the Union may meet and confer regarding the effect of the layoff."

Notwithstanding the provisions cited above, this will confirm that, during the meet and confer process relative to the impact of a reduction in force, the County agrees to continue its practice to carefully review and consider the Union's request to place impacted employees affected by a reduction in force, in vacant positions and in classifications to which they have tenure and are otherwise qualified, based on total County seniority. Furthermore, separate and apart from the provisions set forth in the existing Alameda County Civil Services Rules and Regulations, the County affirms its commitment to work diligently with all County Departments and exert all reasonable efforts to place employees who are impacted by a reduction in force in the Alameda County Medical Center in vacant positions county-wide and classifications for which they are qualified.

Very truly yours,

A handwritten signature in dark ink, appearing to read "Naomi O. Burns".

Naomi O. Burns
Director

NOB:JMJ:me

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

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

FOR THE COUNTY:

Cynthia Baron
Kelth Heming

FOR SEIU:

Tom Juppura
Ken B...

DATE:

6/25/12

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

CAFETERIA BENEFIT PLAN DEPENDENCY

October 22, 2012

The parties agree that the Sideletter of Agreement between SEIU and Alameda County reproduced below shall not apply to SEIU represented members employed by Alameda County Flood Control and Water Conservation District, Zone 7 until January 1, 2014 when the 90/10 cost sharing of medical premiums is implemented for benefit plan year 2014. The County contribution to a cafeteria benefit plan is dependent on and linked to the cost sharing of medical premiums.

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

Should Alameda County, SEIU and Zone 7 reach a different agreement than stated above for a cafeteria benefit plan and health benefits between February 1, 2014 and the remaining term of the MOU, and that agreement is approved by the Alameda County Board of Supervisors, that new agreement may supersede this Sideletter of Agreement.

Signed and entered into the 22nd day of October, 2012

For the County of Alameda:

Cynthia Baron

For SEIU Local 1021:

Ken Ferrera

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

MEDICAL PLAN COST SHARING

September 28, 2012

The parties agree that SEIU represented members employed by Alameda County Flood Control and Water Conservation District, Zone 7 will be exempt for medical benefit Plan Year 2013 from the language in Section 14.A. Medical Plans, of the current Memorandum of Understanding between Alameda County and SEIU Local 1021, which requires employees to share in the cost of the medical premium including for the lowest cost HMO.

For SEIU represented members employed by Alameda County Flood Control and Water Conservation District, Zone 7, the following shall apply:

For coverage from December 31, 2006, through January 31, 2014, the County shall contribute the total monthly premium of the lowest cost Health Maintenance Organization (HMO) Plan offered by the County at the corresponding level of coverage (i.e. Self, Self +1 Dependent, Family) in a Plan Year. The County will offer a comprehensive group medical plan for either a Health Maintenance Organization or PPO/indemnity medical plan for eligible full-time employees, as well as their spouses/domestic partners and eligible dependents.

The County contribution toward the medical carrier premiums shall be the full cost of the lowest cost HMO premium for eligible, full-time employees. If an employee is on paid status, on less than a full-time basis, the County contribution shall be as specified in 14.A.2, which is incorporated herein by reference.

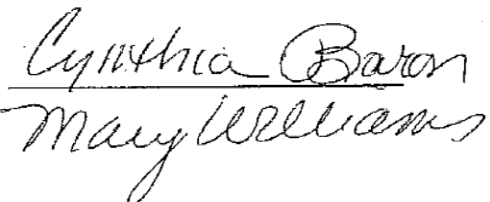
For coverage from February 1, 2014, through the remaining term of the MOU, the County and covered employees shall share in the cost of health care premiums. For the plan year beginning February 1, 2014 through the remaining term of the MOU, the County shall contribute 90% of the total monthly premium of an HMO plan or 90% of the total premium of the lowest cost HMO plan toward the total monthly premium of the PPO/indemnity plan at the corresponding level of coverage (i.e., Self, Self + 1 dependent, Family) in a Plan Year.

The County contribution toward the medical carrier premiums shall be the full cost of the lowest cost HMO premium for eligible, full-time employees. If an employee is on paid status, on less than a full-time basis, the County contribution shall be as specified in 14.A.2, which is incorporated herein by reference.

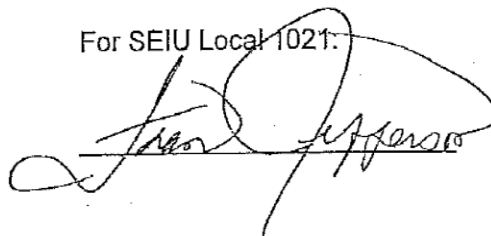
Should Alameda County, SEIU and Zone 7 reach a different agreement than stated above for health benefits between February 1, 2014 and the remaining term of the MOU, and that agreement is approved by the Alameda County Board of Supervisors, that new agreement may supersede this Sideletter of Agreement.

Signed and entered into the 28 day of September, 2012

For the County of Alameda:


Cynthia Baron
May Williams

For SEIU Local 1021:


Frank Jefferson

SIDELETTER OF AGREEMENT

May 29, 2007

Clerical Study

Settlement of all Claims

This Sideletter of Agreement between the County of Alameda and SEIU Local 1021 applies to specified individuals as defined below. The County and SEIU have met and reached agreement on a one-time lump-sum payment to employees who were re-classed as a result of the Clerical Study. The parties recognize that the Study implementation was prolonged considerably due to circumstances beyond the County's control causing inconvenience and prejudice to those reclassified SEIU 1021 members. The parties agree that the lump sum payment is in consideration for the prolonged amount of time experienced by the affected employees, is appropriate and acceptable to resolve this issue.

Specific agreements are noted below:

1. The County will make available a sum total of One Hundred Eighty Thousand Dollars and No Cents (\$180,000) to be divided among the eligible employees;
2. Each eligible employee will receive the same amount of a one-time only lump-sum payment;
3. Employees who will be eligible to receive the payment are; 1) those employees who were reclassified as a result of the Clerical Study, (2) those employees in the classifications of, Data Input Clerk and Legal Process Clerk II, that were not subject to re-class but were granted market adjustments resulting from discussions during the Study and 3) those employees who are reclassified as part of the Restudy Group;
4. The total number of employees eligible to share equally in the \$180,000 allocation has been determined by the County and the list of eligible employees has been provided to the Union and agreed to by the union on March 21, 2007.
5. Eligible employees shall receive the one-time lump-sum payment in their payroll checks issued two pay periods following approval by the Board of Supervisors of this Sideletter of Agreement. The Restudy eligible employees' approval will be obtained upon completion of the Restudy project.

6. The number of employees subject to sharing in the \$180,000 allocation is 326 individuals and the one-time lump sum dollar amount that each eligible employee will receive shall be \$552.00. The lump sum dollar amount is not subject to change if the number of reclassified employees is fewer than the original number deemed eligible.
7. SEIU 1021 hereby represents that it has the authority to resolve on their behalf and bind any and all past and future members of SEIU Local 535 and SEIU Local 616 now referred to as SEIU Local 1021 regarding the issue of the prolonged amount of time for implementation of the Clerical Study.
8. This Sideletter of Agreement is not grievable or appealable.

