

Passed Time: _____
Date: 2/17/26

County - Proposal # 1
SEIU All Units

Offered: February 17, 2026

Subject: 1.4 Discrimination in Employment Prohibited

Interest: Update language to be legally compliant with Federal and State law.

Proposal:

1.4 Discrimination in Employment Prohibited

No employee shall be discriminated against in any aspect of employment because of age, ancestry, color, creed, gender, gender expression, gender identity, genetic information, marital status, medical condition (cancer or genetic characteristics), military or veteran status, national origin, physical or mental disability, political affiliation or belief, pregnancy, race, religion, sex, sexual orientation, or on any other basis prohibited by applicable federal and State law.

Any employee who believes they have been harassed or discriminated against because of any of the above reasons, may bring the matter to the attention of the supervisor or may consult with their Department Equal Employment Opportunity Coordinator. The initial contact should be made as soon as possible.

The Department Equal Employment Opportunity Coordinator shall process the complaint in accordance with Civil Service Rule 20, Section 3. Informal Complaint Process.

1.4.1 American with Disabilities Act (ADA) and Fair Employment and Housing Act (FEHA)

San Joaquin County shall comply with the provisions of the ADA and FEHA. Individuals requesting reasonable accommodation(s) shall make a request to their supervisor or manager, supported by medical certification from a medical provider. The request shall identify the specific work restrictions along with any recommended reasonable accommodation(s) needed in the workplace. The medical certification shall also specify the anticipated duration needed for the work restrictions. The manager and/or supervisor shall engage in a good faith, timely, interactive process with the employee in compliance with the ADA and FEHA. The manager or supervisor shall respond to the written request in writing within 10 days of receipt of supplemental materials. Documentation and/or information received through this process is subject to confidentiality laws. Human Resources, Disability Management Unit may be contacted for assistance and facilitation of the interactive process. Reasonable accommodation determinations are made at the department level.

County of San Joaquin
SEIU 1021
2026 CBA Negotiations

Passed
Time: 2/17/26
Date: _____

County - Proposal # 2

Offered: February 17, 2026

Subject: Section 2 Insurance

Interest: Cleanup and update language to remain consistent with current benefit Offerings throughout the County.

Proposal:

ALL UNITS

2 INSURANCE

2.1 Compliance with Applicable Benefits Laws and Eligibility Affordable Care Act (ACA)

During the life of this agreement, the County will maintain its health plans and health plan offerings in compliance with provisions of the Affordable Care Act (ACA) and all other applicable state and federal laws governing public sector employee benefit plans:

Eligibility for health benefits for variable-time employees will be determined based on the measurement and stability period provisions of the ACA all applicable state and federal laws governing public sector employee benefit plans. Coverage in the full-time health plans will be extended to employees who work on average 30 or more hours per week during each measurement period. If an employee is on leave of absence with pay, refer to section 2.8- Continuation of Insurance Benefits While on Leave.

2.2 Effective Date of Coverage

The effective date of coverage for new employee members in the health, dental, and vision insurance plans shall be the first day of the first bi-weekly pay period next following the date of appointment to employment as a regular employee or as a contract or part-time employee, who, by such contract or part-time provisions, is eligible for the stated insurance coverage, provided that coverage shall not be effective until the first day of the first bi-weekly pay period after and the

website.

For employees electing the buy-up PPO Plan, the County shall contribute at the same coverage level as the standard PPO Plan County contribution at all tier levels. Employees will pay the difference between the County contribution and the full rate of the buy-up PPO Plan at each coverage level.

If on a leave of absence without pay, refer to Section 2.9 – Continuation of Insurance Benefits While on Leave of Absence.

~~2.3.1.1~~ Medical Insurance Stipend: Full-time Employees

~~Regular full-time employees hired on or before July 1, 2012, whose base salary is \$40,000 per year or less and have employee-only coverage shall receive a ten dollar (\$10.00) per month stipend for medical insurance premiums provided the employee's share of the medical insurance premium increases by ten dollars (\$10.00) or more per month as a result of the implementation of the medical insurance premium cost share provided in Section 2.3.1 or any other subsequent increase in the employee's share of the medical insurance premium.~~

2.3.2 Dental Insurance: Full-time Employees

The County shall provide dental insurance coverage for eligible employees in one or more dental insurance plans. There shall be a primary dental plan, and a lower cost dental health maintenance organization (DHMO) plan may also be offered. Such plans may be fully insured or self-insured by the County. The County may also offer buy-up plan options. The County shall pay the employee-only premium and any increases thereof for the term of this memorandum in the standard plans. Any premium cost over the standard plan will be paid by the employee. Dependent dental coverage is available in any offered plans at the employee's expense.

