

Memorandum of Understanding
between
County of Siskiyou
and
Organized Employees of Siskiyou County –
Miscellaneous Unit



September 28, 2025 - September 23, 2028

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Preamble

This agreement between the County of Siskiyou (County) and the Organized Employees of Siskiyou County (OESC) – Miscellaneous Unit, has as its purpose the promotion of harmonious labor relations between the County and OESC, and the establishment of rates of pay, hours of work, and other conditions of employment.

Article 1- Recognition

The County recognizes OESC as the sole and exclusive representative for regular employees in the classifications in Appendix "A" Recognition as amended.

Article 2- Employee Rights

2.1. Reinstatement

The County agrees that employees reinstated pursuant to County Personnel Policy, Section 6.4, within two (2) years of a resignation in good standing shall have seniority reinstated for purposes of County service for layoffs, leave accruals, salary step placement, etc.

Article 3- Association Rights

3.1. Association Payroll Deduction

Upon certification from OESC that an employee has signed an authorization for the deduction of dues, the County shall make payroll deductions in an amount determined by OESC. The County shall promptly remit deductions to OESC with a list of dues paying members. The County may transmit payment to OESC through Electronic Funds Transfers (EFT). Employee requests to cancel membership dues deductions must be directed to OESC. Upon notification from OESC that an employee has canceled membership, the County shall promptly cease dues deductions from the employee's paycheck. The County may only request a copy of a dues authorization card in the event of a dispute. OESC shall hold the County harmless from any and all claims and will indemnify it against any unreasonable costs in implementing these provisions, and shall indemnify the County for any claims made by the employee for deductions made in reliance on that certification, in accordance with Government Code §1157.12(a).

3.2. Employee Lists

The County will provide the Association with the name, job title, department, home or personal contact telephone numbers, work and personal email, and home address of new employees within thirty (30) days of hire, and a complete list of all employees every quarter. Employees have the ability to opt out in writing of the disclosure of their home address, home telephone number, personal cellular telephone number and personal email address on file with the employer.

3.3. Employee Orientation

New Employee Orientations (NEO) will generally be held biweekly. OESC will be provided with a breakout room to meet with new employees assigned to the bargaining unit for thirty (30) minutes. County Personnel will provide OESC with a list of employees and their contact information at the NEO. One (1) shop steward will be provided thirty (30) minutes of release time plus travel time to attend the NEO. The employee must notify their supervisor reasonably in advance in order to secure this paid release time. Such time shall not be unreasonably denied. County Personnel will provide OESC with the yearly schedule of the NEOs before December 15 of the preceding calendar year. The parties agree that this complies fully with Cal. Gov. Code § 3556.

3.4. Notice of Meet and Confer

The County shall provide notice to the Association President regarding changes in job classifications or policy that fall within the scope of representation under the MMBA. The Association shall have fifteen (15) days to request a meet and confer.

3.5. Bulletin Boards

The Association shall be allowed by a County department in which it represents employees, use of available bulletin board space for communications having to do with official organizational business (meeting notices, etc.). Such use may not interfere with the needs of the department.

All posted notices are subject to County approval (not prior), must have clearly indicated removal dates, and may not contain any inflammatory or derogatory statements.

Article 4- County Rights

The rights of the County include, but are not limited to, the exclusive right to determine the mission of its constituent departments, commissions and boards; set standards of service; determine the procedures and standards of selection for employment and promotion; direct employees; take disciplinary action; relieve employees from duty because of lack of work or for other legitimate reasons; maintain the efficiency of governmental operation; determine the methods, means and personnel by which government operations are to be conducted; determine the content of job classifications; take all necessary action to carry out its mission in emergencies and exercise complete control and discretion over its organization and the technology of performing its work.

4.1. Volunteers/Contracting Out

The County has an existing practice of using volunteers. Should the County intend to significantly expand the use of volunteers and as a result cause the displacement of employees, the County will so notice the Association and upon request, meet and confer with the Association on the impact of the expanded volunteer use.

In those instances where the County elects to contract out or has elected to contract out such work, activities, or services as determined to be in the County's best interest, and which do not displace any current, represented employee(s) the County shall not be obligated to provide any notice or any information to the Association. The County reserves the right to contract out at its sole discretion.

Article 5- Wages

5.1. Salary Schedule

The salary schedule will consist of seven (7) steps, with five percent (5.0%) between steps one (1) through five (5), and two and a half percent (2.5%) between steps five (5) through seven (7).

