

RESOLUTION NO. 2023-038

**A RESOLUTION OF THE BOARD OF SUPERVISORS OF
THE COUNTY OF SHASTA
IMPLEMENTING TERMS AND CONDITIONS
OF THE COUNTY'S LAST, BEST, AND FINAL OFFER TO
THE UNITED PUBLIC EMPLOYEES OF CALIFORNIA - GENERAL UNIT**

WHEREAS, the United Public Employees of California General Unit ("UPEC – General Unit") represents approximately 849 employees employed by the County of Shasta ("County"); and

WHEREAS, the UPEC – General Unit has been without a Memorandum of Understanding labor agreement ("MOU") with the County since January 1, 2023; and

WHEREAS, negotiations for a successor MOU agreement were in progress since September 2022 and the parties were unable to reach agreement; and

WHEREAS, the parties exhausted impasse procedures including voluntary mediation with the State Mediation and Conciliation Service consistent with the Meyers-Milias-Brown Act – Government Code section 3500 et seq. ("MMBA"); and

WHEREAS, the County desires to impose terms and conditions consistent with the County's Last, Best, and Final Offer proposed to the UPEC – General Unit on January 25, 2023, ("County LBFO") in accordance with Government Code section 3505.7 of the MMBA; and

WHEREAS, a public hearing was held in accordance with Government Code section 3505.7 of the MMBA.

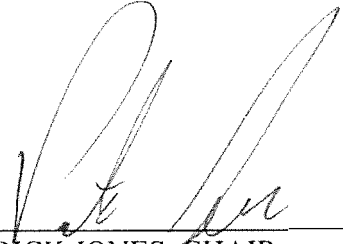
NOW, THEREFORE, BE IT RESOLVED, by the Board of Supervisors of the County of Shasta, that the terms and conditions of employment from the County LBFO to UPEC – General Unit, attached hereto as Exhibit A, are adopted, effective May 2, 2023.

BE IT FURTHER RESOLVED that all other current terms and conditions of employment in effect for the UPEC - General Unit are carried over from the expired January 1, 2020 – December 31, 2022 MOU between the County and the UPEC – General Unit and will otherwise remain in effect unless modified through Exhibit A to this resolution.

Resolution No. 2023-038
May 2, 2023
Page 2 of 2

DULY PASSED AND ADOPTED this 2nd day of May, 2023, by the Board of Supervisors of the County of Shasta by the following vote:

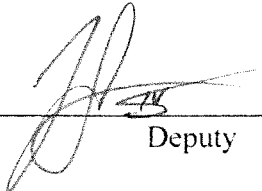
AYES: Supervisors Crye, Garman, Jones, and Kelstrom
NOES: Supervisor Rickert
ABSENT: None
ABSTAIN: None
RECUSE: None



PATRICK JONES, CHAIR
Board of Supervisors
County of Shasta
State of California

ATTEST:

MARY WILLIAMS
Acting Clerk of the Board of Supervisors

By:  _____
Deputy

THIS INSTRUMENT IS
A CORRECT COPY OF THE ORIGINAL
ON FILE IN THIS OFFICE

ATTEST **MAY 02 2023**

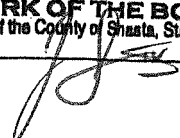
CLERK OF THE BOARD
Supervisors of the County of Shasta, State of California
By:  _____

EXHIBIT A

COUNTY OF SHASTA IMPOSED TERMS AND CONDITIONS TO THE UNITED PUBLIC EMPLOYEES OF CALIFORNIA, LOCAL 792 – SHASTA COUNTY GENERAL UNIT ("UPEC GENERAL")

All items become effective the first full pay period after adoption by the Board of Supervisors unless otherwise indicated herein.

1. Wages

a. Salaries and Wages

The County's current salaries for job classifications in the unit are shown as Attachment #1 to Exhibit A.

Effective the first full pay period following adoption of this resolution by the Board of Supervisors, the County shall provide a two and a half percent (2.5%) increase to base salary, shown in Attachment #2 to Exhibit A.

b. Shift Differential

Unless covered by 10.2.B or 10.2.C, employees who are regularly assigned to the second shift (swing) shall receive, in addition to their base pay, an additional seventy-five cents (\$0.75) per hour shift differential premium. To be eligible for swing shift differential, at least fifty percent (50%) of the employee's regular schedule of hours must occur after 4:00 p.m. or prior to 12:30 a.m. Regularly assigned shift means the shift an employee is normally assigned to, excluding overtime hours or additional shifts.

c. Longevity Pay

Employees with at least ten (10) years of continuous service with Shasta County and who have achieved an overall performance rating of meets or exceeds standards on their most recent performance evaluation are eligible to receive an additional three percent (3%) of base pay. To remain eligible, employees must maintain an overall rating of meets or exceeds standards on their annual performance evaluation.

2. Hours of Work

a. Job Sharing

Job sharing is defined as the assignment of a full-time workload and set of duties to two (2) employees with oversight and approval of the supervisor. The employees who are sharing the workload of the full-time position must be equally familiar with and involved in the duties and responsibilities of the job. Employees who are job sharing assume the added responsibility of coordinating their workloads and schedules so as to maintain efficiency and productivity.