For plans with orthodontia coverage, the plan will pay 50% of actual cost. The maximum amount of orthodontia coverage is \$1200, lifetime, per enrollee and eligible dependents.

The maximum annual benefit per person in the primary dental plan shall be \$3,000. The DHMO has no annual maximum.

A list of the current County plan offerings is available on the County's website (www.sjgov.org) under the Human Resources Benefits section.

2.3.3 Vision Insurance: Full-time Employees

The County shall provide vision insurance coverage for eligible employees and their dependents. The County may also offer buy-up plan options. Employees will receive the employee-only tier coverage at 100% for all vision plans, excluding the buy-up option, and any increases thereto, for the term of this memorandum. Any premium cost over the standard plan shall be paid

Eligible part-time employees as defined in 2.4(b) shall receive the County contribution of 80% of the medical premium and the employee shall contribute 20% of the employee-only medical premium in the full-time health plans, excluding the buy-up PPO plan. Dependent coverage in the full-time medical plans is available for eligible dependents at the employee's expense.

2.8.1 Health Savings Account

For employees who are enrolled in a Health Savings Account (HSA)-Qualified High-Deductible Health Plan (HDHP), the County will contribute \$700 per year for Employee Only and \$1,400 per year for Employee plus dependent(s) to an HSA. Funds will be deposited through the County's payroll process and sent directly to the County's approved ~~third-party~~third-party administrator (TPA), prorated over 26 pay periods. Employees can elect to make additional HSA contributions up to the IRS total combined (employer and employee contributions) HSA maximum contributions for single or family coverage and must stay within IRS requirements for prorating based on a particular calendar year HDHP enrollment in order to avoid tax penalties.

Employees who are not enrolled in an HSA-Qualified HDHP or who participate in a flexible spending account as provided in Section 2.8 are not eligible for participation in an HSA under this section.

2.9 Continuation of Insurance Benefits While on Leave of Absence

a. Employees on an Approved, Protected Leave of Absence

Regular full-time employees and part-time employees eligible for benefits (as defined in Section 7) who are on a protected leave of absence as identified in Section 3.9 of this MOU, retain eligibility for the employer-paid premium contributions for medical, dental, vision, and life insurance coverage during the time of protected leave regardless of the amount of paid time. To maintain benefits, the employee's share of the premiums necessary to continue their applicable insurance coverage shall be deducted from the employee's paycheck, or the employee must make arrangements with the County's Benefits office to pay the employee contribution of the premiums no later than the Monday of the County's pay week.

Employees receiving wage replacement benefits, such as State Disability Insurance (SDI), Paid Family Leave (PFL), or other voluntary products are not required to use leave accruals while on protected leave. Employees may elect to use available leave accruals in conjunction with wage replacement benefits to receive no more than 100% of their salary.

County - Proposal # 3

Offered: February 17, 2026

Subject: Section 3 Leaves

Interest: Cleanup and update language pursuant to recent changes in bereavement leave law and to remain consistent with leave language throughout the County

Proposal:

SIC (H)

3.1 Vacation

Except as specified below, regular full-time employees in this unit shall accrue and accumulate vacation according to the following schedule:

(a)	(b)	(c)	(d)	(e)
Hours on payroll equal to # of full continuous bi-weekly payroll periods	Hourly accrual rate	Maximum bi-weekly accrual hours	Approx. hours annual accrual	Maximum accumul. hours
less than 78	.0385	3.080	80	160
78, but less than 260	.0577	4.616	120	240
260, but less than 520	.0770	6.160	160	320
520 or more	.0885	7.080	184	320

Whenever an employee's accumulation of vacation reaches its maximum as provided above, any further vacation accrual shall be credited to such employee's sick leave accumulation until such time as the employee's vacation accumulation falls below the maximum allowed.

(d) An amount sufficient which, when added to an employee's temporary disability indemnity benefits received under Workers' Compensation, will result in a payment to the employee not more than the employee's regular salary.

(e) An amount sufficient which, when added to an employee's disability benefits received under State Disability Insurance or Paid Family Leave (if applicable), will result in a payment to the employee not more than the employee's regular salary.

