

Web Posting Transmittal Sheet

Meeting Date: 6/17

✓	BU #	NAME OF UNIT
	6	Health and Welfare Supervisors <i>SHAPE</i>
X	10	Skilled Craft and Service Maintenance <i>Stationary Engineers, Local 39</i>
	3	Law Enforcement Employees
	4	Law Enforcement Supervisors <i>Deputy Sheriff's Association</i>
	12	Probation Employees
	15	Probation Supervisors <i>Probation Peace Officer Association</i>
	13	Correctional Officers <i>Sheriff's Custody Association</i>
	14	Correctional Supervisors <i>Teamsters, Local 856</i>
	17	Law Enforcement Management
	18	Law Enforcement Management <i>Law Enforcement Management Association</i>
	2	Nurses
	7	Regulatory, Technical and General Services
	9	Clerical Employees
	5	Health and Welfare Service Employees
	8	General Services Supervisors
	82	EH Nurses
	87	EH Regulatory, Technical, & General Services
	89	EH Clerical Employees
	90	EH Probation Employees <i>SEIU</i>
	1	Attorneys <i>Teamsters, Local 150</i>
	11	Psychiatrists, Physicians and Dentists <i>Union of American Physicians & Dentists</i>
	16	Mid Management <i>AMMPS</i>
	19	Executive and Senior Management <i>Professional & Technical Engineers, Local 21</i>

- ☒ County Proposal(s) to Union
☐ Union Proposal(s) to County

Proposal(s) attached.

COUNTY PROPOSAL Adjustment Board Language

DATE & TIME _____

**Amendment to the Memorandum of Understanding
Between
The County of Solano and
Skilled Craft and Service Maintenance Stationary Engineers, Local 39**

18.4 Disciplinary Action Appeal Process – Not to the Civil Service Commission

B. Appeal to an Adjustment Board Mediation

Disciplinary actions which have been investigated by the Director of Human Resources may be appealed to an Adjustment Board Mediation within twenty-one (21) calendar days of the date the Director of Human Resources' decision is provided to the employee. The Adjustment Board Mediation will be convened within ninety (90) calendar days of receipt of the timely request for an Adjustment Board Mediation. The Adjustment Board shall be comprised of a mediator from the State Mediation Service, one (1) Union representative and one (1) representative of the County.

The mediator shall be selected by mutual agreement from the State Conciliation Service.

~~The recommendation of the Adjustment Board shall be advisory only.~~

~~The Adjustment Board shall not issue any public statement of fact or opinion on the matter in question.~~

~~The Adjustment Board's recommendation shall neither be made public nor be introduced into any other disciplinary action step by either party.~~

~~If no recommendation is issued or the Union does not agree with the recommendation of the Adjustment Board, the Union may advance the appeal to arbitration, as provided below. In the event either party does not believe that a settlement can be reached, the matter may be referred directly to an impartial arbitrator in accordance with Section 18.5 Appeal to Arbitration of this agreement.~~

18.5 Appeal to Arbitration

Either the Union or the County may require that the appeal be referred to an impartial arbitrator who shall be designated by mutual agreement between the Union and the Director of Human Resources or his/her designee.

In the event the parties are unable to agree on an arbitrator, the parties shall solicit from the State of California Mediation/Conciliation Service a list of seven (7) arbitrators.

After the receipt of the list, the parties shall alternatively strike arbitrator's names from the list until one (1) arbitrator's name remains.

The fees and expenses of the arbitrator and of a Court Reporter shall be shared equally by the Union and the County. Each party, however, shall bear the cost of its own presentation, including preparation and post hearing briefs, if any. The request for arbitration must be made in writing within twenty-one (21) calendar days following the ~~recommendation of the Adjustment Board~~ conclusion of mediation.

18.6 Disciplinary Action Appeal Timelines

Failure of the employee or the employee's representative to adhere to the timelines contained in this article shall be considered an abandonment of his/her appeal. Failure of the County to adhere to the timelines contained in this article shall allow the employee, or the employee's representative, to pursue his/her grievance to the next higher step.