The establishment of job sharing arrangements shall be subject to the following:

- (1) A job sharing arrangement shall be established if approved in writing by the department head and the CEO, with notice to the Personnel Unit and the Union.
- (2) The department head shall provide an employee with 14 days advance notice in the event an employee who is job sharing is to revert to a standard full-time work schedule permanently, or at least 24 hours advance notice in the event of a temporary or emergency change.
- (3) The accrual of leave balances, such as vacation, sick leave, and holiday credit, shall be based on the actual hours worked of the reduced work schedule. Employees in a job sharing assignment shall be treated as a regular full-time employee for the purposes of determining insurance benefit eligibility.

b. Rest Periods

When practical, employees shall be granted a fifteen (15) minute paid rest period during each half of a work shift of four (4) hours or longer. Employees working on an alternative work schedule of twelve (12) hour shifts, when practical, shall be granted one fifteen (15) minute paid rest period during each four (4) hours of the shift. Unless otherwise approved by the department head or his/her designee, such breaks shall not be taken within one (1) hour of the employee's starting time, quitting time, or meal break and shall not be accumulated or used to supplement meal breaks, arrive at work late, or leave work early.

c. Standby

A department head may assign employees to standby. General Unit employees assigned standby shall be compensated at a rate of three dollars (\$3.00) per hour while so assigned. Standby duty shall cease during the hours for which callback is paid.

In order for an employee to become eligible for standby pay, the employee must be assigned to standby status by his/her department head requiring the employee to:

- (1) Review the projected standby assignment schedule within the deadlines established by the applicable department;
- (2) Carry a County-provided cellular phone during standby assignment;
- (3) Contact the department/dispatch and respond to the callback location within the time period established by the department head;
- (4) Respond to call backs during scheduled standby time unless he/she has notified the department of the name of another qualified employee who will respond;
- (5) Refrain from activities that impair his/her ability to perform assigned duties;

- (6) Request mileage reimbursement for callback responses performed in non-County vehicles within one (1) month after mileage costs are incurred;
- (7) Receive permission to transport non-County employees in County vehicles no later than the last working day prior to standby assignment; and
- (8) Accept the applicable standby pay as referred to in subsection A as full consideration for any inconvenience the standby assignment may pose.

On Call/Subject to Call. Standby pay is to be distinguished from the uncompensated status of being "subject to call" or "on call", wherein an employee returns to work during off-duty hours in response to being called, but is not required to meet the standby criteria.

d. Callback from Standby

Any employee, when called back to duty from standby status, shall be compensated for the hours actually worked at one and one-half (1-1/2) times the equivalent hourly rate of their regular salary. The minimum for each callback from standby duty shall be two (2) hours. Such time worked shall not include travel time between an employee's residence and his/her regularly assigned work location. Responding to a phone call when not required to respond to a worksite shall entitle the incumbent to be paid for the actual time involved in that phone call. This does not constitute a callback from standby.

Should callback time become contiguous with regular work hours, time worked shall not be credited as callback and the minimum time period shall not apply. Only hours worked outside regular work hours will be compensated at one and one-half (1-1/2) times the equivalent hourly rate of their regular salary.

3. Health and Welfare Benefits

a. Dental Plan

The County will provide a dental plan for all regular full-time and regular part-time employees. Employees and dependents may participate in the plan in accordance with the requirements set forth by the carrier. Beginning in the first full month following approval by the Board of Supervisors for premiums applied to the subsequent month, the County will adjust its monthly contributions for the 2 Party plan to \$56.47 and for the Family plan to \$74.81. Going forward, the County will adjust its monthly contribution to the Employee Only, 2 Party, and Family dental premiums by up to five dollars (\$5.00) annually effective with the first pay period which includes January 1st each year, should the Dental rates increase by that amount. Rate increases greater than those amounts will be absorbed by the employee.

b. Life and Accidental Death & Dismemberment Insurance

The County shall pay the premium for a \$25,000 life insurance policy and a \$25,000 Accidental Death and Dismemberment Insurance (AD&D) insurance policy for each employee in the General Unit.

Effective the pay period following such time that the group life insurance policy can be amended, unit employees may purchase additional insurance in an amount up to three times their annual salary (up to a maximum of \$300,000) at the employee's own expense.

4. Retirement

a. CalPERS Miscellaneous Employees

The County shall continue all eligible miscellaneous employees (hired prior to May 8, 2011) under CalPERS the 2% @ age 55 service retirement formula. The County shall pay the full share of the employer contributions associated with this formula as determined by CalPERS.

The County amended its contract with CalPERS effective May 8, 2011 so that all newly hired employees between that date and January 1, 2013 are enrolled in the 2% @ age 60 service retirement formula. Employees hired on January 1, 2013 and thereafter shall be enrolled in the 2% @ age 62 formula or the 2% @ age 60 formula as determined by CalPERS in compliance with California state law.

5. Article 13 – Paid Leaves

a. Floating Holiday Hours

With Department Head or designee approval, an employee may elect to use up to eight hours of non-worked holiday pay per calendar year. Floating holiday hours must be used within the calendar year provided, do not carry over into the next calendar year, and cannot be cashed out. The floating holiday may not be broken into increments and must be used in the same manner as regular non-worked holiday pay (as a single workday). Regular part-time employees will be eligible for Floating Holiday on a pro-rata portion of their regularly scheduled hours.

b. Sick Leave

Usage. Paid sick leave can only be granted upon the recommendation of the department head in cases of bona fide illness, injury, or an appointment and/or treatment by an approved licensed medical practitioner, in the event of illness/medical appointments in the employee's immediate family. Employees may utilize paid sick leave as it is accrued.

c. Bereavement Leave

All employees are entitled up to five (5) workdays of bereavement leave for an immediate family member as defined in this Section. Any such bereavement leave will be provided in accordance with the terms and conditions of Government Code section 12945.7. Regular full-time and regular part-time employees shall be entitled to bereavement leave without loss of pay up to a maximum of twenty-four (24) working hours for each death in the immediate family. Any remaining bereavement leave time up to the maximum total of five (5) work days per immediate family death will be unpaid unless an employee at their own option chooses to use any available accrued paid leave (e.g., sick leave, vacation, compensatory time off).