FOR THE COUNTY

Cynthia Baron
Felix Fleming

DATE: 5/29/07

FOR SEIU Local 1021

Mike [Signature]

DATE: 05/29/07



COUNTY ADMINISTRATOR

1221 OAK STREET • SUITE 555 • OAKLAND, CALIFORNIA 94612 • (415) 272-6984

MEL HING
COUNTY ADMINISTRATOR

STEVEN C. SZALAY
ASSISTANT COUNTY ADMINISTRATOR

SIDELETTER OF AGREEMENT DEPENDENT CARE SALARY CONTRIBUTION

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

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

For the County:

Karen A. Scheinman
Nancy Kelley
Norma J. Imwalle

For the Unions:

Shirley Ware
SEIU, Local 250
JOHN WOODY
SEIU, Local 535
Tim Niblett
SEIU, Local 616

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

(81421)

**SIDELETTER OF AGREEMENT
BETWEEN
SEIU LOCALS 535 AND 616
AND
THE COUNTY OF ALAMEDA
ENHANCED RETIREMENT TASK FORCE**

DECEMBER 16, 2004

Intent: To continue discussions regarding the feasibility of enhanced retirement benefits following settlement of the MOU.

In an effort to constructively address concerns raised by SEIU, the parties agree to continue the Labor-Management Enhanced Retirement Task Force.

The purpose of the Task Force is to provide a framework for effective labor-management collaboration in exploring the feasibility of the County providing enhanced retirement benefits to SEIU-represented employees. Nothing in this sideletter should be construed as an obligation on the County to provide enhanced retirement benefits.

The Task Force is comprised of two SEIU representatives per representational unit and County representatives who will meet on a quarterly or as needed basis.

FOR THE COUNTY:

Keith Gering

Steve Harris

Shannon M. Wardell

DATE: 12/16/04

FOR SEIU:

Frank J. [Signature]

Frank [Signature]

SIDELETTER OF AGREEMENT

HEALTH AND SAFETY

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

TENTATIVE AGREEMENT:

For the County

Keith Fleming
Denise L. Halsey
Joanne Sedwell

Date: 10/11/94

For the Union

Just Bent
Jalissa A. D.
Andrea K.

Date: 10/11/94

hlthsaf.selu
9/28/94

TENTATIVE AGREEMENT

**SIDELETTER OF AGREEMENT
HEALTH AND SAFETY**

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

SIDELETTER OF AGREEMENT:

This paragraph to be added to the Administrative Code:

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

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

- 1. The County agrees to amend the provisions of Administrative Code Section 2.108 - Safety Committee. Specifically, the County will rewrite Section 2.108.020 Membership as follows:

"The committee consists of four (4) members selected as follows:
 - a. One staff member of the Human Resource Services Department designated by the Director of Human Resource Services.
 - b. One staff member of the Risk Management Department serving in the capacity of County Safety Officer.
 - c. One staff member of the Public Works Agency designated by the Director of Public Works.
 - d. One staff member of the General Services Agency designated by the Director, General Services Agency."
- 2. Each department will include SEIU represented employees in agency/department or work site safety committees that currently exist or are formed during the term of this Memorandum of Understanding. The agency/department SEIU field representative will submit a list of union designated employees to be appointed to the agency/department or work site safety committee. The size of each committee will be determined by the agency/department head. The number of department SEIU designated employees assigned to a committee will be determined by mutual agreement. In the event the Union and the Department are unable to agree on the number of Union designated employees, the Union may appeal to the Central Safety Committee. If the Central Safety Committee is unable to reach a majority decision, it may be appealed to the County Risk Manager. Committees will meet monthly unless the committee members agree to an alternative schedule. The committees may elect to have a rotating chairperson.
- 3. The County Safety Officer will provide orientation/training to the members of the Departmental Safety Committees. Training provided to safety committee members may be developed by the County Central Safety Committee, subject to the approval by the County Safety Officer. In the event outside training is available to the committees, the County will allow release time for committee members in accordance with Section 19E. of the Memorandum of Understanding.

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

FOR THE COUNTY:

David A. Hall
Deputy L. Halsey

DATE: July 26, 2000

FOR SEIU:

Frank Burt
Sharon
Marino

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

SEIU and the County agree to investigate providing additional lower premium health care options available from the County's health plan providers.

FOR THE COUNTY:

Keith Fleming
Cynthia Baron

FOR SEIU:

Therese Jappano
Frank Buef

DATE: 2/14/12

**2006 MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
BETWEEN
SEIU LOCALS 535 AND 616
AND
THE COUNTY OF ALAMEDA**

SIDELETTER OF AGREEMENT

The Health Care Services Agency

March 7, 2007

Within 90 days following the adoption of the MOU, and not to exceed a period of one year unless extended by agreement of the parties, The Health Care Services Agency and SEIU will meet to discuss the procedure for posting and filling vacancies within the Agency, including the procedure for securing lateral transfers.

This Sideletter is grievable.

FOR THE COUNTY

Deborah Fleming
Cynthia Beaton
Angie Chum-Turner

DATE: 3/8/07

FOR SEIU Locals 535 & 616

Frank Bell
John Jafferson

DATE: 3/8/07

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

HEALTH FLEXIBLE SPENDING ACCOUNTS

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

During the Open Enrollment period prior to January 1st of each year, and within the first 30 days of employment in the case of a new employee, the employee may allocate from his/her salary, on a pre-tax basis, an amount to the Health FSA. Except as governed by the Cafeteria Plan Document, no change may be made in the allocation during the calendar year, and any sums remaining unused at the end of the year, including the employee pre-tax salary contribution amount, shall become County funds.

Reimbursement may be made for qualifying health care expenses within the meaning of Section 213(d) of the Internal Revenue Code (e.g., out-of-pocket medically necessary medical, dental, and vision care expenses, including deductibles and co-insurance payments), provided that such expenses were incurred during the period of coverage and paid for by the employee and eligible family members, and not reimbursed or paid under the employee's medical or dental plans or any other applicable personal or group health care plan. Participating employees must comply with all applicable County administrative procedures.

FOR THE COUNTY:

Cynthia Baron

FOR SEIU:

Pat Buel

DATE:

8/31/12

**2006 MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
BETWEEN
SEIU LOCALS 535 AND 616
AND
THE COUNTY OF ALAMEDA**

SIDELETTER OF AGREEMENT

March 15, 2007

The County and SEIU agree to establish a Health Plan Design Task Force within 60 days from the date of adoption of the MOU. The purpose of the taskforce is to investigate and consider the development of a consumer directed health plan for SEIU represented members. Included in such a plan shall be the concept of a Flexible Spending Account (FSA) in which employees would have choices as to how to spend the money in the FSA.

The establishment of a new plan would be cost neutral. The Taskforce shall make mutually agreed upon recommendations to the Alameda County Director of Human Resource Services no later than March 31, 2008. If the Task Force is unable to come to mutually agreed upon recommendations the current plan as outlined in the SEIU 2006-2009 MOU will remain in effect through the remaining term of the agreement.