18.7 Scope of Disciplinary Action Appeal Adjustment Board and Arbitration Decisions

- A. Decisions of arbitrators on matters properly before them shall be final and binding on the parties hereto.
- B. ~~No adjustment board and no arbitrator shall hear, decide, or make recommendations on or decide any disciplinary appeal dispute unless it involves a position in a unit represented by the Union certified as the recognized employee organization for such unit and unless such dispute it falls within the scope of discipline that is subject to appeal definition of a grievance as set forth in section 18.3, Disciplinary Action Appeal Process, of this Memorandum of Understanding.~~
- C. ~~No p~~Proposal to add to, ~~modify, amend or terminate or change~~ this Memorandum of Understanding or written agreements or addenda shall not be subject ~~may be referred to or be a subject of an adjustment board or to arbitration or mediation.~~ No proposal to modify, amend, or terminate this Memorandum of Understanding nor any matter or subject arising out of or in connection with such proposal may be referred to a mediator or arbitration. No adjustment board mediator or arbitrator shall have the power to amend or modify this Memorandum of Understanding or written agreements or addenda or to establish any new terms or conditions of employment.
- D. ~~If the Director of Human Resources or his/her designee at the Director's appellate level, or the parties at any step of the appeal processor the mediator in pursuance of the provisions of Section 15 above, resolve a grievance which involves suspension or discharge, they may agree to payment for lost time or to reinstatement with or without payment for lost time. But in the event the dispute is referred to arbitration and the arbitrator finds that the County had the right to take action complained of, the arbitrator may not substitute his/her judgment for the judgment of management and if he/she finds that the County had such right, he/she may not order reinstatement and may not access any penalty upon the County. If the Arbitrator finds that the County did not have just-cause to take the action complained of, the Arbitrator may set aside or modify the discipline imposed.~~

19.3 Grievance Steps

Step 4. ~~Adjustment Board~~ Mediation

If the parties are unable to reach a mutually satisfactory accord on any grievance, which arises and is presented during the term of this Memorandum of Understanding, the moving party shall have twenty-one (21) calendar days to request in writing that the grievant be scheduled for an Adjustment Board mediation.

~~The Adjustment Board Mediation~~ will be convened within ninety (90) calendar days of receipt of the timely request for an Adjustment Board mediation. ~~The Adjustment Board shall be comprised of a mediator from the State Mediation Service, one (1) Union representative and one (1) representative of the County.~~

The mediator shall be selected by mutual agreement from the State Conciliation Service.

~~The recommendation of the Adjustment Board shall be advisory only.~~

~~The Adjustment Board shall not issue any public statement of fact or opinion on the matter in question.~~

~~The Adjustment Board's recommendation shall neither be made public nor be introduced into any other grievance level by the other party.~~

~~If no opinion is issued or either party does not agree with the recommendation of the Adjustment Board, e~~Either party may appeal the recommendation of the Adjustment Board mediator to arbitration.

Step 5. Arbitration

If the grievance is not resolved at Step 4, either the Union or the County may require that the grievance be referred to an impartial arbitrator who shall be designated by mutual agreement between the Union and the Director of Human Resources or his/her designee.

In the event the parties are unable to agree on an arbitrator, the parties shall solicit from the State of California Mediation/Conciliation Service a list of seven (7) arbitrators.

After the receipt of the list, the parties shall alternatively strike arbitrator's names from the list until one (1) arbitrator's name remains.

The fees and expenses of the arbitrator and of a Court Reporter shall be shared equally by the Union and the County. Each party, however, shall bear the cost of its own presentation, including preparation and post hearing briefs, if any. The request for arbitration shall be made in writing within twenty-one (21) calendar days following the ~~recommendation of the Adjustment Board~~completion of mediation.