Bereavement leave need not be taken in consecutive days but must be used up within three months of the date of death of the immediate family member.

The County may require verification of the death of the immediate family member for an employee's use of bereavement leave within thirty (30) days of the first day of leave taken.

Immediate family member means: husband, wife, registered domestic partner, father, mother, son, daughter, sister, brother, brother-in-law, sister-in-law, grandparent, grandchild, step parent, step child, step sister, step brother, step grandparent, or step grandchild, and other such persons as may be identified in California Government Code 12945.7 concerning bereavement leave. Immediate family includes the immediate family of the spouse or registered domestic partner as well as foster parent, foster child, foster grandparent, foster grandchild, foster brother and foster sister.

d. Vacation – Accrual

Accrual. Regular full-time and regular part-time employees paid on an hourly basis shall accrue the following hours of vacation time for each paid regularly scheduled working hour not to exceed eighty (80) regularly scheduled working hours in any one (1) pay period. An employee with a minimum of three (3) months of County service shall become eligible to use vacation up to the maximum time accrued as of the date such vacation is taken.

Years of Continuous Services	Vacation Hours Accrued per Hour Paid	Equivalent Days per Year	Maximum Hours Accrued
0 through 3	.0385	10	160
4 through 9	.0577	15	240
10 through 15	.0654	17	272
16 and thereafter	.0769	20	320

e. Vacation – Annual Payment

- i. Beginning in 2017 for the 2018 calendar year and going forward with each subsequent calendar year, an employee may elect to receive payment for up to twenty (20) hours – in five (5) whole hour increments - of accrued vacation leave or compensatory time so long as the following criteria are satisfied.
- ii. Beginning in 2023 for the 2024 calendar year and going forward with each subsequent calendar year, an employee may elect to receive payment for up to eighty (80) hours – in five (5) whole hour increments - of accrued vacation leave or compensatory time so long as the following criteria are satisfied.
- iii. Any employee utilizing this provision will be required to submit an irrevocable election through Employee Online by December 31st of the calendar year prior to the calendar year in which the accrued vacation leave or compensatory time is to be cashed out.

Where an employee has properly elected an intent to cash out accrued vacation, or compensatory time in the applicable calendar year as noted above, the employee can choose

any pay period(s) during the year to receive the elected cash out. All requests for cash out must be made through Employee Online by the due date listed for each pay period. All requests must be submitted in five (5) whole hour increments. All requests for a cash out will be limited to the number of hours elected the preceding calendar year less any cash outs already approved, and the actual current year accrued hours available at the time of the cash out.

By November 15 of each calendar year, the County shall issue a notice to those employees who have elected cash out and have remaining cash out balances available.

If an employee who elected cash out fails to request the elected cashout in the applicable year, the County will automatically cash out the designated amount up to the hours available to be paid on the final payday of that calendar year in the following order:

1. Compensatory time off
2. Vacation

All annual cash out payments shall be at the base hourly rate only with no other add-on compensation included.

If an employee fails to submit an irrevocable election by December 31st of the calendar year prior to the calendar year in which the accrued vacation, or compensatory time would be cashed out, the employee will be deemed to have waived their right and will not be eligible to cash out any such leave in the following calendar year.

6. Promotional Probation

Upon promotion to a job classification with a higher salary schedule, a General Unit employee shall serve the equivalent of twelve (12) months of full-time service as a probationary period, during which time the employee will be returned to his/her previous job classification without cause or right of appeal, provided the employee had successfully attained permanent status in the previous class, and the previous class was under the same appointing authority.

A General Unit employee whose promotion under this section is to a job classification under a different appointing authority will be provided written notice that they may not have the ability to return to the prior position held if released during their probationary period. An employee on this type of probationary period shall receive a six-month performance review.

7. Disciplinary Action

a. Types of Discipline

The types of discipline recognized for purposes of applying one of the appeal procedures under this article are:

- A. Written Reprimand. A reprimand, the details of which are committed to in writing and placed in the employee's personnel file. A written reprimand must be reviewed and approved by the Director of Support Services, or his/her designee, prior to being

issued to an employee. An employee receiving a written reprimand may, within ten (10) working days, appeal such action to the department head, or his/her designee. Within ten (10) working days thereafter, the department head, or his/her designee, shall respond to the employee in writing by either granting or denying the appeal. Such response shall be final.

- B. Intermediate Disciplinary Action. Suspension without pay, demotion, or reduction in base pay. Proposed intermediate disciplinary actions must be reviewed and approved by the Director of Support Services, or his/her designee, and County Counsel prior to being issued to an employee. An employee receiving a suspension without pay, reduction in base pay, or demotion shall be afforded the opportunity to clear him/herself through the notice and response provisions of section 16.5 A and B below. Following a review of the proposed disciplinary action, the management representative shall issue a decision based upon the facts and the employee's response pursuant to section 16.5 C below. If any proposed disciplinary action is to be implemented, the decision shall include the specific findings made against the employee, the effective date of the action, and reference to this article regarding possible further appeal.