(f) Regular full-time employees and part-time employees who are eligible for benefits (as defined in Section 7) and who have sick leave accruals can use up to forty (40) hours of such sick leave time to bond with care for a newborn, a newly placed foster child, or an adopted child.

(g) Part-time and temporary employees who are not eligible for benefits (as defined in Section 7), and who accrue sick leave pursuant to the Healthy Workplaces, Healthy Families Act of 2014, may use up to six (6) days, or forty-eight (48) hours, of accrued sick leave, per fiscal year. ~~Accrued sick leave must be used in fifteen minute increments up to the maximum amount.~~ A minimum of fifteen (15) minutes of accrued sick leave must be used up to the maximum amount.

(h) Sick leave may also be authorized for reasons covered by Labor Code 233 ("Kin Care") ~~section and~~ 246.5:

~~(i) San Joaquin County will comply with Labor Code section 233 ("Kin Care"),~~ maintaining all rights and provisions that are permitted by law Labor Code section 233.

3.3.3 Sick Leave Exclusion

~~No employee shall be entitled to sick leave because of any of the following:~~

~~(a) Disability arising from any illness or injury purposely self-inflicted or caused by the employee's misconduct;~~

~~(b) Illness, injury, quarantine or disability while on leave without pay;~~

~~(c) An employee who is scheduled to work on a regular holiday who is absent on that holiday due to illness, injury, or quarantine shall not be permitted to use sick leave but shall be deemed to have used the regular holiday.~~

ALL UNITS

3.4 Holidays

accruals for the five (5) days of bereavement leave. If no accrued leave is available, the employee may take leave without pay.

~~Regular full-time employees, part-time employees (as defined in Section 7), and job-share employees, who suffer the death of a qualifying family member may be allowed to be absent with pay for three (3) scheduled County work days for each qualifying family member who dies. Employees must take this leave within a seven (7) consecutive day period and will be paid only for days and hours they were scheduled to work:~~

~~A~~Qualifying family members is are:

- a. Spouse or registered domestic partner
- b. Child (natural, adopted, step-child, foster, legal ward, or child to whom the employee stands in loco parentis)
- c. Parent or parent-in-law (natural, adopted, step-parent, foster parent, legal guardian, or person who stood in loco parentis when the employee or employee's spouse or registered domestic partner was a minor child)
- d. Grandparent or great-grandparent of the employee or the employee's spouse or registered domestic partner
- e. Grandchild or great-grandchild of the employee or the employee's spouse or registered domestic partner
- f. Sibling or sibling-in-law of the employee or the employee's spouse or registered domestic partner

Bereavement leave can be taken intermittently and does not need to be consecutive. The employee must complete the Bereavement Leave within three (3) months of the qualifying family member's death. The three (3) months may be extended under extenuating circumstances as determined by and with the approval of the Department Head, but they shall not exceed one year.

Proof of the qualifying family member's death is required. Acceptable documents include, but are not limited to, death certificates, obituaries, signed verifications from funeral homes/mortuaries, or other documents deemed sufficient by management. Documents may be source-verified.

San Joaquin County will comply with the California Family Rights Act (CFRA), maintaining all rights and provisions permitted by state law. This does not imply a greater right to bereavement leave other than what is required by law or otherwise stated in this MOU.

- a. Spouse or registered domestic partner
- b. Child (natural, adopted, step-child, foster, legal ward, or child to whom the employee stands in loco parentis)
- c. Parent or parent-in-law (natural, adopted, step-parent, foster parent, legal guardian, or person who stood in loco parentis when the employee or employee's spouse or registered domestic partner was a minor child)
- d. Grandparent or great-grandparent of the employee or the employee's spouse or registered domestic partner
- e. Grandchild or great-grandchild of the employee or the employee's spouse or registered domestic partner
- f. Sibling or sibling-in-law of the employee or the employee's spouse or registered domestic partner

Bereavement leave can be taken intermittently and does not need to be consecutive. The employee must complete the Bereavement Leave within three (3) months of the qualifying family member's death. The three (3) months may be extended under extenuating circumstances as determined by and with the approval of the Department Head, but they shall not exceed one year.

Proof of the qualifying family member's death is required. Acceptable documents include, but are not limited to, death certificates, obituaries, signed verifications from funeral homes/mortuaries, or other documents deemed sufficient by management. Documents may be source-verified.

San Joaquin County will comply with the California Family Rights Act (CFRA), maintaining all rights and provisions permitted by state law. This does not imply a greater right to bereavement leave other than what is required by law or otherwise stated in this MOU.