19.6 Compensation Complaints

All complaints involving or concerning the payment of compensation shall be initially filed in writing with the Human Resources Director. Only complaints which allege that employees are not being compensated in accordance with the provisions of this Memorandum of Understanding shall be considered as grievances. Any other matters of compensation are to be resolved in the meeting and conferring process and if not detailed in the Memorandum of Understanding which results from such meeting and conferring process shall be deemed withdrawn until the meeting and conferring process is next opened for such discussion. No

adjustment shall be retroactive for more than sixty (60) days from the date upon which the complaint was filed.

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

19.7 County Code and Civil Service Commission

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

County:

Mark Love, Chief Spokesperson

Date: _____

Union:

Charlie Solt, Chief Spokesperson

Date: _____

10:15 AM
6/17/19

COUNTY PROPOSAL Union Security and Rights

DATE & TIME _____

**Amendment to the Memorandum of Understanding
Between
The County of Solano and
Skilled Craft and Service Maintenance Stationary Engineers, Local 39**

3. UNION SECURITY AND RIGHTS

~~3.1 Union Security~~

~~3.2 Agency Shop~~

~~As a condition of continuing employment, employees shall become and remain members of the Union or shall pay to the Union a service fee in lieu thereof. Such service fee shall be established by the Union and shall not exceed that portion of the Union's dues and initiation fees (hereinafter collectively termed "service fee") paid by members of the Union as are expended by the Union in fulfilling its responsibilities for representing members of the Representation Unit in the negotiation and administration of the Memorandum of Understanding. Initiation fees shall only apply to employees hired after implementation of this agreement. The Union shall comply with the rules governing the establishment of agency shop fees as set forth in the U.S. Supreme Court's decision in March, 1986 in Chicago Teachers Union v. Hudson.~~

~~3.13 Union Dues / Service Fees~~

A. ~~Any employee hired by the County subject to this Memorandum of Understanding on or after the date of implementation of this agreement shall be provided, through the employee's department, with an authorization form advising the employee 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, or a charitable contribution equal to the service fee. Said employee shall have five (5) working days following the initial date of employment to fully execute the authorization form of his/her choice and return said form to the Auditor's Office, Payroll Division. The parties to this Memorandum of Understanding mutually understand and agree all employees subject to this agreement have the right to join or not join the Union.~~

B. ~~If the form is not completed properly and returned within five (5) 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 contributions for such employees shall be the beginning of the first pay period of employment. Initiation fees shall be deducted in no~~

more than four (4) equal installments in successive pay periods, beginning with the first full pay period. Any Unit employee who has a dues deduction authorization on file with the Auditor-Controller's Office as of June 27, 2018 shall be deemed to have signed up for union deductions.

- C. Employees may sign up for Payroll Deductions of Union dues with the Union. The Union will certify, in a letter to the County Auditor-Controller's Office – Payroll Bureau, new members of the Union. If employees opt for such deduction, it is understood that the dues will be deducted starting from the first day of the pay period following receipt of the certification and shall continue for the duration of this agreement, or until
1. the last day of the last pay period following the transfer, promotion, or demotion of the employee to a unit represented by another recognized employee organization or to a class not contained in a represented unit; or,
 2. until the end of the pay period following notification from the Union to the County to cease deducting Union dues, or a later date as specified by the Union (to coincide with the end of the pay period).

It shall be the sole responsibility of the Union to procure payroll deductions of dues.

- D. The employee's earnings must be sufficient after the other legal and required deductions are made to cover the amount of the dues or fees 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.

DE. Religion 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 and which is recognized as such by the National Labor Relations Board, 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. Declarations of or applications for religious exemption and any other supporting documentation shall be forwarded to the appropriate local Union within fifteen (15) days of receipt by the County. The Union shall have fifteen (15) days after receipt of a request for religious exemption to challenge any exemption granted by the County Administrator or his/her designee. If challenged, the deduction to the charity of the employee's choice shall commence but shall be held in escrow pending resolution of the challenge. Charitable contributions shall be by regular payroll deduction only. Payroll Deductions shall not be retroactive.~~

- F. The County will not deduct any Union fines or penalties from the pay of an employee.

