



Contract Number

SAP Number

Department of Public Health

Department Contract Representative Samantha Padilla
Telephone Number 909 677-3929

Contractor _____
Contractor Representative _____
Telephone Number _____
Contract Term Effective Date (as defined below)
through June 30, 2027

Original Contract Amount _____
Amendment Amount _____
Total Contract Amount _____
Cost Center _____
Grant Number (if applicable) _____

THIS CONTRACT is entered into in the State of California by and between San Bernardino County, hereinafter called the County, and _____ referenced above, hereinafter called Contractor.

IT IS HEREBY AGREED AS FOLLOWS:

WHEREAS, the County, through the Department of Public Health, hereinafter referred to as the "Department", will provide administrative support and participate in community engagement events that advance Community Health Improvement Plan (CHIP) strategies and activities; and

WHEREAS, the State of California has regulations and local government requirements that necessitate continued support for public health services that align with CHIP; and

WHEREAS, the County desires to obtain the services of Contractor on the conditions set forth in this Contract.

NOW, THEREFORE, in consideration of mutual covenants and conditions, the parties agree as follows:

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Attachment A – Contract Classification Listing with Designations

Attachment B – Position Descriptions

Attachment C – PH Contract Salary Table

I. DUTIES AND RESPONSIBILITIES OF CONTRACTOR

- A. Contractor shall be employed as a(n) _____ (Classification - See Attachment A) assigned to the Public Health Department. Attachment A lists the Classifications in Column 1, and Attachment B provides the specific duties and responsibilities assigned to Contractor by classification. Attachments A and B are attached and incorporated into this Contract by reference.
- B. Contractor shall perform public health related services at those places and times as scheduled by the Director of the Department or designee and other specific duties outlined in the appropriate position description.

II. CONFLICT OF INTEREST

As a condition of employment, Contractor does hereby agree to follow and uphold the Conflict of Interest policy of the County’s Personnel Rules as follows:

No official or employee shall engage in any business or transaction or shall have a financial or other personal interest or association which conflicts with the proper discharge of official duties or would tend to impair independence of judgment or action in the performance of official duties. Personal as distinguished from financial interest includes an interest arising from blood or marriage relationships or close business, personal, or political association. This section shall not serve to prohibit independent acts or other forms of enterprise during those hours not covered by active County employment providing such acts do not constitute a conflict of interest as defined herein. An employee is also subject to applicable provisions of the California Government Code, including but not limited to Sections 1090, 1126, 87100, and/or any other conflict of interest Code, policy, or rule applicable to County employment.

III. CODE OF CONDUCT

As a condition of employment, Contractor does hereby agree to follow County and Department policies, procedures, and standard practices, as well as the Code of Conduct.

IV. CONTRACT TERM

This Contract shall be effective (hereafter referred to as the “Effective Date”) the first day of a pay period following the completion of all of the following: 1) this Contract is signed and approved by both parties; 2) the successful completion by both parties of Contractor’s background and on-boarding process; and 3) satisfaction of Section VI., Paragraph E, “Evidence of Eligibility to Work.” This Contract shall remain in effect through June 30, 2027, subject to the termination provisions of this Paragraph. The Director of the Department or the Director’s designee is authorized to issue a written notice to Contractor to extend the term of this Contract for a maximum of two (2) successive one (1) year periods contingent on funding and need for service extension.

Notwithstanding the foregoing, either party may terminate this Contract at any time without cause with a fourteen (14) day prior written notice to the other party. This Contract may be terminated for just cause immediately by the Director of the Department. Contractor shall serve at the pleasure of the Director, or the Director’s designee, who shall have the full authority and discretion to exercise County rights under this Paragraph.

V. COMPENSATION OF CONTRACTOR

Upon the Effective Date of this Contract, Contractor shall be considered a contract employee in the County’s unclassified service. Contractor shall receive only the benefits and compensation specifically set forth in this Contract. This Contract provides for the full compensation to Contractor for services required hereunder. This Contract supersedes any prior employment contract of Contractor.

A. SALARY RATE

Contractor shall be compensated for services at a rate of \$_____ per hour and shall be assigned to step __ within the designated salary range (Attachment 1: Column 2) established for the job classification, commensurate with duties. Contractor does not gain probationary or regular status during the term of this Contract.

Contractors will receive one (1) step advancement, after each completion of 1,040 service hours during the term of the contract up to the top step of the range.

If Contractor is an existing County employee or existing County contract employee immediately prior to the Effective Date of this Contract with the same classification as identified in this Contract, then for purposes of calculating the 1,040 service hours merit step, upon the Effective Date of this Contract, the service hours will not reset and the existing hours will be carried over and counted.

