

## County Package Proposal Distributed at the Table September 23, 2024

*The County reserves the right to add to, delete, or amend in whole or in part these or any future proposals that it may make during these negotiations.*

### Economic Proposal

**Article 1:** MOU Introduction (same proposal passed on 9/16/24 )

3 Year Term: September 19, 2024 – September 18, 2027

**Article 7.1:** Pay (see attached proposal for language)

#### Cost of Living Increase

Effective the first pay period after ratification by the Union and Board of Supervisors approval, each step in the salary range for all employees shall be increased by 4%.

Effective the first full pay period in September 2025, each step in the salary range for all employees shall be increased by 4%.

Effective the first full pay period in September 2026, each step in the salary range for all employees shall be increased by 3%.

#### Equity Adjustments

Improvements to 25 Benchmark Classifications (Listed in 7.1.C, attached) - ***note earlier effective date of 1<sup>st</sup> equity for all but one benchmark***

**Effective first full pay period in January 2025, additional 0.5% equity for Mental Health Client Specialist series, *contingent upon SEIU dropping Article 12 Overtime proposal and the related proposed Side Letter on Overnight Work Study.***

#### Animal Services Classifications

Effective the first full pay period in January 2026, the step 5 pay will increase by 1% for nine job classifications in the Animal Shelter.

Effective the first full pay period in January 2026, a new step 6 will be added to the salary schedule for nine job classifications in the Animal Shelter.

**Article 10.1:** Insurance Benefits (same proposal passed on 9/16/24)

For 2025, County will contribute 95%/90%/90% of the 2025 premium of the second lowest cost HMO available in CalPERS Health (\$1057.26 for Employee only, \$2003.22 for Employee + one dependent, and \$2604.19 for Employee + two or more dependents).

For 2026, County will contribute 95%/90%/90% of the 2026 premium of the second lowest cost HMO available in CalPERS Health.

For 2027, County will contribute 95%/90%/90% of the 2027 premium of the third lowest cost HMO available in CalPERS Health.

The above County contributions for each contract year include the PEMHCA minimum contributions.

At no time during the contract period will the County pay more than the full costs associated with employees' health plan selections.

**Article 14.5:** Detention and Juvenile Hall Facilities Differential (same proposal passed on 9/16/24)

Effective the first full pay period after Union ratification and Board of Supervisors approval, this differential will cease and will be converted to wages.

**Non-Economic Proposal** (same proposals passed on 9/16/14)

**Article 5:** Peaceful Performance – (County agrees to withdraw proposal and revert to contract language if Union withdraws its Article 5 proposal)

**Article 10.4:** Disability Insurance

**NEW Attachment (TBD):** Side Letter Agreement -  
Countywide Study on In-Person Overnight Work

All proposed implementation dates assume Union ratification and Board of Supervisors approval prior to implementation. Dates subject to change pending final Tentative Agreement (TA) on all issues.

Unless otherwise indicated, all previously agreed upon TA's will be implemented the first pay period after Union ratification and Board of Supervisor approval subject to an entire agreement unless stated otherwise. Agreed upon TA's as follows:

- Article 3: Union Activities
- Article 13: On-Call Duty and Call Back Duty

- Article 14.3: Bilingual Pay
- Article 14.4: Morgue Cleaning Allowance
- Article 16.1.A: Holidays Specified
- Article 16.3.F.: Bereavement Leave
- Article 21.1: Classification Actions
- Article 25: Tuition Reimbursement and Training
- Article 26: HSD Workload Committee
- Article 27: Joint Labor-Management Committees
- Article 31: Work Schedule/Location Assignment
- Article 32.2: Extra Help (Temporary) Employee Provisions - Definitions
- Attachment A: Confidential Positions
- Attachment D: Benchmark Listing
- Attachment H: Side Letter Agreement – Mental Health Client Specialist Series
- Side Letter: Benefit Representative Staff Support and Training

Any proposals on articles or other items not listed above are considered rejected.

All other provisions of the MOU will remain the same.

