

**ADDENDUM #1  
TO THE 2025-2029 AGREEMENT  
BETWEEN  
COUNTY OF SACRAMENTO  
AND  
SACRAMENTO COUNTY MANAGEMENT ASSOCIATION  
IN THE  
MANAGEMENT UNIT**

*Amend Section 7.6 as follows:*

## **7.6 Special Compensation and Differential Compensation**

Sections 43, 44, and 45 of the County Personnel Ordinance and the County Code provisions for Deferred Compensation Plans do not apply to Representation Unit 032.

a. Transit Pass

The transit subsidy is \$75 per month.

b. Mileage Reimbursement

The use of privately owned vehicles for official business is allowed and should be agreed to by both the owner and the County and is not mandatory unless specifically stated as a condition of employment. Private vehicle travel is reimbursed at the current Internal Revenue Service standard mileage rate.

The mileage claim must be submitted to the employee's supervisor no later than 60 days after the last day of the month being claimed in order for a non-taxable reimbursement.

c. Education Reimbursement

The County provides education reimbursement for education costs incurred by regular employees, with the exception of the attorney classifications, who apply for reimbursement in accordance with the policies and procedures governing the education reimbursement program. The maximum reimbursement is \$1,500 per year.

d. Sick Leave Payoff

Upon retirement, employees may cash-in one-half (50%) accrued sick leave. The remaining balance of sick leave is credited as service towards retirement. In the event of an active employee's death prior to retirement from the County, the beneficiary will be paid the monetary value of all accrued sick leave at the time of death.

e. 401 (a) Deferred Compensation

1. As soon as administratively feasible and following the Board of Supervisors' approval of the 2025 Agreement, if an employee enrolled in the Sacramento County Retirement System contributes into their 457(b) plan, the County will contribute a matching amount up to a maximum of five percent (5.0%) of the employee's salary into the employee's 401(a) plan. The five percent (5.0%) maximum County contribution match will be counted in the calculation of total compensation for the purposes of salary surveys.

Matching contributions will be made for whole percentages only. For any employee that has a contribution rate of less than a whole percentage, the matching contribution rate will be made only for the whole percentage contribution amount. For example, a contribution of one point six percent (1.6%) will receive a "matching" contribution of one percent (1.0%).

2. All newly hired, rehired, or newly transferred employees in this bargaining unit who are enrolled in the Sacramento County Employees Retirement System will be automatically enrolled in the County 457(b) Deferred Compensation plan. The automatic enrollment deduction percentage will be one percent (1.0%) of compensation on a pretax basis which will be deposited in the Plan's appropriate Qualified Default Investment Allocation (QDIA) Target Date fund.
3. Automatic enrollment will not take effect until the first full pay period following a thirty five (35) day opt-out period after the date of hire, rehire, or transfer. Employees subject to auto enrollment who choose to opt-out must do so utilizing the online portal to stop or change their contribution rates. This change must be done sufficiently in advance of payroll timelines in order to take effect. Newly automatically enrolled 457(b) participants can "unwind" their contributions in the first ninety (90) days of enrollment. This triggers an in-service withdrawal and tax consequences. Additionally, any matching 401(a) employer contributions are forfeit if the "unwind" provision is enacted.
4. Employees entered into the automatic enrollment process retain all normal Deferred Compensation participant abilities, including increasing contribution percentages, ceasing contribution percentages, reallocating contributions to alternative funds, choosing post-tax contributions, etc., in accordance with the procedures and parameters established by the County as the Plan Administrator.

f. Management Differential

Effective November 30, 2025, the 3.35% management differential will be added to the base and then eliminated. This occurs immediately prior to the application of the November 30, 2025 Salary Adjustment identified in Section 7.4(a).

g. Vacation Cash-in

Employees can "cash-in" up to forty (40) hours/year vacation after ten (10) years of service and 240 hours accrued vacation.

h. Bilingual/Cultural Pay

(1) Management employees shall be approved for bilingual/cultural pay if:

(a) The department head determines that bilingual/ cultural skill is a requirement of the employee's position; and

(b) The employee agrees to utilize their bilingual ability on the job; and

(c) The employee is able to demonstrate bilingual proficiency that is satisfactory to the County.