B. RATE ADJUSTMENTS

Effective the pay period following July 10, 2027, the County shall provide all Contract PH program classification salary grades a three percent (3.0%) across the board salary increase as provided in Attachment C, attached hereto and incorporated herein by this reference.

Effective the pay period following July 8, 2028, the County shall provide all Contract PH program classification salary grades a three percent (3.0%) across the board salary increase as provided in Attachment C.

Additional salary adjustments to the ranges shall be effective only upon the execution of a written amendment to this Contract.

C. BILINGUAL COMPENSATION

Contractor in positions designated by the Department to perform bilingual translation involving the use of English and a second language (including American Sign Language) as a part of their regular duties, shall be entitled to bilingual compensation. Such compensation shall apply regardless of the total time required per day for such a translation. Contractors in such positions must be certified in one of three (3) levels of competency certification solely determined and administered by Human Resources: Level 1 - verbal skill level: the use of English and a second language in verbal contexts which may require interpretation of simple documents in the second language; Level 2 - written skill level: reading, writing and speaking English and a second language; and Level 3 (technical skill level: reading, writing, and speaking English and a second language using medical or legal terminology). Compensation per pay period shall be as follows: Level 1 -verbal skill level at fifty dollars (\$50.00) per pay period, Level 2 - written skill level at fifty-five dollars (\$55.00) per pay period, and Level 3 - technical skill level at sixty dollars (\$60.00) per pay period.

D. OVERTIME

If Contractor is authorized by the Department Director, or designee, to work overtime, Contractor shall be eligible to receive overtime compensation as determined by their position's Fair Labor Standards Act (FLSA) designation.

All Classifications in Attachment A, Column 3, are identified as FLSA COVERED and are eligible to receive overtime, defined as all hours actually worked, in excess of forty (40) hours a work period during a pay period. Overtime shall be reported in increments of full fifteen (15) minutes and is non-accumulative and non-payable when incurred in units of less than fifteen (15) minutes. Contractor authorized by the Department Director or designee to work overtime shall be compensated at premium rates, i.e., one and one-half (1-1/2) times the employee's regular rate of pay. Payment for overtime compensation shall be made on the first payday following the pay period in which such overtime is worked, unless overtime compensation cannot be computed until some later date, in which case overtime compensation will be paid on the next regular payday after such computation can be made. In lieu of cash payment, upon request of the Contractor and

Department Director or designee, an employee may accrue compensating time off at premium rate. Cash payment at the employee’s regular rate of pay shall automatically be paid for any compensating time which exceeds eighty (80) hours, or for any hours on record immediately prior to termination of the contract.

E. PAYMENT

Contractor shall be paid bi-weekly for hours actually worked according to the procedures established by County's Auditor/Controller.

F. LEAVE PROVISIONS

Contractor shall receive, or be subject to, the following Leave Provisions in the same manner and amount as in the Consolidated MOU: Bereavement, Holiday, Sick, and Vacation. Refer to Paragraph R in this Section for processing of leave balances upon termination of this Contract.

Contractors placed in any of the identified classifications who have been previously employed by the Department within the past three years may receive Credit for up to three (3) years (full time equivalent) previous experience in determining their vacation accrual rate. Such determination as to the comparability of previous experience and amount of Credit to be granted rests solely with the Director of Human Resources. Requests for prior service Credit should be made at the time of hire or as soon as possible thereafter, but in no event later than one (1) year from the employee’s hire date.

G. MEDICAL AND DENTAL COVERAGE

Contractor must enroll in a medical and dental plan offered by the County unless already enrolled in comparable employer-sponsored group coverage. If eligible, Contractor shall receive the Medical Premium Subsidy (MPS) to offset the cost of medical plan premiums charged to Contractor. The MPS shall not be considered compensation earnable for purposes of calculating benefits or contributions for the San Bernardino County Employee’s Retirement Association. The applicable MPS shall be paid directly to the provider of the County-sponsored medical plan in which the eligible Contractor has enrolled. In no case shall the MPS exceed the total cost of the medical insurance premium for the coverage selected (e.g., when the MPS amounts exceed the lowest HMO cost).

Contractor shall receive MPS amounts per pay period as applicable, in the same manner as provided in the Consolidated MOU.

If enrolled in a County-sponsored medical plan and all other Plan eligibility requirements are met, Contractor shall receive a Dental Premium Subsidy (DPS) amount per pay period as applicable:

Coverage Type	Scheduled for 40 to 60 hours	Scheduled for 61 to 80 hours
Employee Only		
Employee + 1	\$4.73	\$9.46
Employee + 2		

The applicable DPS amount shall be paid directly to the provider of the County-sponsored dental plan in which the eligible employee has enrolled. In no case shall the DPS exceed the total cost of the dental insurance premium for the selected coverage (e.g., when the DPS amounts exceed the dental plan cost).