FOR THE COUNTY

Faith Fleming
Cynthia Baron

DATE: 3/15/07

FOR SEIU Locals 535 & 616

[Signature]
[Signature]

DATE: 3/15/07

SIDELETTER OF AGREEMENT

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

LABOR-MANAGEMENT BENEFITS TASK FORCE

November 19, 2004

Intent: To update SEIU 616 and 535 2000 Health Plan Task Force sideletter.

In an effort to constructively address concerns raised by SEIU, coupled with the need of the County to address healthcare costs, the parties have agreed to the establishment of the Labor-Management Benefits Task Force.

The purpose of the Task Force will be to provide a framework for effective labor-management collaboration in examining and developing alternatives to the manner in which the County funds its health and dental plans. The Task Force will be comprised of up to two SEIU represented employees per representation unit and County representatives who will meet as needed beginning in the Spring of each calendar year.

FOR THE COUNTY:

Keith Fleming
Nancy Harris
[Signature]
Dennis A. Ward

FOR SEIU:

[Signature]
[Signature]

DATE: 11/19/04



COUNTY ADMINISTRATOR

1221 OAK STREET • SUITE 355 • OAKLAND, CALIFORNIA 94612 • (415) 272-6984

MEL HING
COUNTY ADMINISTRATOR

STEVEN C. SZALAY
ASSISTANT COUNTY ADMINISTRATOR

SIDELETTER OF AGREEMENT

PAID SICK LEAVE ON SCHEDULED WORK DAYS ONLY

The amendment to Section 11D of the SEIU MOU which grants paid sick leave only for those days on which an employee would have been scheduled to work, does not prevent the employee who becomes ill while on paid vacation, from receiving sick leave under the provisions of Personnel Bulletin #6: Sick Leave on Paid Vacation.

For the County:

Karen A. Schainman
Nancy Reiley
Norma Johnson

For the Unions:

Shirley Ware
SEIU, Local 250
Kenny Jones
SEIU, Local 535
Tim Abbott
SEIU, Local 616

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

(81421)

SIDELETTER OF AGREEMENT

**BETWEEN THE
SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)
LOCALS 250, 535, 616
AND
THE COUNTY OF ALAMEDA**

RELEASE TIME TO ATTEND RETIREMENT PLANNING SESSIONS

This sideletter of agreement provides that County employees represented by SEIU and who are members of the Alameda County Employees' Retirement Association (ACERA) shall be afforded paid release time to attend two ACERA sponsored workshops or seminars per year.

Upon ten working days advance notice by the employee to his/her supervisor, an employee, who is a member of ACERA, shall be granted paid release time to attend two ACERA sponsored workshops/seminars per year which are held during the employee's scheduled working hours. Sufficient paid leave shall be granted to permit the employee to travel between the work place and the session site. Planning sessions for jurisdictions other than the County of Alameda are exempted from this sideletter.

With prior notice to the immediate supervisor, additional leave may be granted by the Agency/Department Head and charged to the employee's accrued vacation, compensatory time, in-lieu holiday and floating holiday balance.

An Agency/Department shall not deny a request for this leave except for reasons critical to the operation of the Agency/Department.

FOR THE COUNTY:

Keith Fleming
Raini Hall
Jacqueline M. Jones

DATE: 5/17/00

FOR SEIU:

Paul B...
Sh...
Tom...



BOARD OF SUPERVISORS

JOSEPH P. BORT
SUPERVISOR FOURTH DISTRICT

August 4, 1981

Mrs. Shirley Ware
Hospital and Institutional
Workers, Local 250
2417 Mariner Square Loop
Alameda, Ca. 94501

Mr. Randy Johnese
Social Services Union
Local 535
2936 McClure
Oakland, Ca. 94606

Mrs. Diane Burneo
United Service
Employees, Local 616
337 - 17th Street
Oakland, Ca. 94612

Dear Field Representatives:

RE: Scheduling of Lunch Periods

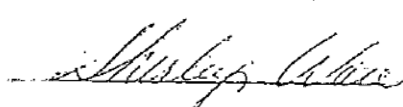
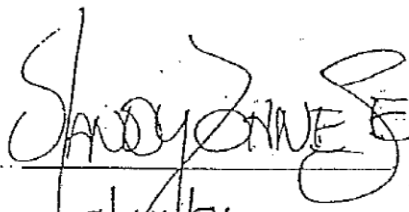
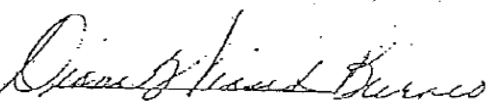
This is to confirm that it is not the intent of the County to intentionally assign a lunch period to an employee so as to avoid giving the employee a rest period as provided in Section 6 (d) of the current Memorandum of Understanding.

Very truly yours,


Joseph P. Bort
Chairman, Board of supervisors

JPB:NI:tc

APPROVED AND ACCEPTED:

 _____ 8/14/81 Date	 _____ 8/14/81 Date	 _____ August 14, 1981 Date
---	---	---

SIDELETTER OF AGREEMENT

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

STATEMENT OF POLICY AND PROCEDURES: SERVICES-AS-NEEDED EMPLOYEES IN SEIU LOCAL 616

November 19, 2004

Employees serving in Services-as-Needed (SAN) positions within SEIU Local 616 (who work 2/5ths or more per pay period), the County will follow the administrative procedure outlined herein.

1. MONITORING PROCESS

The County will establish a monitoring system for departments and agencies for the purpose of insuring that such departments and agencies are aware of the actual hours of work and length of employment of individuals serving in SAN positions. Where Human Resource Services determines that an employee is in a SAN position in SEIU Local 616 and has been regularly scheduled on a full or part time basis for 12 months (1950 hours for 75.0/2080 hours for 80.0) continuously in the same position in the same department and has gained tenure, one of the following actions will be required:

- a. Commence the process of transitioning the employee to full or part time status; or,
- b. Justify, in writing, to the Civil Service Commission why the employee should not be transitioned.

Disputes regarding such justification shall be resolved by the Civil Service Commission in accordance with the Commission's established procedures for classification appeals, as referenced in Civil Service Rule 1232.

For employees in SAN positions who are regularly scheduled on a full-time basis, leaves of absence which have been agreed to and approved in writing by the department head of up to six months duration and/or periods of non-utilization or periods of non-availability totaling 15 work days or less in any twelve month period shall not constitute an interruption of continuous service for the purpose of this section. Such absences or periods of non-utilization/non-availability shall not count toward the accumulation of such service time, but their occurrence shall also not require an employee to begin again the accumulation of such service time. Therefore, the calculation of twelve months of continuous service may extend to the equivalent of twelve months of service accumulated over a longer period of time whenever such leaves of

absence or periods of non-utilization/non-availability occur. Also for the purpose of this section, for employees in SAN positions who are regularly scheduled on a part-time basis, these same provisions in regard to the continuity of service shall apply on a pro-rated basis. (For example: an employee regularly scheduled to work three-fifths time may experience a temporary period of non-utilization/non availability of a total of nine days or less in any twelve month period before incurring a break in the continuity of service).