If requested within ten (10) working days following receipt of the management representative's decision; further appeal shall include: Review by the Director of Support Services, or his/her designee, referral to a Mediator from State Mediation and Conciliation Service if mutually agreed by the County and the employee's representative; and/or appeal of the matter pursuant to Section 16.5 D below, or direct appeal to the Board of Employee Appeals.

- C. Severe Disciplinary Action-Discharge. Proposed severe disciplinary actions must be reviewed and approved by the Director of Support Services, or his/her designee, and County Counsel prior to being issued to an employee. An employee whose employment is proposed to be terminated or termination for cause pursuant to section 16.3 above shall be afforded the procedural protections of section 16.5 below.

**ATTACHMENT #1
UPEC GENERAL BARGAINING UNIT SALARY**

Job Classification	Range	CURRENT	
		Monthly A Step	Monthly F Step
ACCOUNT CLERK I	379	2828	3610
ACCOUNT CLERK II	397	3088	3941
ACCOUNT CLERK III	422	3489	4452
ACCOUNTANT AUDITOR I	454	4078	5205
ACCOUNTANT AUDITOR II	484	4721	6026
ACCOUNTANT AUDITOR III	504	5205	6644
ACCOUNTING TECHNICIAN	441	3828	4885
ADMIN SECRETARY I	414	3355	4283
ADMIN SECRETARY II	425	3540	4518
AGENCY STAFF SERVS ANALYST I	456	4118	5256
AGENCY STAFF SERVS ANALYST II	476	4540	5795
AGRIC & STDS PROGRAM ASSIST I	381	2856	3645
AGRIC & STDS PROGRAM ASSIST II	391	2999	3828
AGRIC & STDS PROGRAM ASSOC I	420	3455	4409
AGRIC & STDS PROGRAM ASSOC II	430	3628	4630
ANIMAL REGULATION OFFICER I	393	3028	3864
ANIMAL REGULATION OFFICER II	413	3338	4261
ANIMAL REGULATION OFFICER III	428	3592	4585
ASSESSOR/RECORDER SPEC I	379	2828	3610
ASSESSOR/RECORDER SPEC II	394	3043	3884
ASSESSOR/RECORDER SPEC III	412	3322	4241
ASSIST HOUSING PROGRAMS SPEC	381	2856	3645
ASSIST INFO TECHNOLOGY ANALYST	462	4241	5413
ASSISTANT PERMIT SPECIALIST	414	3355	4283
ASSOCIATE INFO TECH ANALYST	502	5154	6579
ASSOCIATE PERMIT SPECIALIST	444	3884	4957
AUDITOR-ACCT ASSOCIATE I	473	4474	5711
AUDITOR-ACCT ASSOCIATE II	494	4957	6327
AUDITOR-ACCT ASSOCIATE III	514	5465	6975
AUDITOR-ACCT SENIOR	534	6026	7691
AUDITOR-ACCT TECHNICIAN I	433	3681	4698
AUDITOR-ACCT TECHNICIAN II	453	4058	5180
BOATING SAFETY OFFICER	425	3540	4518
BUILDING INSPECTOR I	452	4039	5154
BUILDING INSPECTOR II	482	4675	5967

Job Classification	Range	CURRENT	
		Monthly A Step	Monthly F Step
BUILDING INSPECTOR III	539	6174	7880
BUSINESS OFFICE CLERK I	379	2828	3610
BUSINESS OFFICE CLERK II	394	3043	3884
CHILD SUPPORT SPECIALIST I	409	3274	4179
CHILD SUPPORT SPECIALIST II	434	3699	4721
CHILD SUPPORT SPECIALIST III	444	3884	4957
CLAIMS SPECIALIST I	384	2898	3699
CLAIMS SPECIALIST II	409	3274	4179
CLAIMS SPECIALIST III	419	3438	4388
CLERK I	379	2828	3610
CLERK II	390	2985	3809
CLERK III	403	3180	4058
CLERK/ELECTIONS SPECIALIST I	379	2828	3610
CLERK/ELECTIONS SPECIALIST II	399	3118	3980
CLERK/ELECTIONS SPECIALIST III	419	3438	4388
CODE ENFORCEMENT OFFICER I	452	4039	5154
CODE ENFORCEMENT OFFICER II	482	4675	5967
CODE ENFORCEMENT OFFICER III	539	6174	7880
COLLECTIONS CLERK I	381	2856	3645
COLLECTIONS CLERK II	404	3195	4078
COLLECTIONS CLERK III	414	3355	4283
COMMUNITY EDUCATION SPECIAL I	472	4452	5683
COMMUNITY EDUCATION SPECIAL II	488	4814	6144
COMMUNITY HEALTH ADVOCATE	391	2999	3828
COMMUNITY MENTAL HEALTH WORKER	379	2828	3610
COMMUNITY ORGANIZER	422	3489	4452
COMMUNITY SERVICE OFFICER I	410	3290	4200
COMMUNITY SERVICE OFFICER II	426	3558	4540
COMMUNITY SERVICE OFFICER III	436	3735	4768
COMMUNITY SERVICES COORDINATOR	448	3960	5055
COUNTY FAIR BUSINESS ASSISTANT	437	3753	4790
COUNTY REAL PROP/RT OF WAY AGT	513	5438	6941
CRIME ANALYST	459	4179	5333
DATA ENTRY OPERATOR I	379	2828	3610
DATA ENTRY OPERATOR II	402	3164	4039
DATA ENTRY OPERATOR III	415	3371	4303
DEPUTY PUBLIC GUARDIAN	458	4159	5307
DISEASE INVESTIGATION SPEC I	472	4452	5683