(2) The assignment must be in writing and reviewed on an annual basis.

(3) Sign language is a bilingual skill.

(4) Employees who qualify pursuant to the above are paid bilingual/culture skills differential of either:

(a) Oral (bilingual/cultural) differential of eighty cents (\$0.80) per hour; or

(b) Oral/written (bilingual only) skills differential of one dollar (\$1.00) per hour.

(5) The Department of Personnel Services determines if the employee is qualified to receive either:

(a) Oral skills differential, or

(b) Oral/written skills differential.

(6) Determination of proficiency is not subject to the grievance and arbitration procedure.

i. Nurses Shift Differential

Supervising Registered Nurses, Supervising Public Health Nurses, Supervising Registered Nurses D/CF, and Supervising Medical Case Management Nurses receive:

(1) Seven-point five percent (7.5%) PM Shift differential when at least half of the workday occurs after 4:00 p.m.

(2) Ten percent (10.0%) Night shift differential when at least half of the workday occurs between the hours of midnight and 6:00 a.m.

(3) Weekend shift differential pay is for hours worked on Saturday and Sunday,

except in the case of a night shift when it is for hours worked on Friday and Saturday. Weekend shift differential pay is one dollar and fifty cents (\$1.50) per hour.

j. MHTC Shift Differential

Nurse Managers I/II and Treatment Center Program Coordinators who work at the Mental Health Treatment Center receive:

- (1) Seven-point five percent (7.5%) PM shift differential when at least half of the workday occurs after 4:00 p.m.
- (2) Ten percent (10.0%) Night differential when at least half of the workday occurs between the hours of midnight and 6:00 a.m.
- (3) Weekend shift differential pay is for hours worked on Saturday and Sunday, except in the case of a night shift when it is for hours worked on Friday and Saturday. Weekend shift differential pay is one dollar and fifty cents (\$1.50) per hour.

k. Out of Class Pay

Employees assigned to work in a higher classification will be paid a differential only if the following conditions are met:

1. Requests for approval of out-of-class assignment must be approved in writing by the "appointing authority." For the purpose of this application, the "appointing authority" is the Department Head or designee. Written authorization will identify the anticipated period of the temporary assignment.
2. The position to which the employee is temporarily assigned must be vacant or the incumbent must be absent from duty.
3. The higher class to which the employee is assigned must have a salary range at least five percent (5.0%) higher than the salary range of the employee's class who is being temporarily assigned.
4. Out-of-class pay will be five percent (5.0%).
5. The minimum duration for an out-of-class assignment is one (1) full work shift.
6. Out-of-class pay will be applied to all hours worked within the duration of the assignment. The out-of-class pay continues until either the absent employee returns to duty, the vacant position is filled, or the assignment is terminated by the appointing authority, whichever occurs first.
7. Out-of-class pay does not continue (nor is any compensation authorized) in excess of five (5) months and twenty-nine (29) days in a rolling calendar period,

which begins on the first day of the out-of-class assignment.

8. In rare circumstances, extension of an out-of-class assignment may be approved based on specific operational needs and must be consistent with the application of this agreement. Extension of an out-of-class assignment beyond five (5) months and twenty-nine (29) days requires the approval of the Appointing Authority and the Director of Personnel Services.
9. For acting Human Services Program Manager Assignments, the appointing authority will give acting assignments to employees in Human Services Program Planner positions on a rotational basis for, at a minimum, each new Human Services Program Manager absence or vacancy.