2. CONVERSION TO PERMANENT STATUS:

Where the employing department requests the employee to be converted to full or part time status, Human Resource Services will:

- a. Conduct an audit of the position to determine the appropriate class for conversion to full or part time status.
- b. Determine whether the incumbent is appointable to the position either through a non-competitive qualifying exam (the incumbent must have performed the duties of the position the equivalent of full time for one year) or by being selected from an appropriate eligible list; and,
- c. If the incumbent is eligible for appointment, process the reallocation of the position. Human Resource Services will make its best effort to act on and where warranted, complete such reallocations within 45 calendar days of the receipt of the request from the employing department.

3. APPLICATION

- a. This policy applies to employees in SEIU Local 616.
- b. It is not the intent of this policy to condone the continuing use of SAN appointments where a long-term history (a year or longer) of regular full or part time work scheduling in a position designated as SAN indicates such appointments are no longer consistent with Rule 1713.
- c. Nothing herein shall limit the right of employees in SAN positions to appeal the allocation of their positions pursuant to Civil Service Rule 1232.

FOR THE COUNTY:

Keith Fleming

Sharon Harris

Don

Dennis A. Wardle

DATE:

11/19/04

FOR SEIU:

[Signature]

[Signature]

**2006 MEMORANDUM OF UNDERSTANDING
BETWEEN
SEIU LOCAL 1021
and
THE COUNTY OF ALAMEDA**

**SIDELETTER OF AGREEMENT
Sheriff's Office
November __, 2010**

Effective December 12, 2010, the parties agree to the following clarification to the language of the March 17, 2007 sideletter of agreement. This sideletter clarifies the eligibility criteria for the Admission and Columbus holidays for specified employees of the Sheriff's Office. Employees eligible for Admission and Columbus holidays are those employees who have been continuously employed by the Sheriff's Office since on or before July 1, 2001 and who are in positions specifically and regularly assigned to cover shifts seven days a week, 24 hours a day.

For the duration of this MOU, the parties agree that SEIU represented employees in the Sheriff's Office who are not currently but, at the time of the conversion of Admission Day and Columbus Day to floating holidays, were working in positions specifically and regularly assigned to cover shifts seven days a week, 24 hours a day and who have been continuously employed by the Sheriff's Office since on or before July 1, 2001 and are therefore, not now eligible for holidays listed in Section 9.A. of the December 31, 2006 - December 22, 2012 MOU, shall, upon transfer or re-assignment to cover shifts seven days a week, 24 hours a day, become eligible for holidays listed in Section 9.A of the aforementioned MOU. Such employees, for a period of time no greater than sixty (60) days after said transfer date, shall have the right to choose one of the options listed below:

Option 1: Continue to receive the holidays as listed in Section 9.A of the MOU.

Option 2: Waive eligibility for the holidays under Section 9.A of the MOU and elect to receive a one-time lump sum payment of \$600. Employees who elect this option shall waive all rights to future holidays under Section 9.A and will receive the holidays as outlined in Section 9.B of the MOU.

To qualify for Option 2, an eligible employee must submit a completed Waiver of Admission Day and Columbus Day form to the Sheriff's Office Human Resources Unit. Employees who fail to submit a Waiver of Admission Day and Columbus Day form by the sixty (60) day deadline subsequent to the transfer date will not be eligible for the one-time lump sum payment. The payment shall be made within two pay periods subsequent to the submission of the waiver.

This sideletter is grievable.

FOR THE COUNTY:

Mary Williams
Cynthia Baron

FOR SEIU, LOCAL 1021

[Signature]

DATE: 11/16/10

DATE: 11/16/10

**2006 MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
BETWEEN
SEIU LOCALS 535 AND 616
AND
THE COUNTY OF ALAMEDA**

SIDELETTER OF AGREEMENT

Sheriff's Office

March 17, 2007

The parties agree that SEIU represented employees in the Sheriff's Office who are in units regularly assigned to cover shifts seven days a week, 24 hours a day and who have been continuously employed by the Sheriff's Office since before July 1, 2001 and are eligible for holidays listed in section 9.A of the January 2, 2005 – December 30, 2006 MOU, shall choose one of the options listed below:

Option 1: Continue to receive the holidays as listed in Section 9.A of the MOU.

Option 2: Waive eligibility for the holidays under Section 9.A of the MOU and elect to receive a one-time lump sum payment of \$600. Employees who elect this option shall waive all rights to future holidays under Section 9.A. and will receive the holidays as outlined in Section 9.B of the MOU.

To qualify for option 2, an eligible employee must submit a completed Waiver of Admissions Day and Columbus Day form to the Sheriff's Office Human Resources Unit within 60 days of adoption of the MOU. Employees who fail to submit a Waiver of Admissions Day and Columbus Day form by the deadline will not be eligible for the one-time lump sum payment. The payment shall be made in July 2007.

For the duration of this MOU, the parties also agree that SEIU represented employees in the Sheriff's Office who are not currently but at the time of the conversion of Admissions Day and Columbus Day to floating holidays, were working in units regularly assigned to cover shifts seven days a week, 24 hours a day and who have been continuously employed by the Sheriff's Office since before July 1, 2001 and are therefore, not now eligible for holidays listed in section 9.A of the January 2, 2005 – December 30, 2006 MOU, shall, upon transfer or re-assignment to cover shifts seven days a week, 24 hours a day, become eligible for holidays listed in section 9.A of the aforementioned MOU. Such employees, for a period of time no greater than sixty (60) days after said transfer date, shall have the right to choose one of the options listed below:

Option 1: Continue to receive the holidays as listed in Section 9.A of the MOU.

Option 2: Waive eligibility for the holidays under Section 9.A of the MOU and elect to receive a one-time lump sum payment of \$600. Employees who elect this option shall waive all rights to future holidays under Section 9.A. and will receive the holidays as outlined in Section 9.B of the MOU.

To qualify for option 2, an eligible employee must submit a completed Waiver of Admissions Day and Columbus Day form to the Sheriff's Office Human Resources Unit. Employees who fail to submit a Waiver of Admissions Day and Columbus Day form by the sixty (60) day deadline subsequent to the transfer date will not be eligible for the one-time lump sum payment. The payment shall be made within two pay periods subsequent to submission of the waiver.

FOR THE COUNTY

Deeth Fleming

Cynthia Barton

FOR SEIU Locals 535 & 616

[Signature]

[Signature]

DATE: 3/17/07

DATE: 3/17/07

2006 MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
BETWEEN

SEIU LOCALS 535 AND 616
AND
THE COUNTY OF ALAMEDA

TENTATIVE AGREEMENT TO UNION #113

February 14, 2007

SIDELETTER OF AGREEMENT

PHYSICAL FITNESS PILOT PROGRAM

During the term of this Agreement, the County and the Sheriff's Office agree to consider a pilot physical fitness program for professional staff in the Sheriff's Office.

FOR THE COUNTY

Cynthia Baron
J. Ballot
Melina Tischer
D.H.