To be eligible for the MPS and DPS, Contractor must be scheduled for a minimum of forty (40) hours per pay period and be in paid status.

Contractor shall not receive opt-out or waive amounts if Contractor chooses to “opt-out” or “waive” from the County-sponsored health plans.

H. VISION CARE INSURANCE

Subject to carrier requirements, the County shall pay the premiums for vision care insurance for Contractor (employee only coverage) if Contractor is in a paid status and is scheduled at least forty-one (41) hours per pay period.

I. LIFE INSURANCE

The County shall pay the premium for term life insurance, based on the Contractor's classification as displayed in Attachment A, Column 1 and 4. Coverage will be based on the designated plan level (Attachment A) and scheduled work hours according to the table below. Life insurance will become effective on the first day of the pay period following the employee's first pay period in which the employee is in paid status and shall continue for each pay period in which the employee is in a paid status. For pay periods in which the employee is not in paid status, the employee shall have the option of continuing life insurance coverage at the employee's expense.

Plan Level	Scheduled for 40 to 60 Hours	Scheduled for 61 to 80 Hours
1	\$10,000	\$20,000
2	\$25,000	\$50,000

J. EXPENSE REIMBURSEMENT

Contractor shall be eligible for expense reimbursement in the same manner and amount as employees in the Consolidated MOU.

K. ACCIDENTAL DEATH AND DISMEMBERMENT

Contractor shall be eligible to purchase Accidental Death and Dismemberment Insurance coverage and additional supplemental term life insurance in the same manner and amount as offered by the County to employees in the Consolidated MOU.

L. RETIREMENT PLANS

If Contractor is regularly scheduled for and regularly works a minimum of forty (40) hours per pay period, Contractor shall participate in the County's general employee retirement system, i.e., San Bernardino County Employees' Retirement Association (SBCERA), during the term of this Contract pursuant to the Consolidated MOU, as modified by, and in accordance with the applicable terms of the County Employee Retirement Law of 1937, the California Public Employees' Pension Reform Act of 2013 (Gov. Code section 7522 et seq.).

If Contractor has attained the age of sixty (60) prior to employment, Contractor may waive membership, at the time of hire, in the San Bernardino County Employees' Retirement Association.

If Contractor regularly works less than forty (40) hours per pay period, waives membership, or otherwise does not meet the definition of a member of the retirement system, Contractor shall instead participate in the County's PST Deferred Compensation Retirement Plan.

M. DEFERRED COMPENSATION

Contractor shall be eligible to participate in the County's 457 (b) Deferred Compensation Plan, per the Plan document and will be subject to automatic enrollment. Contractor shall not receive County match contributions with respect to participation in such Plan.

N. DEPENDENT CARE ASSISTANCE PLAN (DCAP) AND FLEXIBLE SPENDING ACCOUNT (FSA) PLAN FOR MEDICAL EXPENSE REIMBURSEMENT

Contractor shall be eligible to participate in the County's DCAP and FSA Plans in the same manner as employees in the Consolidated MOU and per the Plan documents. Contractor shall not receive any County match contributions with respect to participation in either plan.

O. LEGALLY REQUIRED BENEFITS

Contractor shall receive all benefits as required by law when eligible (e.g., FMLA, ACA, Military Leave, Time Off for Voting, and Medicare). Where the County provides a greater benefit than is required by law, Contractor shall only receive the minimum benefit in accordance with the law, unless the greater benefit is specifically provided for in another provision of this Contract.

P. SHORT TERM DISABILITY

Contractor shall be eligible to receive the same Short Term Disability insurance benefits as offered to employees in the Consolidated MOU.

Q. SERVICE AND EFFECTS ON BENEFITS

If Contractor was a County contract employee immediately prior to entering into this Contract, without separation from County employment, execution of this Contract shall not result in separation in County employment for purposes of determining eligibility for and level of benefits including, but not limited to health benefits, leave accrual rates, and retirement benefits. Thus, Contractor's rate for leave accruals is based on the start date of the period of continuous County employment that is extended by this Contract. Contractor shall maintain and carry forward Holiday, Vacation, other paid leave, and Sick leave balances. Contractor's retirement contribution rate is based on the date Contractor began participation in the County's general employee retirement system.

R. BENEFITS UPON TERMINATION

Contractor Separated from County Service

Upon separation from County employment, Contractor shall be compensated for any unused Vacation and Holiday Leave at the then base rate of pay. Unused Sick Leave shall be forfeited.