In addition, employees may use an additional two (2) days of accrued leave for the death of the employee's spouse, registered domestic partner, parent or child as described above:

All leave used for bereavement under this section must be used within 30 days of the death of the qualifying family member. The 30 days may be extended under extenuating circumstances as determined by and with the approval of the Department Head, but shall not exceed one year. Proof of death of the qualifying family member is required. Acceptable documents include, but are not limited to, death certificates, obituaries or signed

may take one full shift per month, subject to the 40 hour maximum. An employee may take unpaid leave or may use accrued vacation, compensatory, floating holiday, ~~flexible holiday~~, or regular holiday time.

~~3.9.4 Pregnancy Disability Leave~~

~~Pregnancy disability leave without pay shall be granted to all eligible County employees in accordance with state and federal laws. Leave for medical reasons shall be granted with a physician's statement, and employees may use sick leave or other accrued leave in accordance with Section 3 of this Memorandum.~~

~~Current law provides up to four months of leave for pregnancy disability. Employees may also be eligible for an additional 12 weeks of leave under California Family Rights Act Section 3.9.1 of this Memorandum. The County will comply with any state or federal law and reserves any rights of restrictions.~~

~~3.9.5 Use of Leave Accruals While on Protected Leave~~

~~Employees receiving wage replacement benefits, such as State Disability Insurance (SDI) or Paid Family Leave (PFL), are not required to use leave accruals while on protected leave. Employees may elect to use available leave accruals in conjunction with wage replacement benefits to receive no more than 100% of their salary.~~

~~Employees who are not receiving wage replacement benefits must use available leave accruals to maintain at least thirty-two (32) hours of paid time per pay period, and must exhaust all available 25 leave accruals prior to taking leave without pay. Use of leave accruals is subject to the requirements of Section 3 of this MOU, to the extent permitted by state and federal law.~~

PROF (E), PPT (F), SIC (H), SUP (R)

3.13 Leave during Job Action

No employee shall be eligible for paid leave as a result of, or while participating in or engaged in, any concerted work action.

County of San Joaquin
And the
SEIU Associations
2026 CBA Negotiations

Passed
Time:
Date: 2/17/26

County - Proposal # 4

PROF (E) UNIT

Offered: February 17, 2026

Subject: Section 3.6.1

Interest: Clean up

Proposal:

3.6.1 Continuing Education Leave

Regular full-time employees in the Occupational Therapist, Physical Therapist, Speech Therapist, Audiologist series, Clinical Dietitian, Mental Health Clinician II, Public Health Nutritionist, Registered Environmental Health Specialist series, Registered Dairy Inspector and Pharmacist series shall be allowed twenty- four (24) hours of paid time off for continuing education effective July 1 of each fiscal year. Physician Assistants who have National Accreditation shall be similarly credited with forty (40) hours of continuing education leave.

Continuing education leave is paid time off for the purpose of obtaining training and/or education that will qualify towards the employee's continuing education requirements necessary to maintain licensure for their position, or for professional development and growth in their career field. Use of education leave is subject to verification of the training taken.

Continuing education leave under this section shall be scheduled at times mutually agreed to by the department head and the employee. If the leave is not used before the end of the fiscal year, the leave is forfeited. This leave has no cash value at any time.

For Educational Leave of Absence, see Section 3.8.3.

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Time: _____
Date: 2/17/26

County - Proposal #5

PROF (E) UNIT

Offered: February 17, 2026

Subject: Section 4.2.16

Interest: Update Clean up Language

Proposal:

4.2.16 License/Certificate Fees

The County agrees to reimburse the following classifications for fees required to renew State required license certification:

- Engineer IV
- Licensed Land Surveyor
- Plan Check Engineer
- Registered Environmental Health Specialist
- Clinical Lab Scientist I/II
- Pharmacist
- Physical Therapist
- Occupational Therapist
- Public Health Microbiologist
- Clinical Microbiologist I
- Any classification that requires a LPCC, LCSW or MFT license
- Engineering Geologist
- Speech Therapist
- Physician Assistant
- Clinical Dietitian
- Public Health Nutritionist
- Registered Dairy Inspector

Fees associated with initial certification will not be covered.