DATE: 2/14/07

FOR SEIU Locals 535 & 616

mt Kelly
Paul Vye

DATE: 02/14/07



BOARD OF SUPERVISORS

JOSEPH R. BORT
SUPERVISOR FOURTH DISTRICT

August 4, 1981

Mrs. Shirley Ware
Hospital and Institutional
Workers, Local 250
2417 Mariner Square Loop
Alameda, Ca. 94501

Mr. Randy Johnese
Social Services Union,
Local 535
2936 McClure
Oakland, Ca. 94609

Mrs. Diane Burneo
United Service
Employees Local 616
337 - 17th Street
Oakland, Ca. 94612

Dear Field Representatives:

RE: Sickout Side Letter

The County and Union agree as follows:

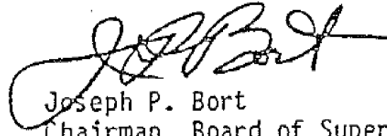
1. County and Union have met and conferred pursuant to Government Code Section 3500 et Seq. regarding the County's policy of denying sick leave with pay to employees who have engaged in a "sickout" as a form of concerted action.
2. County and Union agree that an employee absent during what an Agency/Department Head, in his/her discretion, determines to be a concerted sickout shall not be eligible for sick leave with pay for such absence unless the employee submits within five (5) working days from the date of such absence evidence of sickness or injury consisting of declarations of the employee and a physician signed on forms supplied by the County, copies of which are attached. The Agency/Department Head, with the approval of the County Administrator, may waive the declarations requirement where there is compelling evidence of the employee's sickness or injury.

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

August 4, 1981

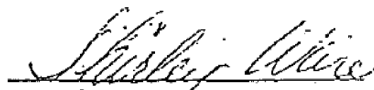
3. Any dispute as to whether an Agency/Department Head has erred in determining that a concerted sickout has occurred may be promptly appealed by the Union to the Board of Supervisors and/or the Superior Court.

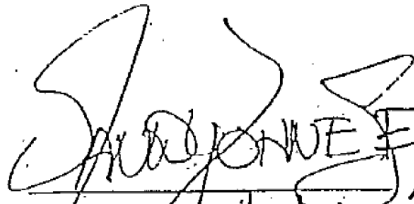
Very truly yours,

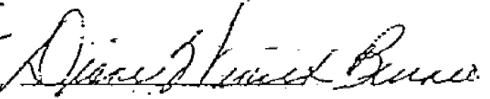

Joseph P. Bort
Chairman, Board of Supervisors

JPB:NI:tc

APPROVED AND ACCEPTED:


8/14/81
Date


8/14/81
Date


August 14, 1981
Date

SIDELETTER OF AGREEMENT

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

**ALAMEDA COUNTY
STATEMENT TO SUPPORT REQUEST FOR SICK LEAVE**

November 22, 2004

INSTRUCTIONS: It is the employee's responsibility to have a physician certified to practice in California complete the form below in full, answering each question based upon his professional knowledge of the health situation for which sick leave is requested.

_____ was under my professional care from
Name of Employee

_____ to _____
Date Date

The patient was seen by me for: (check applicable statement)

_____ symptoms confirmed by observation or test

_____ symptoms reported by the patient

I am aware that the employee's work duties are as follows (to be filled in by the employee, describing the specific job that the person performs for the County of Alameda):

Based upon my understanding of the employee's job assignment and my assessment of the employee's health situation, it is my recommendation that the person return to work on _____ Date

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

(Physician's Signature)

FOR THE COUNTY:

Felth Fleming

Alvin Fleming

Dennis S. Ward

FOR SEIU:

John J. Jussars

John R. Ruff

DATE: 11/22/04

2006 MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
BETWEEN
SEIU LOCALS 535 AND 616
AND
THE COUNTY OF ALAMEDA

SIDELETTER OF AGREEMENT

CLERICAL CAREER LADDERS

February 1, 2007

In an effort to constructively address concerns raised by SEIU Local 616, the County and the Clerical Taskforce shall reconvene within ninety (90) days of the adoption of this MOU for the purpose of discussing the development of career development training opportunities for employees in Bargaining Unit X.

FOR THE COUNTY

Keith Fleming
Cynthia Baron

DATE: 2/1/07

FOR SEIU Locals 535 & 616

[Signature]
[Signature]

DATE: 2/1/07

**2006 MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
BETWEEN
SEIU LOCALS 535 AND 616
AND
THE COUNTY OF ALAMEDA**

SIDELETTER OF AGREEMENT

March 17, 2007

Within 90 days following adoption of the MOU, the Social Services Agency and SEIU will meet to develop target caseload guidelines and workflow processes for Adult Protective Services Workers, In Home Supportive Services Social Workers and Employment Counselors. These target caseloads are subject to fiscal conditions, staffing level and workload growth. Any proposed changes to agreed upon caseload guidelines shall be subject to meet and confer.

This Sideletter is grievable.

FOR THE COUNTY

Keith Fleming
Cynthia Baran
Egonnie Hill
Debra

DATE: 3/17/07

FOR SEIU Locals 535 & 616

Frank Buehl
Theresa Joseph

DATE: 3/17/07

2006 MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
BETWEEN
SEIU LOCALS 535 AND 616
AND
THE COUNTY OF ALAMEDA

Tentative Agreement to Union #38

SIDELETTER OF AGREEMENT

Social Services Agency

February 28, 2007

Within 90 days following adoption of the MOU, and not to exceed a period of one year unless extended by agreement of the parties, the Social Services Agency and SEIU will meet in the Agency Administration and Finance LMT to discuss workload issues for clerical employees within the Agency.

This Sideletter shall be grievable.

FOR THE COUNTY

Cathy Lanning
Cynthia Baron

DATE: 2/28/07

FOR SEIU Locals 535 & 616

Paul Beal
John Ferguson

DATE: 02/28/07

**2006 MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
BETWEEN
SEIU LOCALS 535 AND 616
AND
THE COUNTY OF ALAMEDA**

SIDELETTER OF AGREEMENT

March 15, 2007

Within 90 days following the adoption of the MOU, Alameda County Human Resource Services, Social Services Agency, Health Care Services Agency and SEIU will meet to discuss the feasibility of developing a flexibly staffed Social Worker classification series.

This Sideletter is grievable.

FOR THE COUNTY

Keth Fleming
Cynthia Braron
Emmie J. Hill
Alam
Amy Ann Turner

DATE: 3/15/07

FOR SEIU Locals 535 & 616

John B. Ray
Sam J. Jarama

DATE: 3/15/07

**2006 MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
BETWEEN
SEIU LOCALS 535 AND 616
AND
THE COUNTY OF ALAMEDA**

SIDELETTER OF AGREEMENT

March 19, 2007

DEPARTMENT OF CHILDREN AND FAMILIES SERVICES

This Sideletter of Agreement between the County of Alameda and SEIU Locals 535 and 616 applies to bargaining unit members in the Department of Children and Families Services of the Alameda County Social Services Agency.

The Board of Supervisors is committed to value-based budgeting; it recognizes that the protection of vulnerable children from neglect and abuse has a very high priority in the allocation of County resources; and it pledges, as part of its budget process, to meet and confer as required by law and to seriously and earnestly consider any recommendation that will further child welfare fairness and worker safety.

To that end, a joint Labor/Management Committee on the Crisis in Child Welfare will be established within 60 days from the adoption of this agreement, comprised of the Social Services Agency Director and a member of the Board of Supervisors who will reestablish and will meet with eight other management employees and eight non-management SEIU represented departmental employees designated by their Union. The Union participants will attend all Labor Management Committee meetings on release time.

