

**ADDENDUM #2
TO THE
2025-2028 AGREEMENT
BETWEEN
COUNTY OF SACRAMENTO
AND
AFSCME, LOCAL 146, AFL-CIO**

This Addendum #2 is to the 2025-2028 Agreement between the County of Sacramento and AFSCME, Local 146 representing the employees in the Health Services Unit.

On June 30, 2025, the parties reached a Tentative Agreement (TA) regarding proposed General Salary Increases (GSI), which provided that salaries for Fiscal Year 2025-2026 would be increased by 2.8%, effective the first full pay period following the Board of Supervisors approval, but no sooner than June 29, 2025. The Board of Supervisors approved the AFSCME contract and TA on July 8, 2025. Following approval, the 2.8% GSI went into effect on June 29, 2025. Subsequently, the Agreement was inadvertently edited to state that the Fiscal Year 2025-2026 GSI was three percent (3%), after the 2.8% increase had already been implemented.

The parties agree that the correction set forth below accurately reflects the terms of the TA approved by the Board of Supervisors and the salary increases implemented pursuant to that TA.

Revise Section 7.1 as follows:

7.1 SALARY INCREASES

- a. Effective June 29, 2025, salaries will be increased by ~~two point eight percent (2.8%)~~ **three percent (3%)**.
- b. Effective June 28, 2026, salaries will be increased by three percent (3%).
- c. Effective June 27, 2027, salaries will be increased by three percent (3%).
- d. The following classes shall receive market adjustments as described below with the increases occurring on the same date as the General Salary increases for the corresponding Fiscal Year as described in Section 7.1 a-c:

Class	FY 25/26	FY 26/27
Food Svc. Cook Baker Food Svc. Wkr. Laundry Wkr. Sr. Food Svc. Cook	5%	1%
Reg. Dental Hygienist Reg. Dental Assistant Dental Hygienist On-Call Licensed Voc. Nurse Radiological Tech Coroner Tech I/II Sr. Coroner Tech	1%	-
Mental Health Counselor Sr. Mental Health Counselor Pharmacy Technician Pharmacy Assistant Sr. Pharmacy Technician Public Health Lab Tech.	2%	-
Mental Health Wkr. Mental Health Wkr-Lic Mental Health Wkr-DC Planner Sr. Mental Health Wkr Sr. Mental Health Wkr-Lic	3%	
Medical Asst, Lev I/II Pharmacist	5%	-
Behavioral Health Peer Sp. Sr. Behavioral Health Peer Sp.	5%	5%
Licensed Voc. Nurse D/CF	2.5%	2.5%

- e. The parties agree to have a limited reopener for the express purpose of discussing market position for the classes of Medical Assistant, Level I/II and Pharmacist. This reopener will occur no sooner than January 1, 2027. Either party may trigger the reopener by notifying the other party. This provision will not cause any other provision of the Agreement to reopen during the term of the Agreement.

8/21/26

Date

AFSCME, Local 146, AFL-CIO:

County of Sacramento:



Wendy Pelletier

Wendy Pelletier

Business Agent

Lisette Fong

Labor Relations Representative