3.4 Financial Reports

~~Stationary Engineers, Local 39 shall submit copies of the financial report required pursuant to the Labor-Management Disclosure Act of 1959 to the County Administrator once annually.~~

~~Copies of such reports shall be available to employees subject to the Agency Shop requirements of this agreement at the Office of the Union.~~

~~Failure to file such a report within one hundred (100) days of the close of the Union's fiscal year shall result in the termination of all agency fee deductions, without jeopardy to the employee, until said report is filed.~~

3.52 Payroll Deductions and Pay Over

~~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 the Union with a list of all persons making charitable deductions pursuant to the religious exemption granted herein.~~

~~The County will provide a list of employees newly hired into regular positions to the Union on at least a monthly basis. The County will also provide the Union with copies of signed dues deduction authorization forms and dues deduction withdrawal requests on a monthly basis.~~

3.63 Hold Harmless

The Union shall indemnify, defend, and hold harmless the County, its officers, employees, and agents acting on its behalf from and against any and all losses, damages, costs, expenses, claims, demands, actions, suits, judgments and other forms of liability arising out of the application or enforcement of this Section. 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.

3.74 Waiver of Election for Newly-Represented Employees and New Representation Units

The accretion of classifications and/or employees to representation units set forth in this Memorandum of Understanding shall not require an election 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 this Memorandum of Understanding shall also not require an election for the application of this Agency Shop to such units.

3.85 Payroll Deduction for Political Action Committee

The County agrees to provide a payroll deduction for a fixed amount per pay period for members to make a voluntary contribution to the Union's Political Action Committee. Payments to Local 39 for federal Political Action Committee shall be included in the regular dues checks remitted to the Union.

3.96 Shop Stewards

The Union may designate a reasonable number of bargaining unit employees as shop stewards to assist the Union in the representation of its members and shall notify the County in writing as to the name(s) and classification(s) of said Steward(s) within thirty (30) days of such a change.

3.107 Bulletin Boards

Bulletin Boards will be made available to the Union in accordance with Article 3, Section 10.d. of the Employer-Employee Relations Rules and Regulations.

3.118 New Employee Orientations

- A. The County agrees to make Union provided material available to newly hired Local 39 represented employees, as long as no information pertaining to either local or partisan elections is included in the union provided material.
- B. Alternatively, the Union shall have access to employees as part of the Human Resources Department's new employee orientation as follows:
 - 1. A representative of the Union shall be permitted fifteen (15) minutes to meet with employees of the bargaining unit at the New Employee Orientation conducted by Human Resources (HR).
 - 2. The County shall advise the Union of the dates and times of all New Employee Orientations. Such notice shall be provided at the earliest opportunity but no later than ten (10) days before the scheduled orientation.
 - 3. The Union Representative shall advise the County at the earliest opportunity but no later than two (2) days prior to the scheduled HR New Employee Orientation if it will be meeting and presenting information to the employees. Failure to provide notice of its intent to present will result in the Union waiving its right to present at that meeting. It is the Union's responsibility to notify the Human Resources Director or his designee that the union will not be attending a particular New Employee Orientation meeting and for the Union to activate the provision of 3.11.A above.
 - 4. At the earliest opportunity but no later than ten (10) days prior to any scheduled New Employee Orientation, the County shall provide a list to the Union that includes the names, job titles, and departments of all new employees within the bargaining unit who are expected to attend the orientation.
 - 5. If the Union representative is not available to present at its designated time slot, the Union will be deemed to have waived its right to present at that meeting. No additional time or rescheduling will be afforded
 - 6. If multiple Recognized Employee Organizations attend HR's New Employee Orientation, each Union representative from each Recognized Employee Organization will meet with employees of the bargaining group at the same time. Separate meetings rooms may be provided but are not guaranteed; however, groups will be divided into "break-out" sessions in the room and/or close proximity to the room scheduled for new employee orientation.
 - 7. The employees shall have the sole option to meet with the Union during this time or may take the time to review County policies or other materials as provided by the County associated with the new employee orientation.
 - 8. The Union agrees to stay within its designated time period and will not cause a delay to the new employee orientation schedule. For example, if the Union representative is scheduled to present from 9:15a.m.-9:30a.m., and s/he arrives at 9:20a.m., the Union representative shall have from 9:20a.m. - 9:30a.m. to present. If the Union representative arrives at 9:35, s/he will have waived their opportunity to present to the group. No additional time or rescheduling will be afforded.
 - 9. The Union representative may provide Union materials to employees within its bargaining unit during HR's New Employee Orientation. The Union is responsible

