

**ADDENDUM #1
TO THE
2025-2028 AGREEMENT
BETWEEN
COUNTY OF SACRAMENTO
AND
UNITED PUBLIC EMPLOYEES (008)
REPRESENTING EMPLOYEES IN THE
WELFARE NON-SUPERVISORY UNIT**

This Addendum #1 is to the 2025-2028 Agreement between the County of Sacramento and the United Public Employees, representing employees in the Welfare Non-Supervisory Unit.

Effective the pay period following Board of Supervisors' approval, the parties agree to establish the salary levels for the Child Development Specialist Level I/II and the Senior Child Development Specialist as shown below:

Class Title	Entry Step / Range	Step 5	Step 6	Step 7	Step 8	Step 9	
Senior Child Development Specialist	5/3552	29.23 2338.40 5086.00 61032	30.69 2455.20 5340.08 64081	32.22 2577.60 5606.25 67275	33.83 2706.40 5886.42 70637	35.52 2841.60 6180.50 74166	Hourly Biweekly Monthly Annually
Child Development Specialist Level II	5/2960	24.35 1948.00 4236.92 50843	25.57 2045.60 4449.17 53390	26.85 2148.00 4671.92 56063	28.19 2255.20 4905.08 58861	29.60 2368.00 5150.42 61805	Hourly Biweekly Monthly Annually
Child Development Specialist Level I	5/2691	22.14 1771.20 3852.33 46228	23.25 1860.00 4045.50 48546	24.41 1952.80 4247.33 50968	25.63 2050.40 4459.58 53515	26.91 2152.80 4682.33 56188	Hourly Biweekly Monthly Annually

7.3 Benchmark Relationships

The Human Services Social Worker (28435) is the benchmark classification for the following classifications:

~~28910 Child Development Aide~~
 28909 Child Development Specialist Lv 1
TBD Child Development Specialist Lv 2
~~28908 Child Development Specialist 2~~
TBD Senior Child Development Specialist
 28471 Human Services Social Worker Master's Degree
 28433 Human Services Social Worker Range B
 28003 Family Service Worker Lv 1
 28005 Family Service Worker Lv 2
 28485 Social Worker Student Trainee
 28539 Vocational Assessment Counselor
 29119 Workforce Coordinator

The Human Services Specialist Lv. 2 (28837) is the benchmark classification for the following classifications:

28404 Human Services Assistant
29106 Human Services Q & R Specialist
29616 Human Services Specialist Lv 1

7.8 Special Pay Allowances

b. Weekend Shift: An employee in the classification series of Human Services Social Worker, Family Service Worker, Senior Child Development Specialist or Child Development Specialist Level I/II will receive weekend shift differential of one dollar and fifty cents (\$1.50) per hour for regularly scheduled hours worked on Saturday and/or Sunday.

7.11. FSW Acting Assignment Incentive

An employee in the classification of Family Services Worker I or II, will receive a five percent (5%) differential when assigned to fill behind a vacant Child Development Specialist, Level I/II ~~4 or 2~~ position or a Senior Child Development Specialist position, or to cover an absence of an incumbent in Child Development Specialist, Level I/II ~~4 or 2~~ position or a Senior Child Development Specialist position.

12.6 Education and Certification Incentive Pay (Exhibit E)

Child Development Specialist <u>Lv 1</u>	Family Service Wkr Punjabi/E Indian Lv 2
<u>Child Development Specialist Lv 2</u>	Family Service Wkr Russian LC Lv 1
Family Service Wkr AfricAmer CL Lv 1	Family Service Wkr Russian LC Lv 2
Family Service Wkr AfricAmer CL Lv 2	Family Service Wkr Span LG Latin CL Lv 1
Family Service Wkr Armenian LC Lv 1	Family Service Wkr Span LG Latin CL Lv 2
Family Service Wkr Armenian LC Lv 2	Family Service Wkr Vietnamese LC Lv 1
Family Service Wkr Chinese LC Lv 1	Family Service Wkr Vietnamese LC Lv 2
Family Service Wkr Chinese LC Lv 2	Human Svcs Asst
Family Service Wkr Filipino LC Lv 1	Human Svcs Asst AfricAmer CL
Family Service Wkr Filipino LC Lv 2	Human Svcs Asst Armenian LC
Family Service Wkr Japanese LC Lv 1	Human Svcs Asst Chinese LC
Family Service Wkr Japanese LC Lv 2	Human Svcs Asst Filipino LC
Family Service Wkr Korean LC Lv 1	Human Svcs Asst Japanese LC
Family Service Wkr Korean LC Lv 2	Human Svcs Asst Korean LC
Family Service Wkr Laotian LC Lv 1	Human Svcs Asst Laotian LC
Family Service Wkr Laotian LC Lv 2	Human Svcs Asst Native Amer CL
Family Service Wkr Lv 1	Human Svcs Asst Punjabi LG E Indian CL
Family Service Wkr Lv 2	Human Svcs Asst Russian LC
Family Service Wkr Native Amer CL Lv 1	Human Svcs Asst Spanish LG Latin CL
Family Service Wkr Native Amer CL Lv 2	Human Svcs Asst Vietnamese LC
Family Service Wkr Punjabi/E Indian Lv 1	

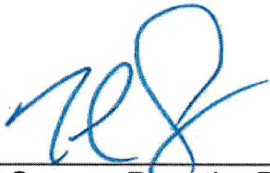
16.8 Supervisory Positions Pay Differential

- a. Employees assigned in writing by the appointing authority to a supervisory or a Senior Child Development Specialist # position, as designated in the County salary resolution for a period in excess of two (2) working days, for relief necessitated by the incumbent's absence from duty or pending the filling of a vacant position, the employee shall receive a pay differential equivalent to what the employee would receive if appointed to the class under civil service procedure. Such payment shall

begin the first day of assignment.

- b. The above pay differential shall cease (1) when the absent supervisory or Senior Child Development Specialist II incumbent returns to duty, (2) when the vacant position is filled, or (3) when the assignment is terminated by the appointing authority, whichever occurs first. However, under no circumstance may any assignment continue nor is any compensation authorized in excess of sixty (60) workdays, unless so authorized in writing by the Director of Personnel Services, in which case an additional fifteen (15) workdays may be authorized. The purpose of the fifteen (15) workday extension is to allow the necessary time to make a civil service appointment to the position.
- c. This pay differential shall not be utilized to circumvent the civil service appointment process.
- d. When an acting supervisor or Senior Child Development Specialist II is assigned pursuant to this section, the County shall not rotate the assignment so as to avoid payment of the differential.
- e. When an employee who is receiving Special Skills Differential Pay is formally assigned to an active supervisor position and maintains a caseload or performs work tasks consistent with their permanent classification, the incumbent shall not lose Special Skills Differential Pay.
- f. Employees assigned in writing to train their peers on processes and/or procedures will receive five percent (5.0%) of their base rate of pay for those hours actually training on an hour-for-hour basis. Training assignment and compensation will not exceed sixty (60) workdays.

This addendum shall remain in full force and effect to and including June 30, 2028.



Ted Somera, Executive Director
United Public Employees



Tezra Sledge, Business Agent
United Public Employees

8/17/20

Date



Karen Farrel, Labor Relations Officer
County of Sacramento