The goal of the Labor Management Committee is to assist in the development of effective caseloads and to make recommendations to the Board of Supervisors for its review and consideration during its budgetary process each fiscal year. In order to achieve its goal, the Labor Management Committee may develop, review, and recommend revenue enhancement strategies, structural and programmatic changes, fiscal strategies, effective sizes and workers' safety initiatives.

The Labor Management Committee will meet at least once a month to develop and refine triage plans, to monitor the outcomes of the budgetary/legislative strategies and worker safety efforts set forth in this sideletter and by mutual agreement whenever worker(s) have caseloads that exceed existing effective sizes.

Minutes of each Labor Management Committee meeting, including all Committee recommendations, shall be distributed to each member of the Board of Supervisors. Additionally, the Social Services Agency shall report three times per year to each Board member the nature of the assigned caseloads and any agency action taken to ameliorate the caseloads.

BUDGETARY/LEGISLATIVE STRATEGIES - INCREASE FEDERAL/STATE SOCIAL SERVICES REVENUES

- Pursue Federal legislation to claim Title IV-E revenues for all court-ordered foster care placements.
- Pursue Federal and State waivers to permit the County to retain Federal and State shares of CalWORKs (TANF) savings from welfare fraud activities.
- Pursue State regulatory changes that would revise the CWS allocation to include unique needs of specific counties.
- Pursue changes that would reflect the recommendations of the SB 2030 Child Welfare Services Workload Study to the extent possible.

WORKER SAFETY - IMPROVE SUPPORT FROM LOCAL LAW ENFORCEMENT

The Agency will designate a Program Manager to work with a Sub-Committee of the Children and Family Services Labor Management Team to address worker safety issues. The Department will continue to work with local police jurisdictions to address worker safety issues through the joint protocol developed between Children and Family Services and Alameda County police jurisdictions:

The Protocol Intervention into Child Abuse and Neglect in Alameda County, A Multidisciplinary Approach. The Union may designate a Child Welfare Worker representative to attend the Juvenile Officer's Coordinating Committee (JOCC) meeting.

WORKER SAFETY - EQUIPMENT FOR EMERGENCY RESPONSE UNITS

Reliable Cars: The Department of Children and Family Services will work with the General Services Agency (GSA) to either replace or reallocate older and/or less reliable vehicles with newer cars that will be equipped with proper child safety seats.

Personal Alarms: The Social Services Agency will purchase personal alarms/safety sirens and any other equipment required by law for Child Welfare Workers, who are assigned to work in the field, upon request.

WORKER SAFETY - CELLULAR TELEPHONES

The Social Services Agency shall within 90 days of the adoption of the Memorandum of Understanding between Alameda County and SEIU Local 535 and 616, provide a cellular telephone for each employee in the classification of Child Welfare Worker, in the Department of Children and Family Services, who is regularly assigned to work in the field.

WORKER SAFETY - INDEMNIFICATION

In the event that the County is served with a lawsuit or lawsuits involving members of the bargaining unit and in which bargaining unit members are identified by name as defendants, or are clearly identifiable as fictitiously named defendants, the County will immediately notify the bargaining unit member or members so identified or identifiable of their potential liability, and will

also notify the member or members of their rights to County representation and indemnification pursuant to the Government Code of the State of California. Upon such notification, it will be presumed that the employee has thereby requested that the County provide a defense to the employee/employees unless the employee or employees specifically and with full knowledge of the facts and their right, affirmatively and unmistakably decline such representation and indemnification. In the event any conflict exists between the rights of the involved employees and the County, in any lawsuit, the County will provide representation separate from that of the County or any other defendant as to whom there might be a conflict of interest.

COUNTY COMMITMENT

The Board of Supervisors is committed to reducing assigned s to promote quality and effective services in the Department of Children and Family Services of the Social Services Agency. This commitment is consistent with the County's Value-Based Budgeting Program Priorities. Additional funding will be allocated to child welfare services whenever funding can be identified. Nothing herein removes the Board of Supervisors' discretion to determine during its budget deliberation processes that additional funding may be allocated to child welfare services.

CASE MONITORING

The Board of Supervisors is committed to reducing case assignments and effectively monitoring case load sizes in order to promote quality and effective services in the Department of Children and Family Services of the Social Services Agency. Therefore, the Social Services Agency is establishing effective case load sizes for those Child Welfare Workers who are assigned cases in one of the listed programs as their primary assignment.

Program	Effective Sizes
Emergency Response, field workers (ERU)*	15**
Family Reunification	23
Permanent Youth Connection	39
Group Homes	39
Group Home Placement	16
Family Maintenance - Children	32
Family Maintenance - Family	18
Dependency Investigation*	5
Adoptions Children	35
Independent Adoption	30 Families
Step Parent Adoption	45 Families
ILSP	39
SEED	23
Adoptions Court Unit	39
Particular Children Workers	40
Home Study	40
System of Care	8
Post Adoption Program	
Adoption Assistance Program	9
Post Adoption Information cases (PAIC)	4
Age Reassessment, per month	5

Guardianship	100 (1 case credit
each ongoing guardianship case (child); 1 case credit for each CPS screening	
(guardian) and 6.4 case credit for each probate report assigned.	
Neighborhood Services	10 families/17
children	
Family Preservation	6 families/10 children
(Reduce caseload by 1 family/2children for each group they facilitate)	
ICPC	12 new home
studies/month	

All existing Children and Family Services case carrying programs, as of December 31, 2006, not covered by this Sideletter of Agreement shall be discussed at the Social Services Agency - Children and Family Services Labor/Management Team meetings. The Union and Management shall meet on the status of the effective sizes at a regular meeting of the Labor/Management Team (LMT) for the Department of Children and Family Services.

* It is the practice and policy of the Social Services Agency/Department of Children and Family Services, that when workers are assigned as an Emergency Response field worker (ERU) or a Dependency Investigator and are absent on approved leave for five or more consecutive work days, they shall be removed from assignment rotation during the period of their absence.

**Immediate (I's) referrals/cases and 10-day referrals/cases will be equitably assigned on a rotational basis among the Emergency Response Child Welfare Workers present at time of assignment.

The Social Services Agency/Department of Children and Family Services shall give a weight of 1.5 for each case defined as Medically Fragile or Non-Reunification.

The Social Services Agency will prepare a report regarding current cases with the number of assigned workers and forward such report to the Board of Supervisors in the months of February, June and October of each year. The report will include the following elements:

- Number of cases assigned by program
- Number of case-carrying Child Welfare Workers by program
- Personnel changes that may affect case assignments such as resignations, individuals on leave, etc.
- Evaluation of Agency actions taken to reduce case assignments

The Board of Supervisors will assess the report and consider budgetary implications of the report during the annual budget preparation process.

The Director of the Social Services Agency shall notify the Social Services Subcommittee of the Board of Supervisors, the Union, and the Labor/Management Committee on Children and Families Service Delivery within 30 working days from the end of the month in which actual assigned cases exceed the effective case load sizes by ten (10%) percent. Within 15 working days of that notification the Social Services Agency shall meet with the Union to disclose and discuss all information and provide copies of all documentation on which the projection is based. If no agreement is reached between the Union and the Social Services Agency to resolve the

issue, the Director of the Social Services Agency shall notify the Social Services Subcommittee of the Board of Supervisors during a public meeting.

