

**ADDENDUM # 2
TO THE
2016-2020 AGREEMENT
BETWEEN
COUNTY OF SACRAMENTO
AND
CALIFORNIA NURSES ASSOCIATION
COVERING ALL EMPLOYEES IN THE
NURSES UNIT**

This addendum # 2 is to the 2016-2020 Agreement between the County of Sacramento and the California Nurses Association covering all employees in the Nurses Unit.

Effective upon ratification by CNA and approval by the Sacramento County Board of Supervisors the parties agree to the following changes to the Agreement:

1. Change Article XX, TERM, to read as follows:

20.1 TERM

- a. The provisions of this Agreement shall be effective on July 1, 2016, except as otherwise specifically provided.
- b. This agreement shall remain in full force and effect to and including June 30, 2021.

2. Change Article VII SALARIES, to read as follows:

7.1 SALARY INCREASES

- a. 2016-2017 Salaries: No Cost of Living Adjustment
- b. 2017-2018 Salaries: Effective the first pay period following the approval of the 2016-2020 labor agreement by the Board of Supervisors, salaries for all classes shall be increased by six percent (6%).
- c. 2018-2019 Salaries: Effective the first pay period of July 2018, salaries shall be increased based on the average percent of year to year change in the Consumer Price Index (CPI) (U.S. City Average, Urban Wage Earners and Clerical Workers) reported for each of the twelve (12) months ending with the month of March 2018, rounded to the nearest one-tenth of one percent (1/10%), provided however; such increase shall not be less than two percent (2%) nor more than five percent (5%).

MZ
7/19/2020

MCS
07/09/2020

d. 2019-2020 Salaries: Effective the first pay period of July 2019, salaries shall be increased based on the average percent of year to year change in the Consumer Price Index (CPI) (U.S. City Average, Urban Wage Earners and Clerical Workers) reported for each of the twelve (12) months ending with the month of March 2019, rounded to the nearest one-tenth of one percent (1/10%), provided however; such increase shall not be less than two percent (2%) nor more than five percent (5%).

e. 2020-2021 Salaries: Effective the first pay period following approval of this Addendum #2 by the Board of Supervisors, salaries shall be increased by two percent (2%).

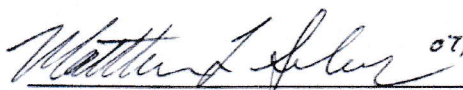
e. Effective August 11, 2002, nurses who have five (5) years service since attaining the top salary step will receive a 5% retention differential. In addition, nurses who have ten (10) years of service since attaining the top salary step will receive a 5% differential. This second 5% differential is in addition to the 5% after five (5) years at top step. Both differentials shall be considered part of the hourly rate and applied to all hours paid.


f. Salary increases are calculated at Step "9".

g. All salary increases are approximate and may vary slightly for different classes due to rounding.

This Addendum shall remain in full force and effect to and including June 30, 2021.

_____ 7/9/2020
Date

 07/09/2020
California Nurses Association


Sacramento County