

MEMORANDUM OF AGREEMENT
Washington County and AFSCME Exempt
Embedded Mental Health Unit - Special Assignment Differential Pay

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-Clinical, Social Worker, Senior and Social Worker, Senior-Clinical; and

WHEREAS, the Washington County Embedded Mental Health Unit provides behavioral health services within law enforcement settings and partners with local designated mental health law enforcement and correctional institutions. The Embedded Unit provides mental health assessments, crisis work, and responds to active or follow-up behavioral health calls in the field or jail; and

WHEREAS, the Unit is experiencing staffing challenges, particularly due to the specialty experience needed and setting of the work.

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-Clinical, Social Worker, Senior and Social Worker, Senior-Clinical, who are specifically assigned to the Embedded Mental Health 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 Embedded Unit, the employee will no longer be eligible to receive the 5% differential and it shall be removed.
2. 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