Contractor to Regular County Employment

In the event this Contract is terminated because Contractor is appointed to a regular County position without a break in service, the Contractor shall retain their date of hire for purposes of calculating benefits. This date of hire will establish eligibility for benefits. Eligibility for benefits, including, but not limited to, retirement system contributions, health benefits, and leave accrual rates shall be based upon the provisions of the applicable MOU or ordinance in effect at the time Contractor is appointed to a regular County position. Seniority, for purposes of layoff, shall be determined by the most recent Regular Hire Date or as otherwise provided in the applicable MOU.

At the sole discretion of the appointing authority of the County department or office in which appointment to the regular position is made, unused leave balances may be maintained and carried over. Any leave balances carried over shall be in accordance with the applicable MOU for the bargaining unit associated with the position hired into. Any leave balances not authorized to be carried over shall be distributed as outlined in "Contractor Separated from County Service" above.

Contractor to New Contract Position

In the event the Contractor accepts another Contract position with the County without a break in service, at the sole discretion of the appointing authority of the County department or office in which appointment to the Contract position is made, leave accrual rates and unused leave balances may be maintained and carried over. Any leave balances carried over shall be in accordance with the applicable MOU for the bargaining unit associated with the position hired into. Any leave balances not authorized to be carried over will be distributed as outlined in "Contractor Separated from County Service" above.

VI. GENERAL PROVISIONS RELATING TO CONTRACTOR

A. TOUR OF DUTY

Contractor's standard tour of duty (regularly scheduled work week) shall be established by the Director or designee. The Director, or designee, may modify or change the number of hours in a standard day, tour of duty or shift to meet the needs of the service. Contractor shall be required

to work during such hours as necessary to carry out the duties of his position, as designated by the Director, or designee, and such hours may be varied so long as the work requirements and efficient operations of the County are assured.

B. CLASSIFICATION

Contractor will not attain regular status in this position, and as an unclassified Contract employee will not be provided those rights under the San Bernardino County Personnel Rules afforded only to employees who have attained regular status. This Contract does not expand or alter any jurisdiction established by the Personnel Rules or any MOU. Contractor shall adhere to the County's and Department's standards of employee conduct, including all applicable rules, policies, and regulations. Violation of applicable standards may result in Contract termination or lesser penalties.

C. WORKERS COMPENSATION AND GENERAL LIABILITY COVERAGE

Contractor shall be covered by the County's Workers' Compensation insurance coverage during the hours actually worked under this Contract. Contractor shall be covered by the County's General Liability Insurance only while performing services under this Contract. Contractor shall only receive those benefits as required by law.

D. USE OF PRIVATE VEHICLE

If the services to be performed under this Contract require Contractor to drive a vehicle, Contractor must possess a valid California Driver License at all times during the performance of this Contract. Contractor agrees to allow County to obtain a Department of Motor Vehicles report of Contractor's driving record.

In order for Contractor to be able to use a private vehicle during the performance of this Contract, Contractor shall, at Contractor's sole cost, maintain vehicle liability insurance at least equal to the minimum requirements of the California Vehicle Code.

Failure to comply with the requirements of this Paragraph shall be deemed cause for termination of this Contract, pursuant to Section IV.

E. EVIDENCE OF ELIGIBILITY TO WORK

Contractor shall submit evidence of eligibility to work in the United States and verification of identity prior to the Effective Date of this Contract. Contractor shall submit to and successfully complete a pre-employment background check, including a medical examination through the County's Center for Employee Health and Wellness. This provision is satisfied if Contractor is a current/contract employee who previously met the requirement of this provision.

F. LICENSURE

Contractor shall maintain all applicable licenses to provide the services described in this Contract and shall immediately notify the Department Director if any license is denied, suspended, restricted, terminated, revoked, or relinquished for any reason, whether voluntary or involuntary.

G. DIRECT DEPOSIT

Contractor must make and maintain arrangements for the direct deposit of paychecks into the financial institution of their choice via electronic fund transfer. Inability or failure by Contractor to make such arrangements will result in the County paying Contractor via pay card.

H. CONFIDENTIALITY AND COMPLIANCE

Contractor agrees to keep confidential all County and Department data, including, but not limited to, patient/consumer data, programs, documentation, and all other original materials produced, created by or provided for the County and/or Department. In addition, upon termination of this Contract, Contractor agrees to return all confidential materials to the Director or his/her designee. As provided in Section III of this Contract, Contractor agrees to follow all County and Department

policies, procedures, and standard practices, as well as the Code of Conduct. Contractor shall comply with all applicable laws, rules, regulations, court orders and governmental agency orders.

I. MISCELLANEOUS

Government Code section 53243.2 requires the following provision be included in this Contract: If this Contract is terminated, any cash settlement related to the termination that Contractor may receive from the County shall be fully reimbursed to the County if Contractor is convicted of a crime involving an abuse of his or her office or position, as defined in Section 53243.4.