I. Education and Certificate Incentive Pay

1. Battalion Chiefs are eligible for Education Incentive Pay to a maximum of five percent (5.0%) of base salary:
  - (a) Employees who have earned an Associate degree from an accredited, recognized college or university, as verified by the Department of Personnel Services, in a course of study consistent with the minimum requirements of Firefighter classifications are entitled to an additional two and one-half percent (2.5%) of base salary.
  - (b) Employees who have earned a Fire Officer Certificate from the Office of the California State Fire Marshal, as verified by the Department of Personnel Services, are entitled to an additional two and one-half percent (2.5%) of base salary.
  - (c) Employees who have earned a Fire Science Certificate from an accredited, recognized college or university, as verified by the Department of Personnel Services, are entitled to an additional two and one-half percent (2.5%) of base salary.
  - (d) Employees who have earned a Bachelor's Degree from an accredited, recognized college or university, as verified by the Department of Personnel Services, in a course of study consistent with the minimum requirements of Firefighter classifications are entitled to an additional five percent (5.0%) of base salary.
  - (e) Dispute Resolution: The determination of approved accredited, recognized colleges or universities, and approved courses of study are not subject to the arbitration provision of this Agreement.

2. Airport Master Firefighter Certificate

Employees in the classifications of Fire Chief and Battalion Chief who have an Airport Master Firefighter certificate receive a five percent (5.0%) differential of

base pay.

3. Chief Investigators are eligible for Education Incentive Pay to a maximum of ten percent (10.0%) of base salary.
  - (a) Employees who have earned a Bachelor's Degree from an accredited, recognized college or university, as verified by the Department of Personnel Services, in a course of study consistent with the minimum requirements of Criminal Investigator classifications are entitled to an additional five percent (5.0%) of base salary.
  - (b) Employees who have earned a Master's Degree from an accredited, recognized college or university, as verified by the Department of Personnel Services, in a course of study consistent with the minimum requirements of Criminal Investigator classifications are entitled to an additional five percent (5.0%) of base salary.
  - (c) Dispute Resolution: The determination of approved accredited, recognized colleges or universities and approved courses of study are not subject to the arbitration provision of this Agreement.
4. Chief Park Rangers are eligible for Peace Officers Standards and Training (POST) Incentive Pay to a maximum of ten percent (10%) of their base salary.
  - (a) Employees who have earned a Management Certificate from POST receive an additional five percent (5.0%) of their base salary.
  - (b) Employees who have earned an Executive Certificate from POST receive an additional five percent (5.0%) of their base salary.
5. Chief Criminal Investigators who possess a valid POST Management Certificate receive a pay incentive equal to five percent (5.0%) of their base salary.
6. Chief Forensic Pathologists are eligible for a pay incentive equal to ten percent (10.0%) of their base salary.

Employees in the Chief Forensic Pathologist classification are eligible for a ten percent (10.0%) differential upon completion of an accredited training program, with or without Board certification, in one or more of the following areas: Neuropathology, Forensic Odontology, Radiology, Forensic Anthropology, Cardiac Pathology, Pediatric Pathology, and Forensic Toxicology. At the appointing authority's discretion with the concurrence of the Office of Labor Relations, additional eligible specialties may be added.

7. Accounting and Auditing classifications are eligible for an Education Incentive as follows:

- (a) A differential of five percent (5.0%) for receipt and maintenance of the following certificates: Certified Public Accountant (CPA); Certified Internal Auditor (CIA); and Certified Information System Auditor (CISA). Employees must provide proof of maintenance at the beginning of each fiscal year to continue receipt of the incentive.
- (b) A differential of five percent (5.0%) of base salary for possession of a Masters of Science in Accountancy, Masters in Business Administration (with at least once course in Accounting), or a Masters in Public Administration. These degrees must be from an accredited college or university as confirmed by the Department of Personnel Services.
- (c) The differentials in Sections 7.6.m(6) subsections (a) and (b) will not be combined, and employees will not be eligible for more than five percent (5.0%) for multiple certification(s) and/or masters degree(s).
- (d) The following are considered Accounting and Auditing classifications for the purposes of determining eligibility for the Education Incentive described in this section:
- Accounting Manager
  - Audit Manager
  - Chief Accounting Fiscal Services DPW
  - Chief Financial Administrative Officer
  - Chief Financial Reporting & Control
  - Sr. Accounting Manager

