OFF-THE-RECORD DRAFT. THIS DOCUMENT, ITS EXISTENCE AND CONTENTS, MAY NOT BE REVEALED BY THE AME OR ITS AGENTS TO ANY THIRD PARTY WITHOUT THE COUNTY'S CHIEF NEGOTIATOR'S PRIOR WRITTEN PERMISSION. 11/2/26

APPENDIX (On-Call/Standby)

Pursuant to Paragraph 11 of the 2025-2029 Agreement, the "pilot" standby pool will be added to the CBA as follows:

1. Any employee listed below as an "Essential Service Employee" who is required to remain "On Call" during a period the employee would normally be off from his/her regular work schedule will be entitled to 7% of their base hourly rate in accordance with Section 8 of the 2019-2024 Agreement for each hour he/she remains "on call."
2. The following titles whose job duties or capacity dictates that they remain "On Call" will be considered "Essential Service Employees" pursuant to Section 8 of the 2019-2024 Agreement:

DPW

- Engineering Aide, Sanitation
- Senior Engineering Aide, Sanitation
- Principal Engineering Aide, Sanitation
- Assistant Civil Engineer, Sanitation
- Mapping Specialist, Sanitation

Medical Examiner

- Forensic Scientist I - Biological Sciences, Chemistry, Firearms and Trace Evidence
- Forensic Scientist II - Biological Sciences, Chemistry, Firearms and Trace Evidence
- Forensic Scientist III - Biological Sciences, Chemistry, Firearms, Questioned Documents and Trace Evidence

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- Forensic Scientist IV - Biological Sciences, Chemistry, Firearms, and Trace Evidence
- Forensic Scientist Trainee

Health Services

- PHN I
- PHN II
- PHN III
- PHN IV
- NP

3. The County will continue to prorate the award of $200,000 for the 2026 calendar year. Effective January 1, 2027, the County will award $200,000 per calendar year. Any funds not expended during any calendar year will be rolled into the next year's pool money.
4. Those employees designated as on-call pursuant to this Appendix may be disciplined for failure to timely respond to a call for service while being compensated for the on-call status.
5. This Appendix will not change the County's inherent rights, as well as those pursuant to the Collective Bargaining Agreement and any memoranda of agreement, department policies or procedures or practice with respect to requiring employees to be on call and the County's authority to discipline employees for failing to timely respond to calls for service.