5.2. Step Advancement

Employees automatically receive a step advancement until they reach the top step of their salary schedule unless they receive a performance evaluation prior to their anniversary date where the overall rating is equivalent to "Unacceptable" or "Needs Improvement."

5.3. Work Periods

The standard work period is a seven (7) day period beginning on Sunday at 12:01 a.m. and continuing to Saturday at 12:00 a.m. (midnight).

5.4. Salary Increases

Effective September 28, 2025, all classifications will receive a three percent (3.0%) salary increase.

Effective September 27, 2026, all classifications will receive a three percent (3.0%) salary increase.

Effective September 26, 2027, all classifications will receive a three percent (3.0%) salary increase.

5.5. Overtime

Hours worked in excess of forty (40) hours per workweek will be considered overtime. Overtime is paid at one and one-half (1.5) times the employee's regular rate of pay.

5.6. Compensatory Time Off

Employees may elect to receive Compensatory Time Off (CTO) rather than payment for overtime. Employees may accrue a maximum of seventy-five (75) hours of CTO. Employees in the classifications of Agriculture and Standards Technician and County Trapper, pursuant to the Fair Labor Standards Act, may accrue a maximum of one

hundred and eighty (180) hours of CTO. On the final paycheck in December, all CTO hours in excess of one hundred (100) hours will be paid to the employee.

Effective September 27, 2026, employees may elect to receive Compensatory Time Off (CTO) rather than payment for overtime. Employees may accrue a maximum of fifty (50) hours of CTO. Employees in the classification of Vegetation Control Supervisor, pursuant to the Fair Labor Standards Act, may accrue a maximum of one hundred and twenty (120) hours of CTO. On the final paycheck in December all CTO hours in excess of one hundred (100) hours will be paid to the employee

Effective September 26, 2027, employees may elect to receive Compensatory Time Off (CTO) rather than payment for overtime. Employees may accrue a maximum of twenty-five (25) hours of CTO. Employees in the classification of Vegetation Control Supervisor, pursuant to the Fair Labor Standards Act, may accrue a maximum of eighty (80) hours of CTO.

This provision expires on September 23, 2028.

5.7. Standby Pay

An employee who is assigned to be on standby will receive fifty-five dollars (\$55.00) per standby shift. While on standby, employees will remain within fifteen (15) minutes of their residence or at a location approved by their Department Head or designee and be able to respond to duty within fifteen (15) minutes of being called to work.

5.8. Callback Pay

An employee who is called back and physically returns to work will receive either a minimum of three (3) hours at the overtime rate, or if the hours are contiguous to their normal work shift, the actual hours worked at the applicable rate of pay.

Employees who are able to perform work remotely will be paid for a minimum of thirty (30) minutes at the overtime rate per incident or actual time worked, whichever is greater.

Article 6- Other Pays

6.1. POST Pay

Employees who possess a Dispatcher Intermediate POST Certificate receive POST Certificate pay in the amount of two and a half percent (2.5%) of their base hourly rate of pay.

Employees who possess a Dispatcher Advanced POST Certificate receive POST Certificate pay in the amount of two and a half percent (2.5%) of their base hourly rate of pay.

POST pay is effective the pay period following submission to County Personnel.

6.2. Bilingual Pay

Employees who are routinely and consistently required to speak a language other than English, and who are able to do so fluently will receive bilingual premium in the amount of five percent (5.0%) of their base hourly rate of pay.

6.3. Shift Differential

Employees assigned to a scheduled shift where at least fifty percent (50.0%) of the shift is between 4:00 pm and 6:00 am will receive two and one-half percent (2.5%) of their base hourly rate of pay for the entire shift.

6.4. Working Out of Class

Employees assigned by their Department Head to work in a higher classification due to the extended absence (ten (10) consecutive work days) of the incumbent shall receive out of class pay in the amount of five percent (5.0%) of the employee's base rate of pay, or step one (1) of the new classification, whichever is greater.

6.5. Recovery Time

Employees who respond to after-hour emergencies, who spend three (3) hours or more, may use up to four (4) hours of recovery time. An employee who wishes to use recovery time must use vacation or CTO and must have approval of their supervisor in advance. The denial of recovery time is not subject to the grievance procedure.

6.6. License/Certification Fees

The County pays employees or state agency for County-required professional license fees (required to obtain state licensure) or other fees associated with obtaining or renewing state licensure.