Job Classification	Range	CURRENT	
		Monthly A Step	Monthly F Step
DISEASE INVESTIGATION SPEC II	488	4814	6144
DRIVER	379	2828	3610
ELECTIONS TECHNICIAN	432	3663	4675
ELIGIBILITY WORKER I	400	3134	3999
ELIGIBILITY WORKER II	425	3540	4518
ELIGIBILITY WORKER III	435	3717	4744
EMPLOYMENT & TRNG WORKER I	411	3306	4220
EMPLOYMENT & TRNG WORKER II	435	3717	4744
EMPLOYMENT & TRNG WORKER III	446	3922	5006
EMPLOYMENT SERVICES INSTR I	379	2828	3610
EMPLOYMENT SERVICES INSTR II	390	2985	3809
EMPLOYMENT SERVICES INSTR III	400	3134	3999
ENGINEERING AIDE I	421	3471	4431
ENGINEERING AIDE II	436	3735	4768
ENGINEERING TECHNICIAN I	450	3999	5105
ENGINEERING TECHNICIAN II	480	4630	5909
ENGINEERING TECHNICIAN III	493	4933	6296
ENVIRON HEALTH TECHNICIAN I	387	2941	3753
ENVIRON HEALTH TECHNICIAN II	417	3404	4345
EPIDEMIOLOGIST	496	5006	6389
FAIR HEARING OFFICER	445	3903	4981
FIRE SAFETY INSPECTOR	467	4345	5546
FOSTER PARENT LIAISON	383	2884	3681
GIS ANALYST	507	5282	6741
HAZARDOUS MATERIALS SPEC I	456	4118	5256
HAZARDOUS MATERIALS SPEC II	476	4540	5795
HAZARDOUS MATERIALS SPEC III	516	5519	7044
HOUSING & COM PROG SPEC I	433	3681	4698
HOUSING & COM PROG SPEC II	443	3864	4933
HOUSING & COM PROG SPEC III	458	4159	5307
HOUSING REHABILITATION SPEC I	442	3846	4909
HOUSING REHABILITATION SPEC II	467	4345	5546
INFORMATION SYS COORD I	386	2927	3735
INFORMATION SYS COORD II	416	3388	4324
INFORMATION SYS COORD III	432	3663	4675
INVESTIGATIVE TECHNICIAN I	426	3558	4540
INVESTIGATIVE TECHNICIAN II	436	3735	4768
IT APPL SUPPORT ANALYST I	534	6026	7691

Job Classification	Range	CURRENT	
		Monthly A Step	Monthly F Step
IT APPL SUPPORT ANALYST II	544	6327	8075
IT COMPUTER SYSTEMS SPECIALIST	544	6327	8075
IT DATABASE ADMINISTRATOR I	524	5739	7325
IT DATABASE ADMINSTRATOR II	548	6451	8235
IT DESKTOP SUPPORT ASSISTANT	419	3438	4388
IT DESKTOP SUPPORT ENGINEER I	533	5996	7653
IT DESKTOP SUPPORT ENGINEER II	544	6327	8075
IT GIS ANALYST I	507	5282	6741
IT GIS ANALYST II	534	6026	7691
IT INFRASTRUCTURE SUPP ENG I	498	5055	6451
IT INFRASTRUCTURE SUPP ENG II	524	5739	7325
IT NETWORK ARCHITECT	544	6327	8075
IT O365 ADMINISTRATOR	544	6327	8075
IT PROGRAMMER ANALYST I	508	5307	6775
IT PROGRAMMER ANALYST II	524	5739	7325
IT PROGRAMMER ANALYST III	540	6205	7919
IT TECHNICIAN	440	3809	4861
JOB DEVELOPER	413	3338	4261
LEAD COMMUNITY MENTAL HLTH WKR	392	3014	3846
LEAD SUBSTANCE ABUSE PREV SPEC	458	4159	5307
LEGAL CLERK	400	3134	3999
LEGAL PROCESS CLERK I	379	2828	3610
LEGAL PROCESS CLERK II	399	3118	3980
LEGAL SECRETARY	406	3227	4118
MAPPING SPECIALIST I	441	3828	4885
MAPPING SPECIALIST II	473	4474	5711
MEDICAL BILLING CLERK	379	2828	3610
MEDICAL RECORDS CLERK I	379	2828	3610
MEDICAL RECORDS CLERK II	399	3118	3980
MEDICAL SERVICES CLERK	379	2828	3610
NUTRITION ASSISTANT I	379	2828	3610
NUTRITION ASSISTANT II	399	3118	3980
NUTRITION ASSISTANT III	459	4179	5333
OFFICE ASSISTANT I	379	2828	3610
OFFICE ASSISTANT II	390	2985	3809
OFFICE ASSISTANT III	403	3180	4058
OPERATIONS SPECIALIST I	440	3809	4861
OPERATIONS SPECIALIST II	462	4241	5413