Any proposed changes in the effective sizes or creations of new categories shall be subject to meet and confer pursuant to Section 22 of the Memorandum of Understanding.

PREMIUM PAY

Effective July 1, 2007 Child Welfare Workers who are assigned cases in one of the programs listed above as their primary assignment, shall receive a \$100 premium payment per pay period when their exceeds effective case load size for a continuous period of at least 50 calendar days. Such premium payment shall be made retroactive to the pay period when the worker's case load exceeded 10% of the effective size. Premium pay will increase at the rate of 10% increments for every 30 calendar days that their exceeds effective sizes beyond the first 50 calendar days, not to exceed a total premium of \$160. (For example, if a worker exceeds the effective size for more than 80 days the worker would receive \$110 effective the 51st day. If the exceeds the effective size for 110 days, the worker would receive \$121 effective the 81st day and so on to a maximum of \$160.)

GRIEVANCE PROCESS

The provisions of this Sideletter of Agreement shall be grievable, pursuant to Section 20 of the Memorandum of Understanding. However, the union may file and pursue claims that the Social Services Agency and/or the Director of Social Services, but not the Board of Supervisors or its committees, have failed to perform duties placed upon them by the provisions of the agreement. In no event, however, shall an arbitrator have the power to require that fewer cases be assigned to any Child Welfare Worker or that additional workers be assigned or hired.

FOR THE COUNTY

Keith Fleming
Cynthia Barons
Emmie J. Hill
Dean

DATE: 3/19/07

FOR SEIU Locals 535 & 616

[Signature]
[Signature]

DATE: 3/19/07

SIDELETTER OF AGREEMENT

SOCIAL SERVICES AGENCY

ELIGIBILITY INTAKE CASELOAD STANDARDS

JUNE 28, 2000

It shall be the policy of the Social Services Agency that Eligibility Technicians (ETs) assigned to Intake who are absent from work on approved leave for five (5) or more consecutive work days shall be removed from Intake assignment rotation during the period of their absence. The following modifications (*) in the Intake assignment standards will become effective 60 days after adoption of the MOU.

General Assistance Intake ET II* (includes FS/ESFS/CHASS)	=	45 applications/month
CalWORKS Intake ET II	=	31 applications/month
MediCal Intake II	=	41 applications/month in odd-numbered months 42 applications/month in even-numbered months
FS Only (Non-Assistance) Intake ET II *	=	70 applications/month

These standards may be adjusted either to a higher or lower number in accordance with the provisions of Section 22 of the current Memorandum of Understanding.

This sideletter is grievable.

FOR THE COUNTY:

Keith Hummer
Charles Lynde
Alene L. Harsany

DATE: 6/19/00

FOR SEIU:

Paul B. B.
Francis Jefferson
J. Lopez

SIDELETTER OF AGREEMENT

**SOCIAL SERVICES AGENCY
FOSTER CARE CASELOADS**

JULY 2, 2000

The effective caseload size for Eligibility Technicians (ETs) in the Foster Care program shall be as follows:

Foster Care Intake: 31 applications/month

Foster Care District: 277 cases/month

Within 60 days of the adoption of the 2000-~~2003~~ Memorandum of Understanding between SEIU Locals 616, 535, and 250 and the County of Alameda, the Department of Children and Family Services agrees to commence a meet and confer regarding the Kinship Guardianship Assistance Payment (Kin-GAP) Program.

FOR THE COUNTY:

Kelly Hummer
Beth Hanson
Debra L. Halsey

DATE: 7/7/00

FOR SEIU:

James Ferguson
Frank Bell
Gregory

SIDELETTER OF AGREEMENT
JOINT COMMITTEES FOR DEPARTMENT CONCERNS
SOCIAL SERVICES AGENCY

March 12, 2007

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

1. Joint Committees for Department Concerns

A. The Purpose of the Committees

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

B. Composition

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

C. Committee Protocol

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

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

D. Joint Labor-Management Teams

It is acknowledged by the County that employees designated by the Union and released by the County to serve on teams specifically designated as a joint departmental Labor Management Team lasting more than 30 calendar days may be unable to maintain their workload when attending said meetings. To that end, the Director or his/her designee shall reassign or make other reasonable adjustments to the employees' workload as the Agency determines necessary.

Committees

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

FOR THE COUNTY

Cecilia Fleming
Cynthia Brown
Emmie J. Hill
[Signature]

DATE: 3/13/07

FOR SEIU Locals 535 & 616

[Signature]
[Signature]

DATE: 3/13/07

**2006 MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
BETWEEN
SEIU LOCALS 535 AND 616
AND
THE COUNTY OF ALAMEDA**

SIDELETTER OF AGREEMENT

The Social Services Agency

March 15, 2007

Within 90 days following the adoption of the MOU the Social Services Agency and SEIU will meet in the Administration and Finance Department Labor Management Team meeting to discuss Worker Safety and Equipment for Agency staff required to work in the field.

This Sideletter is grievable.

FOR THE COUNTY

Deeth Fleming
Cynthia Braxton
Emmie J. Hill
Alamy

DATE: 3/15/07

FOR SEIU Locals 535 & 616

Art Bell
Sam Johnson

DATE: 3/15/07

**SOCIAL SERVICE AGENCY
WELFARE TO WORK**

July 10, 2000

Intent:

To establish an Integrated Intake/Case Management program within the Social Services Agency Department of Welfare to Work.

Sideletter of Agreement

Language:

In the event that the Social Services Agency Department of Welfare to Work implements a CalWORKs Integrated Intake/Case Management Program, the effective number of cases that can be assigned to an Integrated Intake Employment Counselor shall be:

Twenty new employable CalWORKs applications per month

This sideletter shall be grievable.

FOR THE COUNTY:

Beth Garrison
Angie L. Nixey

DATE: July 26, 2000

FOR SEIU:

Paul Paul
Steve [unclear]
Thomas [unclear]

SIDE LETTER OF AGREEMENT

WELFARE WORKLOAD DISTRIBUTION

DISTRIBUTION OF WELFARE WORKLOAD: Where an employee, who is already at "budgeted standards," is assigned work other than that required by the regularly assigned caseload, the Agency shall endeavor to spread and rotate such extra assignments throughout the unit in such a manner that in any thirty (30) day period such extra tasks shall not fall disproportionately on any one worker.

(Signed 1976)

July 6, 2000

SIDELETTER OF AGREEMENT

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

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

In its initial effort to reduce the use of temporary workers, the County will implement a tracking system to produce a report by January 1, 2001. The report will track temporary workers by classification and duration of appointment for each Agency/Department. The report will be disseminated to Department Heads through Human Resource Services for the purpose of tracking the number and frequency of positions most often staffed by temporary workers. This information will be distributed to Agencies and Departments and will be provided to SEIU Locals 250, 535 and 616 on a quarterly basis.

The use of temporary workers is, in many cases, a practical tool that can permit Agencies and Departments to complete essential work, serve the public, and eliminate clerical backlogs due to employee absence situations, the difficulty of immediately filling vacant positions, and clerical overloads that oftentimes accompany the implementation of new technology. However, the County does not support the use of temporary workers for the purpose of avoiding the Civil Service hiring process when qualified eligible persons are available to fill vacant positions. To that end, the County will develop and carry out its plan to track, limit and reduce the use of temporary workers.