The County reimbursement/payment shall cover license/certifications required by the County or the State. Optional or extra certifications requested to be covered may only be covered at the discretion of the Department Head in consultation with the Deputy County Administrator – Personnel and Risk Management Officer.

If employee's state licensure or credentials require Continuing Education Units (CEU's) to maintain active status, the County will reimburse the employee or pay directly for the cost of such CEU's upon submission of proof of a passing grade.

6.7. Social Services Division (SSD) Premium Pay

Effective January 1, 2025, Social Workers I/II/III assigned to the Child Welfare Services Unit will receive Social Services Division (SSD) Premium Pay in the amount of seven percent (7.0%) of their base rate of pay. This is not a compensable premium and is not reported to CalPERS.

Effective January 1, 2025, employees will receive Social Services Division (SSD) Retention Pay as follows:

One and a half percent (1.5%) upon the completion of twelve (12) months of consecutive service in the SSD; or

Three percent (3.0%) upon the completion of thirty-six (36) months of consecutive service in the SSD; or

Four and a half percent (4.5%) upon the completion of sixty (60) months of consecutive service in the SSD.

This is not a compensable premium and is not reported to CalPERS.

Article 7- Flexibly Staffed Classifications

Flexible staffing is used to designate classifications in a promotional series in which both the entry and journey level classes are assigned the same kinds of duties, the difference being the range of duties performed, the level of skill required, and the amount of supervision received.

Eligibility requirements include: the employee must have successfully completed the probationary period for the entry-level classification, have completed the time in the current classification as required for advancement to the higher level positions, and meets the minimum experience qualifications in the classification specification for the higher level classification. Experience within and outside County employment may be used.

The employee must be currently assigned the full range of duties associated with the higher-level classification and demonstrating the potential to succeed at this level.

Employees will be flexed to the next highest class in the series as soon as they are eligible, unless Personnel is previously notified that the employee does not meet the above criteria.

Article 8- Leaves

8.1. Sick Leave

Employees will accrue sick leave at the rate of three and seven-tenths (3.7) hours per pay period. Part-time employees will accrue sick leave on a pro-rated basis.

Employees may use up to forty-eight (48) hours annually for the care of an immediate family member. "Family Member" is defined as a parent, child, spouse, registered domestic partner, parent-in-law, sibling, grandchild, or grandparent.

Upon retirement employees may convert unused sick leave towards CalPERS service credit.

Employees with five (5) or more years of continuous service, upon death or retirement may receive thirty-three and one-third percent (33 1/3%) of the monetary value of their accrued and unused sick leave in excess of ninety-six (96) hours with a maximum payout of \$1,500.00.

8.2. Vacation

Employees with less than five (5) years of continuous employment will accrue 3.08 hours of vacation leave per pay period.

Employees with five (5) years but less than ten (10) years of continuous employment will accrue 4.62 hours of vacation leave per pay period.

Employees with ten (10) or more years of continuous employment will accrue 6.16 hours of vacation per pay period.

The maximum vacation accrual is 312 hours. Employees will be allowed to accrue above their vacation accrual limits during the calendar year. Employees who, on the first full pay period in January of any year, extend the vacation maximum of 312 hours, will not accrue additional vacation hours until the vacation balance is reduced to the limit allowed.

8.3. Holidays

The County Observes the following holidays:

New Year's Day	Labor Day
Martin Luther King's Birthday	Veteran's Day
President's Day	Thanksgiving Day
Cesar Chavez Day	Day after Thanksgiving
Memorial Day	Christmas Eve
Independence Day	Christmas Day

Employees who are on a flexible schedule must use vacation or CTO to augment the normal eight (8) hour shift on a holiday, or work the additional hour(s) during the same week. Employees who are required by their Department Head or designee to work an alternate work schedule will receive holiday pay for their scheduled shift.

8.4. Holiday-in-Lieu

Employees in the classifications of Communications Dispatch I and II, Senior Communications Dispatcher, and Institutional Cook are in positions that are scheduled to work without regard for the holidays listed above. Employees receive holiday-in-lieu in the amount of seven percent (7.0%) of their base hourly rate of pay in lieu of receiving any other form of holiday compensation.

Article 9- Health and Welfare

9.1. Health Insurance

Medical Insurance – The County contracts for employee, dependents, retirees and dependents medical insurance benefit plans through the CalPERS Public Employees Medical and Hospital Care Program.