Job Classification	Range	CURRENT	
		Monthly A Step	Monthly F Step
PARALEGAL I	435	3717	4744
PARALEGAL II	456	4118	5256
PATIENTS' RIGHTS ADVOCATE	476	4540	5795
PEER SUPPORT SPECIALIST	379	2828	3610
PERSONAL PROPERTY CUSTODIAN	379	2828	3610
PERSONNEL ASSISTANT	425	3540	4518
PROBATION ASSISTANT	404	3195	4078
PROJECT INTEGRATION SPECIALIST	492	4909	6266
PROPERTY TAX SPECIALIST I	379	2828	3610
PROPERTY TAX SPECIALIST II	404	3195	4078
PROPERTY TAX SPECIALIST III	415	3371	4303
PSYCHIATRIC TECHNICIAN	439	3790	4837
PUBLIC DEFENDER INVEST I	490	4861	6205
PUBLIC DEFENDER INVEST II	501	5129	6546
PUBLIC HEALTH ASSISTANT	386	2927	3735
PUBLIC HLTH LABORATORY TECH	395	3058	3903
PUBLIC HLTH PROG & POLICY ANAL	496	5006	6389
PUBLIC SAFETY SERVICE OFFICER	388	2955	3772
REAL PROPERTY APPRAISER AIDE	427	3575	4562
SENIOR ACCOUNT CLERK	422	3489	4452
SENIOR ASSESSOR/RECORDER SPEC	427	3575	4562
SENIOR INFO TECHNOLOGY ANALYST	534	6026	7691
SENIOR INVESTIGATIVE TECH	451	4019	5129
SENIOR LEGAL PROCESS CLERK	409	3274	4179
SENIOR PERMIT SPECIALIST	474	4496	5739
SENIOR PROPERTY TAX SPECIALIST	435	3717	4744
SENIOR PUBLIC HEALTH ASSISTANT	396	3073	3922
SENIOR SHERIFF'S SERVICE OFCR	403	3180	4058
SENIOR STAFF ANALYST	489	4837	6174
SENIOR VOCATIONAL COUNSELOR	478	4585	5852
SHERIFF'S RECORDS SPEC I	379	2828	3610
SHERIFF'S RECORDS SPEC II	399	3118	3980
SHERIFF'S RECORDS SPEC III	409	3274	4179
SOCIAL SERVICE AIDE	398	3103	3960
SOCIAL SERVICE PROGRAM AIDE	398	3103	3960
STAFF SERVICES ANALYST I	456	4118	5256
STAFF SERVICES ANALYST II	476	4540	5795
SYSTEM SUPPORT ANALYST	441	3828	4885

Job Classification	Range	CURRENT	
		Monthly A Step	Monthly F Step
TYPIST CLERK I	379	2828	3610
TYPIST CLERK II	390	2985	3809
TYPIST CLERK III	403	3180	4058
VETERANS SERVICES REP I	400	3134	3999
VETERANS SERVICES REP II	425	3540	4518
VETERANS SERVICES REP III	435	3717	4744
VICTIM ADVOCATE I	420	3455	4409
VICTIM ADVOCATE II	450	3999	5105
VOCATIONAL COUNSELOR	468	4367	5573
VOCATIONAL EVALUATOR TECH	403	3180	4058
VOCATIONAL INSTRUCTOR I	379	2828	3610
VOCATIONAL INSTRUCTOR II	390	2985	3809
VOCATIONAL INSTRUCTOR III	400	3134	3999

**ATTACHMENT #2
UPEC GENERAL BARGAINING UNIT SALARY**

Job Classification	Range	Beginning With First Full Pay Period Following Board of Supervisors Approval	
		Monthly A Step	Monthly F Step
ACCOUNT CLERK I	379	2899	3700
ACCOUNT CLERK II	397	3165	4039
ACCOUNT CLERK III	422	3576	4564
ACCOUNTANT AUDITOR I	454	4180	5335
ACCOUNTANT AUDITOR II	484	4839	6177
ACCOUNTANT AUDITOR III	504	5335	6810
ACCOUNTING TECHNICIAN	441	3923	5007
ADMIN SECRETARY I	414	3439	4390
ADMIN SECRETARY II	425	3628	4631
AGENCY STAFF SERVS ANALYST I	456	4221	5387
AGENCY STAFF SERVS ANALYST II	476	4654	5940
AGRIC & STDS PROGRAM ASSIST I	381	2927	3736
AGRIC & STDS PROGRAM ASSIST II	391	3074	3923
AGRIC & STDS PROGRAM ASSOC I	420	3541	4519
AGRIC & STDS PROGRAM ASSOC II	430	3719	4745
ANIMAL REGULATION OFFICER I	393	3104	3961
ANIMAL REGULATION OFFICER II	413	3422	4368
ANIMAL REGULATION OFFICER III	428	3682	4699
ASSESSOR/RECORDER SPEC I	379	2899	3700
ASSESSOR/RECORDER SPEC II	394	3119	3981
ASSESSOR/RECORDER SPEC III	412	3406	4347
ASSIST HOUSING PROGRAMS SPEC	381	2927	3736
ASSIST INFO TECHNOLOGY ANALYST	462	4347	5548
ASSISTANT PERMIT SPECIALIST	414	3439	4390
ASSOCIATE INFO TECH ANALYST	502	5283	6744
ASSOCIATE PERMIT SPECIALIST	444	3981	5081
AUDITOR-ACCT ASSOCIATE I	473	4586	5853
AUDITOR-ACCT ASSOCIATE II	494	5081	6485
AUDITOR-ACCT ASSOCIATE III	514	5602	7150
AUDITOR-ACCT SENIOR	534	6177	7883
AUDITOR-ACCT TECHNICIAN I	433	3773	4815
AUDITOR-ACCT TECHNICIAN II	453	4160	5309
BOATING SAFETY OFFICER	425	3628	4631
BUILDING INSPECTOR I	452	4140	5283
BUILDING INSPECTOR II	482	4792	6116