for producing, copying and distributing materials to employee. If the Union Representative confirms its attendance at the meeting, this provision shall relieve the County from any other provision requiring the County to distribute Union materials.

10. The Union may discuss the following Union related topics during the new employee orientation, including but not limited to:
 - a) The structure of the Union.
 - b) How to contact the Union and/or Union stewards.
 - c) Union's role in collective bargaining.
 - d) Benefits of Union membership.
 - e) Union's role in employee representation.
11. The Union agrees to not disparage the County and/or its supervisors or management during this meeting.
12. The provisions above in this Section shall not be subject to the arbitration procedure.

3.129 Bargaining Unit

1. The County shall provide an electronic list to the Union of the following employee information for Local 39 represented employees within thirty (30) days of hire:
 - a. Employee's Full Name (last, first, and middle initial)
 - b. Hire Date
 - c. Department
 - d. Job Title
 - e. Job Class Entry Date
 - f. Salary Schedule Step
 - g. Hourly Rate
 - h. Assigned Work Location
 - i. Phone Number (Home, Cellular, and Work)
 - j. Email Address (Personal and Work)
 - k. Address (Home and Mailing)
2. The County agrees to provide an electronic list to the Union of the employee information in paragraph 1 for all Local 39 represented employees within the first pay period for each of the following months: January, May, and September.

County:

Mark Love, Chief Spokesperson

Date: _____

Union:

Charlie Solt, Chief Spokesperson

Date: _____

10:14 AM
6/17/17

COUNTY PROPOSAL General Cleanup

DATE & TIME _____

**Amendment to the Memorandum of Understanding
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Skilled Craft and Service Maintenance Stationary Engineers, Local 39**

Section 5.2 - Pay for New Employees:

Normally new employees shall be appointed at the recruiting step of the salary grade range in effect for the particular class of position to which the appointment is made. ~~When circumstances warrant, the Director of Human Resources may authorize the filling of the position at a step which is higher than the recruiting step of the salary grade. The department head/appointing authority may authorize that a particular position be filled at step one, two or three following guidelines issued by the Department of Human Resources. Requests for appointments at step four or five must be approved by the Director of Human Resources.~~

Section 5.4.B and 5.4.C - Merit Increases within Grade Range:

~~B. The merit increase eligibility date for every employee hired or promoted into classifications in this unit before April 12, 2011 shall be the first day of the pay period following completion of the number of full pay periods of service indicated in the chart below.~~

After:	13 Pay	13 Pay	26 Pay	39 Pay
	Periods	Periods	Periods	Periods
Salary Grade	2	3	4	5
Steps:				

~~G.B. The merit increase eligibility dates for every employee hired or promoted into classifications in this unit on or after April 12, 2011, shall be the first day of the pay period following completion of 26 full pay periods.~~

After:	26 Pay	26 Pay	26 Pay	26 Pay
	Periods	Periods	Periods	Periods
Salary Grade Range Steps:	2	3	4	5

If an employee begins employment on the first working day of a pay period, it shall be considered for purposes of this Section that such employment began on the first calendar day of that pay period. If the employee's first working day is after the first Monday (or Tuesday, if Monday is a holiday or if the employee's regular schedule begins on a Tuesday) of the pay period, ~~the employee's time will accrue from the first day of the next pay period for step increases and eligible fringe benefit accrual determinations then the pay period shall count as a full pay period for the merit increase and probationary period.~~

The granting of any leave-of-absence without pay, other than military leave or workers' compensation leave, exceeding seven (7) consecutive calendar days in a pay period shall cause the merit increase eligibility date to be deferred by an amount equal to the number of pay periods during which the employee was on the leave of absence without pay.