The County will contribute up to the following amounts towards employee medical insurance coverage and cafeteria plan benefits:

Tier	Medical Benefit	Cafeteria Plan Benefit	Total Benefit
Employee only	Note 1	Note 2	Note 3
Employee plus one	Note 1	Note 2	Note 3
Employee plus family	Note 1	Note 2	Note 3

Note 1: The Medical Benefit is equal to the Minimum Employer Contribution (MEC) established annually by CalPERS.

Note 2: Cafeteria Plan Benefit is equal to the difference between Medical Benefit and the Total Benefit.

Note 3: The total benefit is equal to 85% of the Region 1 CalPERS Gold health plan plus 85% of the dental premium.

9.2. Vision Insurance

The County provides vision insurance for employees and their dependents.

9.3. Retiree Insurance

Employees hired before September 2, 2020, who maintain medical insurance through the County will receive reimbursement of insurance from the Auditors Office equal to one half of employee only CalPERS Region 1 Platinum premium minus the Minimum Employer Contribution.

Employees hired before January 1, 2022, who retire from the County may maintain dental insurance at a cost to the retiree of twenty-five dollars (\$25.00) per month.

Employees hired after December 31, 2021, who retire from the County may maintain dental insurance for the employee only at a cost of twenty-five dollars (\$25.00) per month.

9.4. Life Insurance

The County provides employees a \$50,000 life insurance policy.

Article 10- CalPERS Retirement

Employees hired prior to November 2, 2012, will receive the 2% at 55 miscellaneous CalPERS formula with the one (1) year final average compensation period. These employees pay the required seven percent (7.0%) member contribution, on a pre-tax basis.

Employees hired after November 1, 2012, who are not classified as a new member will receive the 2% at 60 miscellaneous CalPERS formula with the three (3) year final average compensation period. These employees pay the required seven percent (7.0%) member contribution, on a pre-tax basis.

Employees hired after December 31, 2012, who are classified as a new member will receive the 2% at 62 miscellaneous CalPERS formula with the three (3) year final average compensation period. These employees pay one half of the total normal cost as determined annually by CalPERS on a pre-tax basis.

All safety retirement formulas have the following optional CalPERS retirement benefits:

- Sick Leave Service Credit
- Military Service Credit
- Non-Industrial Disability Standard
- Post-Retirement Death Benefits: \$500.00 Lump Sum
- 2% Retirement COLA

Article 11- Miscellaneous

11.1. Tuition Reimbursement

Employees will be reimbursed for the cost of books and tuition for pre-approved classes, courses, seminars, and conferences which would enhance their job skills or qualifications for promotion or transfer, up to a maximum of \$500.00 per fiscal year. To be eligible for reimbursement, classes must be attended outside of the employee's normal working hours.

11.2. Uniform Allowance

Employees in the classifications of Animal Control Technician, Animal Shelter Coordinator, Building Maintenance Worker I/II/III, Bus Driver Series (Bus Driver I, Bus Driver II, Senior Bus Driver), Civil Processor, Criminal Records Technician I/II, Communications Dispatcher I/II, Fiscal Technician I/II assigned to the Civil/Training Division, Janitor I/II/III and Senior Communication Dispatcher will receive ten dollars (\$10.00) per pay period for the purchase and maintenance of required uniforms.

Employees in the classifications of Animal Control Officer and Community Service Officer will receive forty-four dollars (\$44.00) per pay period for the purchase and maintenance of required uniforms.

11.3. Personal Property Reimbursement

Personal property destroyed or damaged during the performance of job duties will be repaired or replaced by the County. Personal property which the County determined has been destroyed will be reimbursed at the following schedule:

Prescription eyeglasses	\$ 250.00
Sunglasses	\$ 175.00
Watches	\$ 400.00
Cell phone	\$ 1,000.00
Wedding ring	\$ 500.00
One tasteful ring	\$ 500.00
Earrings	\$ 250.00
Personal clothing (per item)	\$ 40.00
Required uniform components	at cost

11.4. Commercial Driver's License

County reimburses employees up to \$125.00 for the costs associated with a medical exam in order to maintain a commercial drivers' license or the County will pay for a medical exam for an employee to maintain a commercial license directly to the medical provider if the medical exam is conducted with a provider that has an established contract with the County.

