

**MEMORANDUM OF UNDERSTANDING
STANISLAUS COUNTY**

California Forensic Medical Group, Inc. (the “Company”) and National Union of Healthcare Workers (the “Union”) are parties to a Collective Bargaining Agreement (“CBA”) that covers various Company employees working at Stanislaus County. The parties agree to amend the CBA as follows and otherwise agree to the following relative to Stanislaus County.

1. The job classification of Substance Use Disorder (SUD) Counselor is added to Article 2, Recognition, of the CBA.
2. The following Wage Scales will be added to Appendix B to the CBA for Years 2 and 3, respectively.

Year 2

Job Title	Start	1 Year	3 Year	5 Year	7 Year	10 year	15 year
SUD Counselor	\$35.00	\$36.40	\$37.86	\$39.37	\$40.95	\$42.58	\$44.29

Year 3

Job Title	Start	1 Year	3 Year	5 Year	7 Year	10 year	15 year
SUD Counselor	\$36.05	\$37.49	\$38.99	\$40.55	\$42.17	\$43.86	\$45.61

3. SUD Counselor Benjetta Harrison will remain at the Year 2 Start rate at this time. In addition to the raise she will receive in mid-August 2024 when the Year 3 Wage Table takes the place of the Year 2 Wage Table, she will move to the Year 3 Wage Table Step 1 rate on January 1, 2025, the normal time when employees receive Step raises. She will move to the Step 3 rate the January 1 following her three-year anniversary.

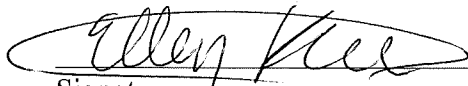
National Union of Healthcare Workers

California Forensic Medical Group, Inc.

Ellen Kress, Union Representative Dr. Grady Judson Bazzel

Printed Name and Title

Printed Name and Title


Signature

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6/17/24
Date

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