VII. CONCLUSION

- A. This Contract, consisting of ten (10) pages and Attachments A, B, and C and is the full and complete document describing services regarding the rights and obligations of the parties, including all covenants, conditions, and benefits.
- B. This Contract may be executed in any number of counterparts, each of which so executed shall be deemed to be an original, and such counterparts shall together constitute one and the same Contract. The parties shall be entitled to sign and transmit an electronic signature of this Contract (whether by facsimile, PDF or other email transmission), which signature shall be binding on the party whose name is contained therein. Each party providing an electronic signature agrees to promptly execute and deliver to the other party an original signed Contract upon request.

SAN BERNARDINO COUNTY

▶

Janki Patel, Acting Director of Public Health

Dated: _____

By ▶ _____
(Authorized signature - sign in blue ink)

Name _____
(Print or type name of person signing contract)

Title _____
(Print or Type)

Dated: _____

Address: _____
Address on file

Approved as to Legal Form

Scott Runyan, Principal Assistant County Counsel

Date: _____

Contract Classification Listing with Designations

Job Classification (1)	Program	Salary Grade (2)	FLSA Designation (3)	Benefits Life Insurance Level (4)
Office Specialist	Strategic Alignment/Health Equity	CON 1	COVERED	Level 1
Health Educator Specialist I	Strategic Alignment/Health Equity	CON 2	COVERED	Level 2
Health Educator Specialist II	Strategic Alignment/Health Equity	CON 3	COVERED	Level 2

**Position Description
Health Educator Specialist I**

Duties may include, but are not limited to the following:

- Determines community education needs, and participates in the planning, development, and evaluation of required programs.
- Promotes health education to the public, groups, and individuals to influence and better health behaviors.
- Organizes or utilizes existing community groups, contacts community organizations and leaders to gain their cooperation and participation in assessing health needs.
- Plans, designs, and prepares educational materials such as: pamphlets, posters, flyers, and materials for mass media release.
- Develops operational policies and plans necessary for the achievement of health education objectives and services for a program or an assigned geographic area.
- Provides assistance and advice to community groups in defining health problems, setting priorities, and carrying out and evaluating health projects.
- Coordinates the Department's health education activities within the geographic area with those of schools and existing community groups to achieve a greater impact and to avoid duplication and competition.
- Designs and conducts special diagnostic studies of a geographic area to determine such things as the level of health knowledge; health attitudes and practices; power and leadership structure; and barriers to providing health care.
- Carries out a countywide health program for a particular identified health problem.
- Speaks before, attends, or facilitates collaborative meetings with community groups on health-related subjects and assists in planning information and education programs for community groups.
- Works with community groups to identify and solve health problems and to improve health services.
- Strategically maintains relationships with public officials and community leaders from various sectors for better community health programs and activities.
- Provides consultation to classroom teachers on various health subjects.
- Prepares and distributes health educational materials such as newspaper releases, articles, radio scripts, pamphlets, reports, and visual aids.
- Provides vacation and temporary relief as required.

**Position Description
Health Educator Specialist II**

Duties may include, but are not limited to the following:

- Determines community education needs, and participates in the planning, development, and evaluation of required programs.
- Promotes health education to the public, groups, and individuals to influence and better health behaviors.
- Organizes or utilizes existing community groups, contacts community organizations and leaders to gain their cooperation and participation in assessing health needs.
- Plans, designs, and prepares educational materials such as: pamphlets, posters, flyers, and materials for mass media release.
- Acts as a consultant to groups and individuals, including healthcare providers, requiring assistance in identifying and solving health problems.
- Trains and leads staff and volunteers assigned to unit.
- Develops operational policies and plans necessary for the achievement of health education objectives and services for a program or an assigned geographic area.
- Provides assistance and advice to community groups in defining health problems, setting priorities, and carrying out and evaluating health projects.
- Coordinates the program's health education activities within the geographic area with community partners to achieve a greater impact and to avoid duplication and competition.
- Designs and conducts special diagnostic studies of a geographic area to determine such things as the level of health knowledge; health attitudes and practices; power and leadership structure; and barriers to providing health care.
- Carries out a countywide health program for a particular identified health problem.
- Speaks before community groups on health-related subjects and assists in planning information and education programs for community groups.
- Works with community groups to identify and solve health problems and to improve health services.
- Maintains liaison with public officials and community leaders for better community health programs and activities.
- Prepares and distributes health educational materials such as newspaper releases, articles, radio scripts, pamphlets, reports, and visual aids.
- Provides vacation and temporary relief as required.