County reimburses employees the additional costs of a Class A or B Driver's License for any classification required to maintain such commercial drivers' licenses, including any Departmental required endorsements, such as Hazardous Materials, etc. and for other classifications as determined by the Department Head to need such license or endorsement.

11.5. Blood Bank Donations

Employees are allowed to donate blood during work hours, limited to a maximum of two (2) hours per donation and eight (8) hours per calendar year.

Article 12- Deferred Compensation

The County matches twenty-five dollars (\$25.00) per pay period to the employee's designated deferred compensation program.

Article 13- Grievance Procedure

The purpose of these procedures is to afford employees simple means of obtaining consideration of their grievance by informal means at the department head level and review of the department head's decision without the use of legalistic forms and procedures.

A grievance may be filed if a management interpretation or application of a law, ordinance, resolution, regulation, or rule adversely affects the employee's wage, hours, or conditions of employment.

Excluded from the grievance procedure are performance evaluations and actions of the Board of Supervisors. This is not intended to limit the right of any employee or employee representative to approach the Board of Supervisors on any matter.

13.1. Procedural Steps

All grievances or complaints shall be filed on a form provided by the Deputy County Administrator – Personnel and Risk Manager under the following procedure:

a. Step 1: Immediate Supervisor

Each employee believing, he or she has a grievance, before filing the same in writing, shall discuss his or her problem or complaint with the immediate supervisor in an attempt to resolve the matter as simply and informally as possible. Said grievance must be discussed with the immediate supervisor within fifteen (15) working days of the situation giving rise to the grievance or from the date the employee should reasonably have expected to know of the situation giving rise to the grievance.

If the grievance has not been resolved at the immediate supervisor level within ten (10) working days after the discussion, the grievance may be submitted to the next management level.

b. Step 2: Appointing Authority/Department Head

If the grievance is not resolved under Step 1, it may be submitted to the appointing authority/department head. The grievance shall be submitted within fifteen (15) working days after the verbal decision of Step 1. Within five (5) working days after submission, the employee shall meet with the appointing authority or a designated representative, and within ten (10) working days after said meeting a written decision shall be delivered to the employee.

c. Step 3: County Grievance Panel

If the grievance is not resolved under Step 2, it may be submitted to a County Mediation Panel within ten (10) working days of the employee's receipt of the above decision. The panel will consist of the County Administrator or their designee and the Deputy County Administrator – Personnel and Risk Manager or their designee and two (2) representatives of the employee association. Within ten (10) working days after submission, the employee shall meet with the Mediation Panel and within five (5) working days after said meeting a written recommendation shall be delivered to the Deputy County Administrator – Personnel and Risk Manager. The Deputy County Administrator – Personnel and Risk Manager shall

provide the employee and the appointing authority a written decision within five (5) working days after receiving the Panel's recommendation.

d. Step 4: State Mediation

If the grievance is not resolved under Step 2/3, it shall be submitted to Personnel. Within five (5) working days after receipt the Deputy County Administrator – Personnel and Risk Manager shall contact the State Mediation and Conciliation Service and a mediation date will be scheduled at the soonest possible date.

e. Step 5: Board of Supervisors

If the grievance is not resolved under Step 4, it may be appealed to the Board of Supervisors. Such appeal shall be filed in writing with the Clerk of the Board of Supervisors within ten (10) working days from the time a decision was rendered in Step 4. The Clerk of the Board of Supervisors shall advise the Board of the grievance appeal within fifteen (15) working days. As soon as practicable thereafter, the Board of Supervisors shall hear the grievance in accordance with the rules for hearing established by the Board and make a written decision which shall be binding on all parties involved.

If an employee does not appeal the decision rendered regarding the grievance within the time limits, the grievance shall be considered resolved.

If a County representative does not render a decision to the employee within the time limitations, the employee may, within five (5) working days thereafter, appeal to the next step in the procedure.

If the management representative does not feel they have the authority to resolve the grievance, the grievance may be referred to the next step in the procedure.

The Deputy County Administrator – Personnel and Risk Management Officer may temporarily suspend the grievance processing on a unit, division, department, or county-wide basis in an emergency situation. If OESC has a grievance suspended, OESC may appeal to the Board of Supervisors.

By agreement in writing, the parties may extend any and all time limitations of this procedure.

A grievance resolved at any step of the grievance procedure shall be final and binding on the County and the grievant.

A grievance may be withdrawn by the grievant at any time, in writing, without prejudice.