County of San Joaquin
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SEIU Associations
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Passed
Time:
Date: 2/17/26

County - Proposal # 6
PROF (E)

Offered: February 17, 2026

Subject: Section 5.6

Interest: Clean up Language obsolete (already occurred)

Proposal:

5.6 Overtime or Exempt Compensatory Time

Employees shall be compensated for overtime or additional hours worked in accordance with their Group designation:

- (a) Group 1 employees are those employed in classifications eligible for exemption from the overtime provisions of the Fair Labor Standards Act (FLSA) and designated by the Board of Supervisors to be salaried and, therefore, exempt from the overtime provisions of the FLSA. These employees may be required to periodically or routinely work long or irregular hours to fulfill the responsibilities of their positions. Group 1 employees shall be compensated for hours worked in excess of forty (40) hours in a work week, by the accrual of exempt compensatory time at the rate of one times the hours worked in excess of forty (40) hours in a given workweek. The maximum exempt compensatory time accumulation shall be eighty (80) hours. Exempt compensatory time shall have no cash value, except that any balance remaining at the time of separation may be converted to cash, without associated benefits or service credit.

County of San Joaquin
And the
SEIU Associations
2026 CBA Negotiations

Passed
Time:
Date: 5/17/26

County - Proposal #7

Unit- R Supervisors

Offered: February 17, 2026

Subject: Section 5.6 Overtime or Exempt Compensatory Time
Interest: Clean up Language (It has already occurred)

Proposal:

5.6 Overtime or Exempt Compensatory Time

Employees shall be compensated for overtime or additional hours worked in accordance with their Group designation:

- (a) Group 1 employees are those employed in classifications eligible for exemption from the overtime provisions of the Fair Labor Standards Act (FLSA) and designated by the Board of Supervisors to be salaried and, therefore, exempt from the overtime provisions of the FLSA. These employees may be required to periodically or routinely work long or irregular hours to fulfill the responsibilities of their positions. Group 1 employees shall be compensated for hours worked in excess of forty (40) hours in a work week, by the accrual of exempt compensatory time at the rate of one times the hours worked in excess of forty (40) hours in a given workweek. The maximum exempt compensatory time accumulation shall be eighty (80) hours. Exempt compensatory time shall have no cash value, except that any balance remaining at the time of separation may be converted to cash, without associated benefits or service credit.
- (b) Group 2 employees shall be compensated for overtime by either cash payment at the rate of one and one-half (1-1/2) times the employee's hourly salary (including applicable supplements) or by the accrual of compensatory time at the rate of one and one-half (1-1/2) times the overtime hours worked. The decision to compensate in

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Passed
Time: _____
Date: 2/17/26

**County - Proposal #8
All Unions**

Offered: February 17, 2026

Subject: Section 6

**Interest: Update Language to reflect “grade” system that was previously adopted
By the parties section 4.1**

Proposal:

6. SALARY ADMINISTRATION

6.1 Salary upon Appointment

New employees shall be appointed at the first step of the salary **rangegrade** adopted for the particular class of position to which the appointment is made. The Board of Supervisors or such individual as the Board may designate, upon certification of the Director of Human Resources that recruiting difficulties exist, may provide that a particular allocated position be filled at a step above the minimum of the **rangegrade** commensurate with the qualifications of the prospective appointee which are above the minimum requirements set forth in the class specifications.

Whenever such allocated position is filled in this manner, all incumbents of allocated positions who have qualifications above the minimum set forth in the class specification in the same class earning less than the step in the particular salary **rangegrade** at which the new employee enters may be raised to that step or to a lower step in the **rangegrade** upon the request of an Appointing Authority and the recommendation of the Director of Human Resources and subject to approval of the County Administrator.

Notwithstanding other provisions of this memorandum regarding merit advancement days, the merit advancement of all employees in that class of position may be changed in order to retain equitable relationships as recommended by the Director of Human Resources and approved by the County Administrator.

6.2 Step Increases

6.2.1 Regular Full-time Employees

A regular full-time employee shall be required to serve a merit advancement period of twenty-six (26) bi-weekly pay periods on each step of the salary **rangegrade** assigned to the classification of which the employee is an incumbent before becoming eligible for

6.2.2 Eligibility for Step Increases for Part-time and Temporary Employees

Employees designated as part-time shall complete 2080 hours of unbroken service (not taken off payroll) and a minimum of twenty-six (26) bi-weekly pay periods before advancing to the next step within the salary **rangegrade**.

For purposes of this section, if part-time and/or temporary seasonal employees reach the maximum allowable hours on payroll (1,500 hours) prior to the end of the ^{calendar} fiscal year and the position assignment is identified as on-going, departments will remove the employee from the work schedule until the beginning of the new ^{calendar} fiscal year in order to maintain unbroken service status.