**Position Description
Office Specialist**

Duties may include, but are not limited to the following:

- Coordinates recurring meetings for the Vital Signs Steering Committee, Implementation Committee, Co-chairs, ad hoc committees and workgroups.
- Maintains contact lists, distribution lists, and committee rosters.
- Uses planning tools and polls (e.g. Doodle, Outlook, or Teams) as needed for scheduling meetings with multiple attendees.
- Drafts, formats, and prints materials, agendas, flyers, sign-in sheets, worksheets, and handouts.
- Supports meeting logistics, reserve rooms, set-up virtual meetings (Teams and Zoom), and arranges supplies and refreshments.
- Prepares and sends calendar invites, meeting announcements and reminders to meeting participants. Tracks attendance and maintains logs.
- Attends meetings and composes detailed meeting minutes.
- Develops and sends meeting minutes and follow-up materials, and routes to Department staff and committee co-chairs for review.
- Distributes final meeting materials and ensures timely posting on the Vital Signs website and shared drives.
- Provides attendance reports to committee members and Department staff.
- Monitors the Vital Signs email inbox and routes messages to appropriate staff.

PH CONTRACT SALARY TABLE

6/23/2026 – 7/9/2027		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
CON 1	Hourly	\$ 21.20	\$ 21.76	\$ 22.27	\$ 22.88	\$ 23.38	\$ 23.97	\$ 24.58	\$ 25.17	\$ 25.81	\$ 26.43	\$ 27.09	\$ 27.75	\$ 28.45	\$ 29.14
	Appx. Bi-wkly	\$ 1,696.00	\$ 1,740.80	\$ 1,781.60	\$ 1,830.40	\$ 1,870.40	\$ 1,917.60	\$ 1,966.40	\$ 2,013.60	\$ 2,064.80	\$ 2,114.40	\$ 2,167.20	\$ 2,220.00	\$ 2,276.00	\$ 2,331.20
	Appx. Monthly	\$ 3,674.67	\$ 3,771.73	\$ 3,860.13	\$ 3,965.87	\$ 4,052.53	\$ 4,154.80	\$ 4,260.53	\$ 4,362.80	\$ 4,473.73	\$ 4,581.20	\$ 4,695.60	\$ 4,810.00	\$ 4,931.33	\$ 5,050.93
	Appx. Annual	\$ 44,096.00	\$ 45,260.80	\$ 46,321.60	\$ 47,590.40	\$ 48,630.40	\$ 49,857.60	\$ 51,126.40	\$ 52,353.60	\$ 53,684.80	\$ 54,974.40	\$ 56,347.20	\$ 57,720.00	\$ 59,176.00	\$ 60,611.20
CON 2	Hourly	\$ 27.75	\$ 28.47	\$ 29.15	\$ 29.90	\$ 30.58	\$ 31.39	\$ 32.12	\$ 32.94	\$ 33.74	\$ 34.62	\$ 35.43	\$ 36.31	\$ 37.22	\$ 38.16
	Appx. Bi-wkly	\$ 2,220.00	\$ 2,277.72	\$ 2,332.00	\$ 2,392.00	\$ 2,446.40	\$ 2,511.20	\$ 2,569.60	\$ 2,635.20	\$ 2,699.20	\$ 2,769.60	\$ 2,834.40	\$ 2,904.80	\$ 2,977.60	\$ 3,052.80
	Appx. Monthly	\$ 4,810.00	\$ 4,935.06	\$ 5,052.67	\$ 5,182.67	\$ 5,300.53	\$ 5,440.93	\$ 5,567.47	\$ 5,709.60	\$ 5,848.27	\$ 6,000.80	\$ 6,141.20	\$ 6,293.73	\$ 6,451.47	\$ 6,614.40
	Appx. Annual	\$ 57,720.00	\$ 59,220.72	\$ 60,632.00	\$ 62,192.00	\$ 63,606.40	\$ 65,291.20	\$ 66,809.60	\$ 68,515.20	\$ 70,179.20	\$ 72,009.60	\$ 73,694.40	\$ 75,524.80	\$ 77,417.60	\$ 79,372.80
CON 3	Hourly	\$ 29.88	\$ 30.60	\$ 31.39	\$ 32.12	\$ 32.94	\$ 33.74	\$ 34.62	\$ 35.43	\$ 36.31	\$ 37.22	\$ 38.13	\$ 39.09	\$ 40.00	\$ 41.01
	Appx. Bi-wkly	\$ 2,390.40	\$ 2,448.00	\$ 2,511.20	\$ 2,569.60	\$ 2,635.20	\$ 2,699.20	\$ 2,769.60	\$ 2,834.40	\$ 2,904.80	\$ 2,977.60	\$ 3,050.40	\$ 3,127.20	\$ 3,200.00	\$ 3,280.80
	Appx. Monthly	\$ 5,179.20	\$ 5,304.00	\$ 5,440.93	\$ 5,567.47	\$ 5,709.60	\$ 5,848.27	\$ 6,000.80	\$ 6,141.20	\$ 6,293.73	\$ 6,451.47	\$ 6,609.20	\$ 6,775.60	\$ 6,933.33	\$ 7,108.40
	Appx. Annual	\$ 62,150.40	\$ 63,648.00	\$ 65,291.20	\$ 66,809.60	\$ 68,515.20	\$ 70,179.20	\$ 72,009.60	\$ 73,694.40	\$ 75,524.80	\$ 77,417.60	\$ 79,310.40	\$ 81,307.20	\$ 83,200.00	\$ 85,300.80