Upon consent of the person hearing the grievance and the grievant, a petition may be resubmitted to a lower step in the procedure for reconsideration.

This provision will supersede the grievance language in the Employer-Employee relations policy.

Article 14- Layoffs

14.1. Grounds for Layoff

Employee(s) may be laid off when the position is no longer necessary, for reasons of economy, lack of work, lack of funds, if the position can be consolidated with another position, or for such reason(s) that the County deems sufficient for abolishing the position(s).

14.2. Layoff Procedure

When a reduction in work force becomes necessary, layoff(s) shall be accomplished by first determining the number of positions within each class that shall be reduced. Layoffs shall be determined by classification seniority, which is defined by time in class plus higher class within the classification series. An employee who is being laid off has the option of bumping to a previously held position based on classification seniority. Laid-off employees will be placed on a recall list for a period of two (2) years.

14.3. Recall Procedure

When a vacancy exists and employees are to be recalled, notice of the opening(s) shall be sent to the last mailing address as furnished by the laid off employee. To expedite the recall, more than one employee may be notified of an opening, but priority will be given to the employee who was laid off last. This recall notice shall be by certified mail and the employee shall have twenty-one (21) days to accept the offer of reemployment from the postmark date on the recall notice. Employees shall be required to report to work within forty-five (45) days of the postmark date on the recall notice. Employees shall be allowed to decline a recall one (1) time during the duration of the recall list. Declining a second recall opportunity will permanently remove an employee from the recall list.

Article 15- Concerted Activities

OESC agrees that under no circumstances will it recommend, encourage, cause or permit its members to initiate, participate in, nor will any member of the bargaining unit take part in, any strike, sit-down, stay-in, sick-out, slow-down, or picketing (hereinafter collectively referred to as work stoppage), in any office or department of the Employer, nor to curtail any work or restrict any production, or interfere with any operation of the County. Picketing shall be prohibited on matters involving wages, insurance coverage and leaves from work during the term of the Memorandum of Understanding. In the event of any such work stoppage by any member of the bargaining unit, the County shall not be required to negotiate on the merits of any dispute which may have given rise to such work stoppage until the work stoppage has ceased.

The County agrees not to lock out employees.

In the event of any work stoppage during the term of this Memorandum of Understanding, whether by OESC or any employee, OESC through its officers, shall immediately declare in writing and publicize that such work stoppage is illegal and unauthorized, and further direct its members in writing to cease the said conduct and resume work. Copies of such written notice shall be served upon the Employer. If in the event of any work stoppage OESC promptly and in good faith performs the obligations of this paragraph, providing the Association has not otherwise authorized, permitted or encourages such work stoppage, the Association shall not be liable for any damages caused by the violation of this provision. However, the Employer shall have the right to discipline, to include discharge, any employee who instigates, participates in, or gives leadership to, any work stoppage activity herein prohibited, and the Employer shall also have the right to seek full legal redress, including damages, against any employee.

It is understood that employees so disciplined retain appeal rights under the County's Employer Employee Relations policies and California law.

Article 16- Personnel Files

The County maintains one official personnel file for each employee. Employees have the right to inspect their personnel files, and may do so by scheduling review with the Deputy County Administrator – Personnel and Risk Manager during regular business hours of the County. No adverse comment will be entered into the employee's personnel file without the employee first receiving a copy of the document and the opportunity to read and sign the document except the document may be entered into the file if the employee refuses to sign the document, which shall be so noted.

The employee has the right to submit a rebuttal to any information being entered into their personnel file within thirty (30) days.

If the employee wishes to have a representative review their personnel file, the employee will provide the County with written authorization.

Article 17- Employee Performance Evaluations

Employees shall be reevaluated at least once a year. A formal evaluation shall be completed for each permanent employee and usually immediately before their anniversary date (step increase date).

Probationary employees shall be rated at least twice during the probationary period, once at mid-point and again before the completion of the employee's probationary period.

Other performance evaluations may be required under special circumstances.

Article 18- Probationary Period

New employees will serve a one (1) year probationary period. Employees who promote within their classification series will serve a six (6) month probationary period. Employees

who promote or transfer out of their classification series will serve a one (1) year probationary period.

Article 19- Mediation and Appeal of Disciplinary Matters

An employee may submit a disciplinary appeal to a voluntary, non-binding, advisory mediation step, utilizing the State Mediation and Conciliation Service, prior to submission to the Board of Supervisors. The initial appeal of disciplinary action is a 15-day appeal deadline.

