

**ADDENDUM # 5
TO THE
2022-2025 AGREEMENT
BETWEEN
COUNTY OF SACRAMENTO
AND
AFSCME, LOCAL 146, AFL-CIO**

Revise Sections 7.1 and 7.8 of the Health Services Agreement as follows:

7.1 SALARY INCREASES

- A. Effective June 19, 2022, salaries shall be increased four percent (4%).
- B. Effective June 18, 2023, salaries shall be increase four percent (4%)
- C. Effective June 30, 2024, salaries shall be increased based on the average percent year-to-year change in the Consumer Price Index (United States City Average Urban Wage Earners and Clerical Workers) reported for each of the twelve (12) months ending with the month of March 2024, rounded to the nearest one tenth of one percent (1/10%), provided, however, such increase shall not be less than two percent (2%) or more than four percent (4%).
- D. The following classes shall receive equities as described below:

Class	Fiscal Year 2022/2023	Fiscal Year 2023/2024
Mental Health* Counselor	7%	3%***
Sr. Mental** Health Counselor	7%	3%***
Mental Health* Worker	5%	2%
Mental Health** Worker Licensed	5%	2%
Sr. Mental** Health Worker Licensed	5%	2%
Mental Health** Discharge Planner	5%	2%
Licensed** Vocational Nurse	5%	2%

Licensed** Vocational Nurse, D/CF	5%	2%***
Dietitian*	5%	1%
Nutrition** Assistant I & II	5%	-
Sr. Nutrition** Assistant	5%	-
Radiological Technician*	5%	2%
Laundry Worker**	5%	-
Medical Assistant*	5%	-

*Denotes benchmark classification

**Denotes classification tied to benchmark

***These equities will become effective April 9, 2023.

7.8 CORRECTIONAL RECRUITMENT INCENTIVES

Employees in the classes of Physician's Assistant, , Pharmacist, Pharmacy Technician, Mental Health Counselor, Sr. Mental Health Counselor, Sr. Food Services Cook (excludes YDF), Food Services Cook (excludes YDF), Food Services Worker (excludes YDF), Baker, Dental Hygienist and Public Health Aide shall receive a 15% differential applicable to the base salary for the purpose of recruitment and retention. Effective April 9, 2023, employees in the class of LVN D/CF will not be eligible for this differential and shall instead have the amount incorporated into the base wage.

Employees in the class of Medical Assistant shall receive a 10% differential applicable to the base salary for the purpose of recruitment and retention. Employees in the classes of Laundry Worker, Food Services Worker, Food Services Cook, and Sr. Food Services Cook assigned to work at the Youth Detention Facility (YDF) will receive a 5% differential applicable to the base salary.

Effective April 9, 2023, employees in the class of LVN D/CF will not be eligible for this differential and shall instead have the amount incorporated into the base wage.

New Wage Scale for LVN D/CF

Effective April 9, 2023, after rolling in the Correctional Differential Incentive (Section 7.8) into base wage and accelerating the 2% equity in Section 7.1, the LVN D/CF class salaries shall be as follows:

Class Title	Entry Step/Range	Step 5	Step 6	Step 7	Step 8	Step 9	
Licensed Vocational Nurse D/CF	5/3857	31.72	33.31	34.98	36.73	38.57	Hourly
		2,537.60	2,664.80	2,798.40	2,938.40	3,085.60	Biweekly
		5,519.25	5,795.92	6,086.50	6,391.00	6,711.17	Monthly
		66,231	69,551	73,038	76,692	80,534	Annually

Following approval by the Board of Supervisors, this addendum shall be incorporated into the 2022-2025 Health Services agreement.

For AFSCME:

Wendy Pelletier
Wendy Pelletier
Business Agent
DATE: 3/15/23

For Sacramento County:



Matt Connolly
Labor Relations Officer

DATE: 3/15/2023