

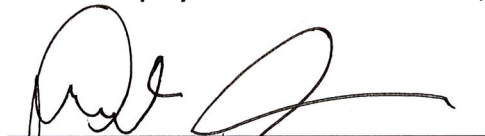
Made and entered into this 25th day of September 2019;

American Federation of State, County, & Municipal Employees, Local 829, AFL-CIO



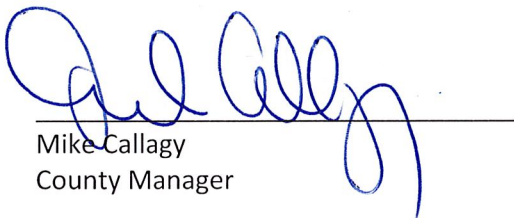
John Tucker, Representative

Service Employees International Union, Local 521



Sandra Floyd, Representative

County Management



Mike Callagy
County Manager



Rocio Kiryczun
Human Resources Director



Michelle Kuka
Employee & Labor Relations Manager



Liz Caserza
Employee & Labor Relations Analyst