6.3 Step Increases Withheld

Any step increase withheld because of administrative oversight or inadvertence shall be made retroactive to the normal effective date of the step increase.

Any step increase withheld for cause but, upon appeal, adjudicated in favor of the employee, shall be made retroactive to the normal effective date of the step increase or some intervening date determined by the adjudicating party. If the step increase is made retroactive to the normal effective date of the step increase, the employee shall retain the employee's current anniversary date. If some intervening date is determined by the adjudicating party, the employee shall not be eligible for the employee's next merit advancement for twenty-six (26) bi-weekly pay periods from the intervening date.

6.4 Salary Step on Promotion

An employee appointed to a position with a higher salary **rangegrade** shall have their salary adjusted to the first step of the new **rangegrade** or to the step in the new **rangegrade** which is at least 5% higher than the salary the employee was receiving prior to the promotion, whichever is greater, provided that the new salary is within the new **rangegrade**. For the purposes of this Section, pay supplements which are a percentage of base salary (except above class pay, special assignment pay, or supplemental pay that carry over to the promotion class) shall be added to the pre-promotion base salary prior to determining the appropriate step in the new **rangegrade**. The effective date of the promotion shall become the new merit advancement date for the employee and they shall not be eligible to receive a merit step increase until fifty-two (52) weeks after such date.

6.5 Order of Adjustments

County of San Joaquin

and SEIU 1021
2026 CBA Negotiations

Passed

Time: _____

Date: 2/17/25

Proposal #9

County Counter to Union's Section 7.1 Proposal of 01/28/26

All SEIU Units

Offered: February 17, 2026

Subject: Section 7 Part-Time Employment

Interest: Clarify part-time employment retirement requirements for exceeding part-time hours of 1,559 in a calendar year

Proposal:

7.1 Definitions of Part-time and Temporary

Definitions for part-time and temporary employment shall be as follows: In accordance with the definitions set forth in the Bylaws of San Joaquin County Employees' Retirement Association (SJCERA), for purposes of retirement system coverage only.

Part-Time Employment is defined as:

Part-time: The status of an employee who is appointed to a position which is less than three quarters time (defined as not more than one thousand five hundred fifty-nine (1559) + 560 hours on payroll in a calendar fiscal year). A part-time position is ongoing in nature and anticipated to exceed six (6) months' duration.

Part-time employees who meet the appropriate eligibility criteria may receive health insurance benefits (see Section 2.4), step increases (see Section 6.2.2) and/or holiday pay (see Section 3.4.2.2).

The definition of temporary employment shall be as follows:

Temporary: The status of an employee who is appointed to a position which is either seasonal in nature (not to exceed seven (7) months in a fiscal year) and recurs year to year, or who covers peak workloads or regular full-time employee absences (not to exceed nine (9) months in a fiscal year) in a position which is not ongoing in nature. Temporary positions are not to exceed one thousand five hundred fifty-nine (1,559) hours on payroll in a calendar year.

Temporary employees who meet the appropriate eligibility criteria may receive step increases (see Section 6.2.2).

County of San Joaquin

Passed

SEIU 1021

Time: _____

2026 CBA Negotiations

Date: 7/17/25

**County - Proposal #11
PROF (E) UNIT**

Offered: February 17, 2026

Subject: Section 7

Interest: BOS Adopted Audiologist Series need to add

Proposal:

7. PART-TIME EMPLOYMENT

The following provisions shall only apply to the following part-time or Per Diem Health Care Professional (HCP) employees: Physician Assistant series, Physical Therapist series, Pharmacist series, Occupational Therapist series, Speech Therapist series, Clinical Laboratory Scientist series, Audiologist series and Clinical Microbiologist series.

- a. At the time of hire, part-time employees in the above designated classes shall either be offered part-time employment with fringe benefits or be designated as Per Diem.
- b. Fringe benefits shall include health, dental, vision, and life insurance; vacation, sick leave, holidays; and other benefits as described in Sections 2 and 3 of this Memorandum.
- c. A part-time with benefits employee who is scheduled to work 41 hours in any given pay period will receive pro-rated leave based on the hours scheduled and will receive the County's contribution for health benefits for that pay period. A part-time with benefits employee will not lose health, dental, vision or life insurance benefits or vacation, holiday, or sick leave accrual if the employee is scheduled to work 41 hours in a pay period and is told not to come to work or is sent home prior to completing the whole scheduled