m. Retention Differential

Employees in the Human Services Division Manager Range B assigned as the Director of Nursing in DHHS, Health Program Coordinator Range A, Senior Health Program Coordinator Range A or B, Health Program Manager, and Treatment Center Program Coordinator classifications in the nursing series who have five (5) years of service since attaining the top salary step will receive a five percent (5%) retention differential. In addition, employees in the above classifications who have ten (10) years of service since attaining the top salary step will receive a two and a half percent (2.5%) differential.

Incumbents receiving this retention differential totaling either five percent (5%) or seven and one-half percent (7.5%) as of November 30, 2025, and who are subsequently reclassified to the Nursing Manager series will continue to receive these amounts. During the period of this Agreement, either party may request to reopen to discuss the continuation of this retention differential. As of November 30, 2025, employees not previously receiving this will be ineligible for this differential.

- (3) Food Service Managers assigned in writing to work at the Youth Detention Facility receive a five percent (5.0%) differential.
- (4) The Human Services Division Manager Range B assigned to correctional health receives a five percent (5.0%) differential.
- (5) Mental Health Program Coordinators assigned in writing to work at the Probation Department's Youth Detention Facility (YDF) receive a fifteen percent (15.0%) differential.

s. Mental Health Program Coordinator Team Differentials

Employees in the class of Mental Health Program Coordinators are eligible for the team differentials below. A Mental Health Program Coordinator, however, is only eligible for one (1) differential at a time.

1. Mobile Crisis Unit

Mental Health Program Coordinators who the Department of Health Services assigns to the Mobile Crisis Support Team receives ten percent (10.0%) of their base rate of pay. The discretion of such assignment resides with the Department of Health Services.

2. Wellness Response Team

A Mental Health Program Coordinator assigned by the Department of Health Services to the Wellness Response Team receives ten percent (10.0%) of their base rate of pay. The discretion of such assignment resides with the Department of Health Services.

3. Community Support and Homeless Encampment Teams

A Mental Health Program Coordinator assigned by the Department of Health Services to the Community Support Team or the Homeless Encampment Team receives five percent (5.0%) of their base rate of pay. The discretion of such assignment resides with the Department of Health Services.

t. Uniform Allowance

Battalion Chiefs receive a biweekly uniform allowance of \$38.46.

u. Dual Licensure Differential

Employees in the classifications of Sr. Civil Engineer, Sr. Transportation Engineer, and Principal Engineer who received a five percent (5.0%) dual licensure differential prior to 7/18/2023 will continue to be eligible for this differential.

v. Supervising Public Health Nurses Acting in Place of Nurse Manager 2

When a Supervising Public Health Nurse is assigned in writing by an appointing authority or designee to fill behind a Nurse Manager 2 because of a vacancy or absence of the Nurse Manager 2, the Supervising Public Health Nurse will receive a differential of 5% of the employee's base pay.

This differential does not continue (nor is any compensation authorized) in excess of five (5) months and twenty-nine (29) days in a rolling calendar period, which begins on the first day of the acting assignment.

In rare circumstances, extension of an assignment may be approved based on specific operational needs and must be consistent with the application of this agreement. Extension of an assignment beyond five (5) months and twenty-nine (29) days requires the approval of the Appointing Authority and the Director of Personnel Services.

w. Director of Public Health Nursing

A 7.5% pay differential shall be paid to the Nursing Division Manager position assigned to serve as the County Director of Public Health Nursing, as required under the California Code of Regulations Title 17.

This addendum shall be incorporated into the 2025-2029 Agreement.

1/23/2026  
Date

SCMA

  
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Jason Jasmine  
Chief Negotiator

County of Sacramento

  
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Matt Connolly  
Labor Relations Manager