PH CONTRACT SALARY TABLE

Effective 7/10/2027		Includes the Across the Board Salary Increase													
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
CON 1	Hourly	\$ 21.84	\$ 22.41	\$ 22.94	\$ 23.57	\$ 24.08	\$ 24.69	\$ 25.32	\$ 25.93	\$ 26.58	\$ 27.22	\$ 27.90	\$ 28.58	\$ 29.30	\$ 30.01
	Appx. Bi-wkly	\$ 1,747.20	\$ 1,792.80	\$ 1,835.20	\$ 1,885.60	\$ 1,926.40	\$ 1,975.20	\$ 2,025.60	\$ 2,074.40	\$ 2,126.40	\$ 2,177.60	\$ 2,232.00	\$ 2,286.40	\$ 2,344.00	\$ 2,400.80
	Appx. Monthly	\$ 3,785.60	\$ 3,884.40	\$ 3,976.27	\$ 4,085.47	\$ 4,173.87	\$ 4,279.60	\$ 4,388.80	\$ 4,494.53	\$ 4,607.20	\$ 4,718.13	\$ 4,836.00	\$ 4,953.87	\$ 5,078.67	\$ 5,201.73
	Appx. Annual	\$ 45,427.20	\$ 46,612.80	\$ 47,715.20	\$ 49,025.60	\$ 50,086.40	\$ 51,355.20	\$ 52,665.60	\$ 53,934.40	\$ 55,286.40	\$ 56,617.60	\$ 58,032.00	\$ 59,446.40	\$ 60,944.00	\$ 62,420.80
CON 2	Hourly	\$ 28.58	\$ 29.33	\$ 30.02	\$ 30.80	\$ 31.50	\$ 32.33	\$ 33.08	\$ 33.93	\$ 34.75	\$ 35.66	\$ 36.49	\$ 37.40	\$ 38.34	\$ 39.30
	Appx. Bi-wkly	\$ 2,286.40	\$ 2,346.40	\$ 2,401.60	\$ 2,464.00	\$ 2,520.00	\$ 2,586.40	\$ 2,646.40	\$ 2,714.40	\$ 2,780.00	\$ 2,852.80	\$ 2,919.20	\$ 2,992.00	\$ 3,067.20	\$ 3,144.00
	Appx. Monthly	\$ 4,953.87	\$ 5,083.87	\$ 5,203.47	\$ 5,338.67	\$ 5,460.00	\$ 5,603.87	\$ 5,733.87	\$ 5,881.20	\$ 6,023.33	\$ 6,181.07	\$ 6,324.93	\$ 6,482.67	\$ 6,645.60	\$ 6,812.00
	Appx. Annual	\$ 59,446.40	\$ 61,006.40	\$ 62,441.60	\$ 64,064.00	\$ 65,520.00	\$ 67,246.40	\$ 68,806.40	\$ 70,574.40	\$ 72,280.00	\$ 74,172.80	\$ 75,899.20	\$ 77,792.00	\$ 79,747.20	\$ 81,744.00
CON 3	Hourly	\$ 30.78	\$ 31.52	\$ 32.33	\$ 33.08	\$ 33.93	\$ 34.75	\$ 35.66	\$ 36.49	\$ 37.40	\$ 38.34	\$ 39.27	\$ 40.26	\$ 41.20	\$ 42.24
	Appx. Bi-wkly	\$ 2,462.40	\$ 2,521.60	\$ 2,586.40	\$ 2,646.40	\$ 2,714.40	\$ 2,780.00	\$ 2,852.80	\$ 2,919.20	\$ 2,992.00	\$ 3,067.20	\$ 3,141.60	\$ 3,220.80	\$ 3,296.00	\$ 3,379.20
	Appx. Monthly	\$ 5,335.20	\$ 5,463.47	\$ 5,603.87	\$ 5,733.87	\$ 5,881.20	\$ 6,023.33	\$ 6,181.07	\$ 6,324.93	\$ 6,482.67	\$ 6,645.60	\$ 6,806.80	\$ 6,978.40	\$ 7,141.33	\$ 7,321.60
	Appx. Annual	\$ 64,022.40	\$ 65,561.60	\$ 67,246.40	\$ 68,806.40	\$ 70,574.40	\$ 72,280.00	\$ 74,172.80	\$ 75,899.20	\$ 77,792.00	\$ 79,747.20	\$ 81,681.60	\$ 83,740.80	\$ 85,696.00	\$ 87,859.20