Section 5.4.G - Merit Increases Within Grade:

- G. If, in the department head's judgment, the employee's performance does not merit a salary increase on the merit increase eligibility date, and a deferment of a decision accompanied by an intensive effort at improved performance might be productive, the department head shall complete the structured merit rating and defer a decision regarding the merit increase any number of pay periods, but not to exceed thirteen (13) pay periods. A merit increase may be deferred only once for any given step on the grade-range for the class. The responsibility for reopening the matter by submitting another merit rating and recommendation shall lie with the department head. The employee must be re-evaluated seven (7) pay periods following the scheduled merit increase eligibility date, but in any event the merit increase must be granted or denied prior to the deferment date, supplemented by a structured merit rating which has been discussed with the employee. The employee's merit increase eligibility date shall not be changed by such deferment.

Section 5.10 – Working Out of Class:

It is the intent of this article to provide appropriate compensation to employees working out-of-class from the beginning of the third pay period of such assignment and continuing for the duration of such assignment.

A working out-of-class assignment occurs when an employee receives a formal assignment by a department head to perform all of the work characteristics of a higher paying classification. With prior approval from the Director of Human Resources, a department head may assign an employee the duties of another position in a higher classification which (a) is specifically allocated to the department, and (b) will require the duties of the position to be performed by the individual for a period of not less than two (2) pay periods. Such temporary assignment shall not be considered a promotion. The employee shall receive the recruiting salary for the class or such higher amount as would constitute at least a one (1) step increase on the grade-range over the salary received prior to the assignment not to exceed the top step of the new grade-range.

If the employee is eligible for a merit increase in the class occupied prior to the temporary assignment, such employee will be eligible for a rate increase on the temporary assignment class grade-range provided, however, such increase in the prior class would result in more than the rate being earned on temporary assignment.

Section 5.11 – Changes in Salary Allocation:

If a class is reassigned to a different salary grade-range, each employee in the class shall be compensated at the same step in the new salary grade-range as he/she was receiving in the grade-range to which the class was previously assigned.

Section 6.4 – Dental Insurance:

~~Regular, and limited-term, and probationary employees are eligible for dental insurance coverage for the employee and eligible dependents beginning on the first of the month following six (6) months of continuous service appointment with the County. Effective beginning the latter of full adoption of the collective bargaining agreement or the pay period which includes November 1, 2015 the eligibility period for the dental insurance shall begin the month following appointment with the County.~~

The County pays one hundred percent (100%) of the monthly dental care insurance premium rate on behalf of each regular or limited term full-time employee and his/her eligible dependents. The County's contribution will be a pro-rated amount of the full-time premium for regular or limited-term part-time employees in proportion to the relationship their basic workweek bears to forty (40) hours. Premium amounts in excess of the County contribution will be paid by the participating employee by payroll deduction.

The County shall maintain the existing dental insurance benefits throughout the term of this Agreement. However, it is understood that the insurance plan providers from time to time mandate a change in benefits and the County has no responsibility for replacement of benefits which may be eliminated or modified by any plan provider.

The County reserves the right to provide additional dental insurance plans.

Section 6.10 – Retirement Plan, B PEPR Tier:

~~Effective January 1, 2013,~~ The County implemented a new Miscellaneous Member pension tier for this bargaining unit, in accordance with and subject to the terms of the Public Employee Pension Reform Act of 2013. The new pension tier is referred to in this MOU as the "PEPRA Miscellaneous tier."

