

MEMORANDUM OF AGREEMENT
Washington County and AFSCME Exempt
Crisis Response Unit

This Memorandum of Agreement is entered into between the County of Washington (hereafter “County”) and American Federation of State, County and Municipal Employees, AFL-CIO, District Council No. 5. (hereafter “Union”) representing employees in the Exempt Unit of AFSCME.

WHEREAS, the County and the Union are parties to a Collective Bargaining Agreement (CBA) effective from January 1, 2026 through December 31, 2028; and

WHEREAS, the CBA covers Fair Labor Standards Act (FLSA) Exempt staff, including the classifications of Social Worker I, Social Worker II, Social Worker, Senior and Social Worker, Senior-Clinical; and

WHEREAS, the Washington County Crisis Response Unit (CRU) provides 24/7/365 mobile crisis mental health services for adults and children experiencing a crisis. Mobile crisis interventions are face-to-face, short-term, intensive mental health services; and;

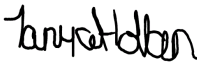
WHEREAS, the Unit is experiencing staffing challenges, particularly due to the after-hours and weekend response requirements.

NOW, THEREFORE the County and the Union agree:

1. Special Assignment Differential Pay. Employees in the classifications of Social Worker I, Social Worker II, Social Worker, Senior and Social Worker, Senior-Clinical, who are specifically assigned to the Crisis Response Unit, will receive a 5% salary differential in addition to their normal salary, for the enhanced level of response that is required by the exempt employees who work in these classifications. If the employee ceases to perform work in the CRU, the employee will no longer be eligible to receive the 5% differential and it shall be removed.
2. In Unit - Straight Time Overtime for Hours Worked over 40 in a Work Week. Employees in the classifications of Social Worker I, Social Worker II, Social Worker, Senior and Social Worker, Senior-Clinical, in the Crisis Response Unit, may work, upon specific advanced authorization of their manager, additional hours beyond their normal work week to fill shifts on the CRU. The volunteering employee is eligible to receive overtime at a straight time rate for hours worked over a regular 40-hour work week, not including hours paid but not worked, e.g. PTO, vacation/sick, floating holiday, comp used etc., when performing duties for the CRU. Named holidays under Article 5.1 of the CBA shall constitute an exception and may be considered as part of the 40-hour work week.
3. Volunteers Outside of Unit - Straight Time Overtime for Hours Worked over 40 in a Work Week. Employees in the classifications of Social Worker I, Social Worker II, Social Worker, Senior and Social Worker, Senior-Clinical, whose normal work activities are in a Community Services division outside of the CRU, may volunteer to work, upon specific advanced authorization of their manager, for shifts on the CRU. The volunteering employee is eligible to receive overtime at a straight time rate for hours worked over a regular 40-hour work week, not including hours paid but not worked, e.g. PTO, vacation/sick, floating holiday, comp used, etc., when performing duties for the CRU. Named holidays under Article 5.1 of the CBA shall constitute an exception and may be considered as part of the 40-hour work week.

4. This agreement will be effective January 1, 2026, through December 31, 2026.

UNION

 7/7/2026
Business Agent Date

WASHINGTON COUNTY

 7/9/2026
Human Resources Director Date