PH CONTRACT SALARY TABLE

Effective 7/8/2028		Includes the Across the Board Salary Increase													
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
CON 1	Hourly	\$ 22.50	\$ 23.08	\$ 23.63	\$ 24.28	\$ 24.80	\$ 25.43	\$ 26.08	\$ 26.71	\$ 27.38	\$ 28.04	\$ 28.74	\$ 29.44	\$ 30.18	\$ 30.91
	Appx. Bi-wkly	\$ 1,800.00	\$ 1,846.40	\$ 1,890.40	\$ 1,942.40	\$ 1,984.00	\$ 2,034.40	\$ 2,086.40	\$ 2,136.80	\$ 2,190.40	\$ 2,243.20	\$ 2,299.20	\$ 2,355.20	\$ 2,414.40	\$ 2,472.80
	Appx. Monthly	\$ 3,900.00	\$ 4,000.53	\$ 4,095.87	\$ 4,208.53	\$ 4,298.67	\$ 4,407.87	\$ 4,520.53	\$ 4,629.73	\$ 4,745.87	\$ 4,860.27	\$ 4,981.60	\$ 5,102.93	\$ 5,231.20	\$ 5,357.73
	Appx. Annual	\$ 46,800.00	\$ 48,006.40	\$ 49,150.40	\$ 50,502.40	\$ 51,584.00	\$ 52,894.40	\$ 54,246.40	\$ 55,556.80	\$ 56,950.40	\$ 58,323.20	\$ 59,779.20	\$ 61,235.20	\$ 62,774.40	\$ 64,292.80
CON 2	Hourly	\$ 29.44	\$ 30.21	\$ 30.92	\$ 31.72	\$ 32.45	\$ 33.30	\$ 34.07	\$ 34.95	\$ 35.79	\$ 36.73	\$ 37.58	\$ 38.52	\$ 39.49	\$ 40.48
	Appx. Bi-wkly	\$ 2,354.99	\$ 2,416.79	\$ 2,473.65	\$ 2,537.92	\$ 2,595.60	\$ 2,663.99	\$ 2,725.79	\$ 2,795.83	\$ 2,863.40	\$ 2,938.38	\$ 3,006.78	\$ 3,081.76	\$ 3,159.22	\$ 3,238.32
	Appx. Monthly	\$ 5,102.48	\$ 5,236.38	\$ 5,359.57	\$ 5,498.83	\$ 5,623.80	\$ 5,771.98	\$ 5,905.88	\$ 6,057.64	\$ 6,204.03	\$ 6,366.50	\$ 6,514.68	\$ 6,677.15	\$ 6,844.97	\$ 7,016.36
	Appx. Annual	\$ 61,229.79	\$ 62,836.59	\$ 64,314.85	\$ 65,985.92	\$ 67,485.60	\$ 69,263.79	\$ 70,870.59	\$ 72,691.63	\$ 74,448.40	\$ 76,397.98	\$ 78,176.18	\$ 80,125.76	\$ 82,139.62	\$ 84,196.32
CON 3	Hourly	\$ 31.70	\$ 32.47	\$ 33.30	\$ 34.07	\$ 34.95	\$ 35.79	\$ 36.73	\$ 37.58	\$ 38.52	\$ 39.49	\$ 40.45	\$ 41.47	\$ 42.44	\$ 43.51
	Appx. Bi-wkly	\$ 2,536.27	\$ 2,597.25	\$ 2,663.99	\$ 2,725.79	\$ 2,795.83	\$ 2,863.40	\$ 2,938.38	\$ 3,006.78	\$ 3,081.76	\$ 3,159.22	\$ 3,235.85	\$ 3,317.42	\$ 3,394.88	\$ 3,480.58
	Appx. Monthly	\$ 5,495.26	\$ 5,627.37	\$ 5,771.98	\$ 5,905.88	\$ 6,057.64	\$ 6,204.03	\$ 6,366.50	\$ 6,514.68	\$ 6,677.15	\$ 6,844.97	\$ 7,011.00	\$ 7,187.75	\$ 7,355.57	\$ 7,541.25
	Appx. Annual	\$ 65,943.07	\$ 67,528.45	\$ 69,263.79	\$ 70,870.59	\$ 72,691.63	\$ 74,448.40	\$ 76,397.98	\$ 78,176.18	\$ 80,125.76	\$ 82,139.62	\$ 84,132.05	\$ 86,253.02	\$ 88,266.88	\$ 90,494.98