APPENDIX A – Classification Listing (Unit 10):

Regular and limited-term classifications represented under this Agreement are:

~~Airport Maintenance Worker~~
Building Maintenance Assistant
Building Trades Mechanic
Building Trades Mechanic (Senior)
Capital Projects Coordinator
Cogeneration Industrial Engine Mechanic
Contract Employee – Technical
~~Cook~~
Custodian
Custodian (Lead)
~~Duplicating Equipment Operator~~
~~Duplicating Services Assistant~~
Equipment Mechanic
Equipment Mechanic Assistant
Equipment Services Worker
Equipment Services Attendant (Senior)
Groundskeeper
~~Institutional Services Aide~~
~~Painter~~
Park Ranger
Park Ranger Assistant
Public Works Maintenance Worker (Lead)

Public Works Maintenance Worker (Senior)
 Public Works Maintenance Worker
 Public Works Trainee
 Stationary Engineer
 Stationary Engineer (Senior)

APPENDIX B – Salary Schedule:

1. The present approximate monthly pay rates for represented classifications are:

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
Airport Maintenance Worker	3,916.60	4,112.44	4,318.06	4,523.96	4,760.66
Building Maintenance Assistant	3,395.94	3,565.74	3,744.02	3,931.23	4,127.81
Building Trades Mechanic	5,244.34	5,506.56	5,781.88	6,070.98	6,374.54
Building Trades Mechanic (Senior)	5,765.04	6,053.30	6,355.96	6,673.76	7,007.45
Capital Projects Coordinator	5,655.62	5,938.40	6,235.32	6,547.10	6,874.44
Cogen Industrial Engine Mechanic	5,986.38	6,285.70	6,599.99	6,929.99	7,276.49
Cook	3,652.63	3,835.27	4,027.03	4,228.41	4,439.81
Custodian	3,175.25	3,334.00	3,500.71	3,675.72	3,859.53
Custodian (Lead)	3,493.22	3,667.87	3,851.26	4,043.83	4,246.02
Duplicating Equipment Operator	3,741.32	3,928.40	4,124.80	4,331.05	4,547.60
Duplicating Services Assistant	3,031.55	3,183.13	3,342.29	3,509.39	3,684.87
Equipment Mechanic	4,916.79	5,162.62	5,420.76	5,691.80	5,976.39
Equipment Mechanic Asst	4,066.06	4,269.35	4,482.83	4,706.96	4,942.32
Equipment Service Worker	2,964.14	3,112.35	3,267.96	3,431.32	3,602.92
Equipment Svc Attendant (Sr)	4,034.43	4,236.14	4,447.95	4,670.36	4,903.86
Groundskeeper	3,828.66	4,020.10	4,221.11	4,432.14	4,653.77
Institutional Services Aide	3,175.23	3,333.99	3,500.69	3,675.72	3,859.51
Painter	4,521.29	4,747.35	4,984.73	5,233.95	5,495.65
Park Ranger	4,618.90	4,849.86	5,092.33	5,346.97	5,614.30
Park Ranger Assistant	3,549.00	3,726.45	3,912.77	4,108.41	4,313.81
Public Works Maint Wkr (Lead)	5,127.04	5,383.42	5,652.59	5,935.20	6,231.98
Public Works Maint Wkr (Senior)	4,663.37	4,896.54	5,141.37	5,398.41	5,668.35
Public Works Maintenance Wkr	4,239.43	4,451.40	4,673.97	4,907.68	5,153.06
Public Works Trainee	3,395.94	3,565.74	3,744.02	3,931.23	4,127.81
Stationary Engineer	5,714.29	5,999.99	6,300.01	6,615.01	6,945.75
Stationary Engineer (Senior)	6,285.72	6,599.97	6,929.98	7,276.49	7,640.30

County:

Union:

Mark Love, Chief Spokesperson

Charlie Solt, Chief Spokesperson

Date: _____

Date: _____