Job Classification	Range	Beginning With First Full Pay Period Following Board of Supervisors Approval	
		Monthly A Step	Monthly F Step
BUILDING INSPECTOR III	539	6328	8077
BUSINESS OFFICE CLERK I	379	2899	3700
BUSINESS OFFICE CLERK II	394	3119	3981
CHILD SUPPORT SPECIALIST I	409	3356	4283
CHILD SUPPORT SPECIALIST II	434	3791	4839
CHILD SUPPORT SPECIALIST III	444	3981	5081
CLAIMS SPECIALIST I	384	2971	3791
CLAIMS SPECIALIST II	409	3356	4283
CLAIMS SPECIALIST III	419	3524	4497
CLERK I	379	2899	3700
CLERK II	390	3059	3904
CLERK III	403	3259	4160
CLERK/ELECTIONS SPECIALIST I	379	2899	3700
CLERK/ELECTIONS SPECIALIST II	399	3196	4079
CLERK/ELECTIONS SPECIALIST III	419	3524	4497
CODE ENFORCEMENT OFFICER I	452	4140	5283
CODE ENFORCEMENT OFFICER II	482	4792	6116
CODE ENFORCEMENT OFFICER III	539	6328	8077
COLLECTIONS CLERK I	381	2927	3736
COLLECTIONS CLERK II	404	3275	4180
COLLECTIONS CLERK III	414	3439	4390
COMMUNITY EDUCATION SPECIAL I	472	4564	5825
COMMUNITY EDUCATION SPECIAL II	488	4935	6298
COMMUNITY HEALTH ADVOCATE	391	3074	3923
COMMUNITY MENTAL HEALTH WORKER	379	2899	3700
COMMUNITY ORGANIZER	422	3576	4564
COMMUNITY SERVICE OFFICER I	410	3372	4305
COMMUNITY SERVICE OFFICER II	426	3647	4654
COMMUNITY SERVICE OFFICER III	436	3829	4887
COMMUNITY SERVICES COORDINATOR	448	4059	5181
COUNTY FAIR BUSINESS ASSISTANT	437	3847	4910
COUNTY REAL PROP/RT OF WAY AGT	513	5574	7115
CRIME ANALYST	459	4283	5466
DATA ENTRY OPERATOR I	379	2899	3700
DATA ENTRY OPERATOR II	402	3243	4140
DATA ENTRY OPERATOR III	415	3455	4410
DEPUTY PUBLIC GUARDIAN	458	4263	5440
DISEASE INVESTIGATION SPEC I	472	4564	5825

Job Classification	Range	Beginning With First Full Pay Period Following Board of Supervisors Approval	
		Monthly A Step	Monthly F Step
DISEASE INVESTIGATION SPEC II	488	4935	6298
DRIVER	379	2899	3700
ELECTIONS TECHNICIAN	432	3755	4792
ELIGIBILITY WORKER I	400	3212	4099
ELIGIBILITY WORKER II	425	3628	4631
ELIGIBILITY WORKER III	435	3810	4863
EMPLOYMENT & TRNG WORKER I	411	3389	4325
EMPLOYMENT & TRNG WORKER II	435	3810	4863
EMPLOYMENT & TRNG WORKER III	446	4020	5131
EMPLOYMENT SERVICES INSTR I	379	2899	3700
EMPLOYMENT SERVICES INSTR II	390	3059	3904
EMPLOYMENT SERVICES INSTR III	400	3212	4099
ENGINEERING AIDE I	421	3558	4542
ENGINEERING AIDE II	436	3829	4887
ENGINEERING TECHNICIAN I	450	4099	5232
ENGINEERING TECHNICIAN II	480	4745	6057
ENGINEERING TECHNICIAN III	493	5056	6454
EPIDEMIOLOGIST	387	3014	3847
ENVIRON HEALTH TECHNICIAN I	417	3490	4454
ENVIRON HEALTH TECHNICIAN II	496	5131	6549
FAIR HEARING OFFICER	445	4001	5106
FIRE SAFETY INSPECTOR	467	4454	5684
FOSTER PARENT LIAISON	383	2956	3773
GIS ANALYST	507	5414	6910
HAZARDOUS MATERIALS SPEC I	456	4221	5387
HAZARDOUS MATERIALS SPEC II	476	4654	5940
HAZARDOUS MATERIALS SPEC III	516	5657	7220
HOUSING & COM PROG SPEC I	433	3773	4815
HOUSING & COM PROG SPEC II	443	3961	5056
HOUSING & COM PROG SPEC III	458	4263	5440
HOUSING REHABILITATION SPEC I	442	3942	5032
HOUSING REHABILITATION SPEC II	467	4454	5684
INFORMATION SYS COORD I	386	3000	3829
INFORMATION SYS COORD II	416	3473	4432
INFORMATION SYS COORD III	432	3755	4792
INVESTIGATIVE TECHNICIAN I	426	3647	4654
INVESTIGATIVE TECHNICIAN II	436	3829	4887
IT APPL SUPPORT ANALYST I	534	6177	7883