FOR THE COUNTY:

Keith Fleming
David Alal
Debra L. Nalbey

FOR SEIU:

Francis Oppen
Shirley
Paul B.

DATE: 7/7/00

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

September 24, 2009

The County of Alameda and Service Employees International Union, Local 1021 hereby agree to amend the December 31, 2006 – December 25, 2010 Memorandum of Understanding between the two parties as follows:

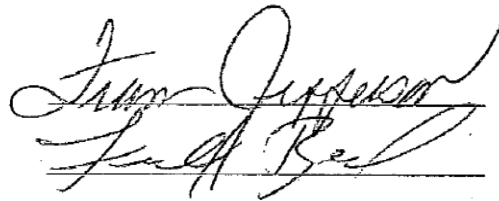
- I. Amend Section 37 of the MOU to read:
"The term of the Memorandum of Understanding shall extend through and including December 22, 2012 and will not expire on December 25, 2010."
- II. Delete the final sentence of Subsection B, Section 16 Wages, which currently reads: "Effective December 13, 2009, salaries for all represented classifications including Representation Unit III shall be increased by three percent" and replace it by adding a new final sentence to Subsection B, Section 16, which shall read: "Effective December 13, 2009 and thereafter, through and including December 22, 2012, there shall be no future salary increases for all represented classifications, including Representation Unit III."
- III. Amend Appendix A "Listing of Classifications by Representation Unit" to delete therefrom any and all the salaries increases that were to become effective on December 13, 2009.

FOR THE COUNTY



DATE: 9/24/09

FOR SEIU LOCAL 1021



DATE: 9/24/09

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

WELFARE REFORM
AUGUST 24, 1997

At the time that the State of California establishes guidelines for the implementation of Welfare Reform in the State, the parties agree to meet and confer over the implementation guidelines for Alameda County. The following items shall be topics of discussion:

- assessment of the feasibility of movement into any classification represented by SEIU;
- determination and/or establishment of civil service classifications to transition welfare recipients into the work force; and,

New classifications established as a result of Welfare Reform shall be accreted into the appropriate bargaining unit. The parties agree that no current bargaining unit employees or classifications represented by SEIU will be displaced or eliminated as a result of transitioning welfare recipients into positions or classifications represented by SEIU. Classifications which require changes in duties / responsibilities and respective salaries shall be subject to meet and confer.

FOR THE COUNTY

Diana Brughts
Neil Wahl
George L. Halsey
DATE 8/29/97

FOR THE UNION

Frances J. Jenson
Paul D. [unclear]
Shirley [unclear]

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

WORD PROCESSING DIFFERENTIAL
JUNE 14, 2000

The parties agree that within 60 days of the adoption of the Memorandum of Understanding, SEIU represented employees receiving the word processing differential under Salary Ordinance Section 3-21.8 or 3-21.23 shall choose one of the options listed below:

- Option 1: Continue to receive the word processing differential at the specific dollar amount in effect on the above date as long as the employee continues to meet the eligibility criteria pursuant to Salary Ordinance Section 3-21.8 or 3-21.23 and remains in the same position; or,
- Option 2: Waive eligibility for the word processing differential pursuant to Salary Ordinance Section 3-21.8 or 3-21.23, and elect to receive a one-time lump sum payment of \$1200.00.

To qualify for Option 2, an eligible employee must submit a completed Waiver of Word Processing form to the Agency/Department Human Resources Office within 60 days of adoption of the MOU, and continue to meet the eligibility criteria at the time of payment (2 pay periods after deadline to submit form). Employees who fail to submit a Waiver of Word Processing by the deadline will not be eligible for the one-time lump sum payment.

The parties further agree that effective within two pay periods after adoption of the Memorandum of Understanding, the provisions of Salary Ordinance Sections 3-21.8 and 3-21.23 will no longer apply to the following:

- New hires, reinstated employees, or rehired employees; and
- Employees who are promoted, demoted or transferred into another position

The provisions of Salary Ordinance Sections 3-21.8 and 3-21.23 will not apply to employees who waived eligibility for the differential by accepting the one-time lump sum payment.

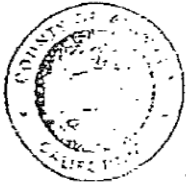
FOR THE COUNTY:

KELLY Lanning
David Allen
Angela L. Halsey

DATE: 6/14/00

FOR SEIU:

Frank Bell
Sharon J. Johnson



COUNTY ADMINISTRATOR

1221 OAK STREET • SUITE 555 • OAKLAND, CALIFORNIA 94612 • (415) 272-6984

MEL HING
COUNTY ADMINISTRATOR

STEVEN C. SZALAY
ASSISTANT COUNTY ADMINISTRATOR

SIDELETTER OF AGREEMENT WORKLOAD DURING NEGOTIATIONS

The County recognizes that employees who are designated by the Union and released by the County for attendance at multiple meet and confer sessions lasting over 30 calendar days cannot perform work when the employee is attending meet and confer sessions. In those instances when the Agency/Department Head determines an employee's workload is not current due to attendance at meet and confer sessions, the Agency/Department Head shall reassign such portion of the employee's workload or make such other reasonable adjustments as the Agency/Department Head determines is necessary.

For the County:

Karen A. Schumann

Nancy Reilly

John J. Smoalle

For the Unions:

Shirley White
SEIU, Local 250

W. WOOD
SEIU, Local 535

Tim Niblett
SEIU, Local 616

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

(81421)

SEIU NEGOTIATIONS
SIDELETTER OF AGREEMENT
August 30, 1997

This sideletter of agreement confirms the County's commitment for all Agencies and Departments to develop workplace violence guidelines and to meet and confer with the Unions during the term of the agreement. Further, the policies developed shall insure compliance with the County-wide Workplace Violence Guidelines.

FOR THE COUNTY:

Diana Doughty
Vin/Chel
Debra L. Nelson
DATE: 10/9/97

FOR THE UNION

James J. [unclear]
Frank [unclear]
Shirley [unclear]

ALAMEDA COUNTY BOARD OF SUPERVISORS

MINUTE ORDER

The following was action taken by the Board of Supervisors on July 24, 2012

Approved as Recommended ☒ Other ☐

Read title, waived reading of ordinance in its entirety and adopted Ordinance O-2012-28

Unanimous ☒ Carson ☐ Chan ☐ Haggerty ☐ Valle ☐ Miley ☐ - 5
Vote Key: N=No; A=Abstain; X=Excused

Documents accompanying this matter:

- ☐ Resolution(s) _____
☒ Ordinance(s) O-2012-28
☐ Contract(s) _____

File No. 28017
Item No. 39

Copies sent to:

Special Notes:



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

ATTEST:

Clerk of the Board
Board of Supervisors

By: R. Bailey
Deputy

COUNTY OF ALAMEDA
PAYPERIOD CALENDAR
2013

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

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

trnguyen 092005

COUNTY OF ALAMEDA
PAYPERIOD CALENDAR
2014

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

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

thnguyen 092005

COUNTY OF ALAMEDA
PAYPERIOD CALENDAR
2015

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

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

Enguyen 092005