Article 20- Effect of Prior Memorandums of Understanding

This Memorandum of Understanding supersedes and replaces all prior Memorandums of Understanding, side letters, personnel resolutions, oral or written, expressed or implied, between the parties, and shall govern the entire relationship and shall be the sole source of any and all rights.

Article 21- Severability

Should any provision of this Memorandum of Understanding be found to be inoperative, void, or invalid by a court of competent jurisdiction, all other provisions of this Memorandum of Understanding shall be in full force and effect.

Article 22- Term

This Memorandum of Understanding is effective September 28, 2025, and remains in effect through midnight of September 23, 2028.

Date: _____

County of Siskiyou

Angela Davis
County Administrative Officer

Michael W. Jarvis
Liebert Cassidy Whitmore

Hayley Hudson
Deputy County Administrator
Personnel and Risk Management Officer

Date: _____

OESC

Veronica Rivera
President, OESC

Matt Rokes
Rains Lucia Stern St. Phalle & Silver, PC

Appendix "A" Recognition

Accountant/Auditor II	Community Service Officer
Accountant/Auditor III	Cooperative Extension Coordinator
Accounting Specialist	County Trapper
Administrative Support Assistant	Crime Analyst
Agriculture & Standards Technician I	Criminal Records Technician I
Agriculture & Standards Technician II	Crimination Records Technician II
Air Pollution Specialist I	District Attorney Investigative Technician
Air Pollution Specialist II	Driver
Animal Control Officer	Elections/Board Clerk I
Animal Shelter Coordinator	Elections/Board Clerk II
Animal Shelter Technician	Eligibility Worker I
Assessor Recorder Technician	Eligibility Worker II
Assistant Planner	Eligibility Worker III
Associate Planner	Eligibility/Social Services Assistant I
Behavioral Health Services Specialist I	Eligibility/Social Services Assistant II
Behavioral Health Services Specialist II	Eligibility/Social Services Assistant III
Behavioral Health Clinician I	Employment & Training Worker I
Behavioral Health Services Crisis Worker I	Employment & Training Worker II
Behavioral Health Services Crisis Worker II	Employment & Training Worker III
Behavioral Health Services Peer Specialist	Engineering Technician I
Building Inspector I	Engineering Technician II
Building Inspector II	Engineering Technician III
Building Inspector III	Evidence Property Coordinator
Building Maintenance Worker I	Executive Secretary
Building Maintenance Worker II	Fiscal Assistant
Building Maintenance Worker III	Fiscal Technician I
Bus Driver	Fiscal Technician II
Cadastral Mapping Technician	Fiscal Technician III
Certified AOD Counselor I	Fleet Coordinator/Information System Specialist
Certified AOD Counselor II	Forensic Technician
Chief Animal Control Officer	Geographic Information System Specialist
Child Support Specialist I	Health Assistant
Child Support Specialist II	Health Educator
Child Support Specialist III	Health Information Assistant
Civil Engineer Assistant	Health Navigator
Civil Service Coordinator	Health Support Assistant
Code Enforcement Officer	Information System Specialist I
Communication Dispatch I	Information System Specialist II
Communication Dispatch II	Information System Specialist III
Community Outreach Coordinator I	Information System Specialist IV
Community Outreach Coordinator II	Information System Technician

Institutional Cook
Legal Office Coordinator
Legal Secretary
Library Technician
Natural Resources Specialist
Nutrition Assistant
Nutrition/Lactation Coordinator
Nutrition Support Assistant
Patient Rights Advocate/Health Assistant
Permit Technician
Probation Aide
Program Coordinator – Behavioral Health Services
Secretary
Senior Assessor – Recorder Technician
Senior Bus Driver
Senior Cadastral Mapping Technician
Senior Communications Dispatcher
Senior Forensic Technician
Senior Legal Secretary

Social Worker Assistant
Social Worker I
Social Worker II
Social Worker III
Staff Services Analyst I
Staff Services Analyst II
Support Services Technician
Tax Collection Technician
Transportation Analyst II
Transportation Services Coordinator
Treasury/Tax Collector Specialist I
Treasury/Tax Collector Specialist II
Vegetation Control Specialist
Veterans Services Officer
Veterans Services Representative I
Victim/Witness Advocate I
Victim/Witness Advocate II
Welfare Investigator I
Welfare Investigator II