Job Classification	Range	Beginning With First Full Pay Period Following Board of Supervisors Approval	
		Monthly A Step	Monthly F Step
IT APPL SUPPORT ANALYST II	544	6485	8277
IT COMPUTER SYSTEMS SPECIALIST	544	6485	8277
IT DATABASE ADMINISTRATOR I	524	5882	7508
IT DATABASE ADMINSTRATOR II	548	6613	8441
IT DESKTOP SUPPORT ASSISTANT	419	3524	4497
IT DESKTOP SUPPORT ENGINEER I	533	6146	7844
IT DESKTOP SUPPORT ENGINEER II	544	6485	8277
IT GIS ANALYST I	507	5414	6910
IT GIS ANALYST II	534	6177	7883
IT INFRASTRUCTURE SUPP ENG I	498	5181	6613
IT INFRASTRUCTURE SUPP ENG II	524	5882	7508
IT NETWORK ARCHITECT	544	6485	8277
IT O365 ADMINISTRATOR	544	6485	8277
IT PROGRAMMER ANALYST I	508	5440	6944
IT PROGRAMMER ANALYST II	524	5882	7508
IT PROGRAMMER ANALYST III	540	6360	8117
IT TECHNICIAN	440	3904	4983
JOB DEVELOPER	413	3422	4368
LEAD COMMUNITY MENTAL HLTH WKR	392	3089	3942
LEAD SUBSTANCE ABUSE PREV SPEC	458	4263	5440
LEGAL CLERK	400	3212	4099
LEGAL PROCESS CLERK I	379	2899	3700
LEGAL PROCESS CLERK II	399	3196	4079
LEGAL SECRETARY	406	3307	4221
MAPPING SPECIALIST I	441	3923	5007
MAPPING SPECIALIST II	473	4586	5853
MEDICAL BILLING CLERK	379	2899	3700
MEDICAL RECORDS CLERK I	379	2899	3700
MEDICAL RECORDS CLERK II	399	3196	4079
MEDICAL SERVICES CLERK	379	2899	3700
NUTRITION ASSISTANT I	379	2899	3700
NUTRITION ASSISTANT II	399	3196	4079
NUTRITION ASSISTANT III	459	4283	5466
OFFICE ASSISTANT I	379	2899	3700
OFFICE ASSISTANT II	390	3059	3904
OFFICE ASSISTANT III	403	3259	4160
OPERATIONS SPECIALIST I	440	3904	4983
OPERATIONS SPECIALIST II	462	4347	5548

Job Classification	Range	Beginning With First Full Pay Period Following Board of Supervisors Approval	
		Monthly A Step	Monthly F Step
PARALEGAL I	435	3810	4863
PARALEGAL II	456	4221	5387
PATIENTS' RIGHTS ADVOCATE	476	4654	5940
PEER SUPPORT SPECIALIST	379	2899	3700
PERSONAL PROPERTY CUSTODIAN	379	2899	3700
PERSONNEL ASSISTANT	425	3628	4631
PROBATION ASSISTANT	404	3275	4180
PROJECT INTEGRATION SPECIALIST	492	5032	6422
PROPERTY TAX SPECIALIST I	379	2899	3700
PROPERTY TAX SPECIALIST II	404	3275	4180
PROPERTY TAX SPECIALIST III	415	3455	4410
PSYCHIATRIC TECHNICIAN	439	3885	4958
PUBLIC DEFENDER INVEST I	490	4983	6360
PUBLIC DEFENDER INVEST II	501	5258	6710
PUBLIC HEALTH ASSISTANT	386	3000	3829
PUBLIC HLTH LABORATORY TECH	395	3135	4001
PUBLIC HLTH PROG & POLICY ANAL	496	5131	6549
PUBLIC SAFETY SERVICE OFFICER	388	3029	3866
REAL PROPERTY APPRAISER AIDE	427	3664	4676
SENIOR ACCOUNT CLERK	422	3576	4564
SENIOR ASSESSOR/RECORDER SPEC	427	3664	4676
SENIOR INFO TECHNOLOGY ANALYST	534	6177	7883
SENIOR INVESTIGATIVE TECH	451	4119	5258
SENIOR LEGAL PROCESS CLERK	409	3356	4283
SENIOR PERMIT SPECIALIST	474	4609	5882
SENIOR PROPERTY TAX SPECIALIST	435	3810	4863
SENIOR PUBLIC HEALTH ASSISTANT	396	3150	4020
SENIOR SHERIFF'S SERVICE OFCR	403	3259	4160
SENIOR STAFF ANALYST	489	4958	6328
SENIOR VOCATIONAL COUNSELOR	478	4699	5998
SHERIFF'S RECORDS SPEC I	379	2899	3700
SHERIFF'S RECORDS SPEC II	399	3196	4079
SHERIFF'S RECORDS SPEC III	409	3356	4283
SOCIAL SERVICE AIDE	398	3181	4059
SOCIAL SERVICE PROGRAM AIDE	398	3181	4059
STAFF SERVICES ANALYST I	456	4221	5387
STAFF SERVICES ANALYST II	476	4654	5940
SYSTEM SUPPORT ANALYST	441	3923	5007

Job Classification	Range	Beginning With First Full Pay Period Following Board of Supervisors Approval	
		Monthly A Step	Monthly F Step
TYPYST CLERK I	379	2899	3700
TYPYST CLERK II	390	3059	3904
TYPYST CLERK III	403	3259	4160
VETERANS SERVICES REP I	400	3212	4099
VETERANS SERVICES REP II	425	3628	4631
VETERANS SERVICES REP III	435	3810	4863
VICTIM ADVOCATE I	420	3541	4519
VICTIM ADVOCATE II	450	4099	5232
VOCATIONAL COUNSELOR	468	4476	5713
VOCATIONAL EVALUATOR TECH	403	3259	4160
VOCATIONAL INSTRUCTOR I	379	2899	3700
VOCATIONAL INSTRUCTOR II	390	3059	3904
VOCATIONAL INSTRUCTOR III	400	3212	4099