## County Counterproposal

*NOTE: The total of the first year COLA plus the two Equity Adjustments for each benchmark may not exceed the percentage by which the benchmark is out of market. Additionally, the equity adjustment described in Section 7.1.C.51 is contingent upon the Union withdrawing its Article 12 Overtime proposal and the related proposal on a Countywide Study of Overnight Work.*

## ARTICLE 7

### PAY 7.1

#### B. Cost of Living Increase

1. Effective the first full pay period after ratification by the Union and Board of Supervisors approval, each step in the salary range for all employees shall be increased by ~~3~~4%.
2. Effective the first full pay period in September ~~2022~~2025, each step in the salary range for all employees shall be increased by ~~3~~4%.
3. Effective the first full pay period in September ~~2023~~2026 each step in the salary range for all employees shall be increased by 3%.

#### C. Equity Adjustments

1. Effective the first full pay period in January 2025, all employees in the Environmental Health Specialist I benchmark classifications shall receive an equity adjustment of 3.29%.
2. Effective the first full pay period in January 2027, all employees in the Environmental Health Specialist I benchmark classifications shall receive an equity adjustment of 3.29%.
3. Effective the first full pay period in January 2025, all employees in the Agricultural Weights and Measures Inspector II benchmark classifications shall receive an equity adjustment of 3.13%.
4. Effective the first full pay period in January 2027, all employees in the Agricultural Weights and Measures Inspector II benchmark classifications shall receive an equity adjustment of 3.13%.
5. Effective the first full pay period in January 2025, all employees in the Public Health Nurse II benchmark classifications shall receive an equity adjustment of 2.88%.

6. Effective the first full pay period in January 2027, all employees in the Public Health Nurse II benchmark classifications shall receive an equity adjustment of 2.88%.
7. Effective the first full pay period in January 2025, all employees in the Pharmacist benchmark classifications shall receive an equity adjustment of 2.87%.
8. Effective the first full pay period in January 2027, all employees in the Pharmacist benchmark classifications shall receive an equity adjustment of 2.87%.
9. Effective the first full pay period in January 2025, all employees in the IT Network/Communications Analyst II benchmark classifications shall receive an equity adjustment of 2.72%.
10. Effective the first full pay period in January 2027, all employees in the IT Network/Communications Analyst II benchmark classifications shall receive an equity adjustment of 2.72%.
11. Effective the first full pay period in January 2025, all employees in the Public Health Microbiologist benchmark classifications shall receive an equity adjustment of 2.62%.
12. Effective the first full pay period in January 2027, all employees in the Public Health Microbiologist benchmark classifications shall receive an equity adjustment of 2.62%.
13. Effective the first full pay period in January 2025, all employees in the Clinical Lab Scientist benchmark classifications shall receive an equity adjustment of 2.28%.
14. Effective the first full pay period in January 2027, all employees in the Clinical Lab Scientist benchmark classifications shall receive an equity adjustment of 2.28%.
15. Effective the first full pay period in January 2025, all employees in the California Childrens Services Physical Therapist benchmark classifications shall receive an equity adjustment of 2.06%.
16. Effective the first full pay period in January 2027, all employees in the California Childrens Services Physical Therapist benchmark classifications shall receive an equity adjustment of 2.06%.
17. Effective the first full pay period in January 2025, all employees in the Radiological Technologist benchmark classifications shall receive an equity adjustment of 2.03%.

18. Effective the first full pay period in January 2027, all employees in the Radiological Technologist benchmark classifications shall receive an equity adjustment of 2.03%.
19. Effective the first full pay period in January 2025, all employees in the Sr. Mental Health Client Specialist I benchmark classifications shall receive an equity adjustment of 1.71%.
20. Effective the first full pay period in January 2027, all employees in the Sr. Mental Health Client Specialist I benchmark classifications shall receive an equity adjustment of 1.71%.
21. Effective the first full pay period in January 2025, all employees in the Welfare Fraud Investigator II benchmark classifications shall receive an equity adjustment of 1.35%.
22. Effective the first full pay period in January 2027, all employees in the Welfare Fraud Investigator II benchmark classifications shall receive an equity adjustment of 1.35%.
23. Effective the first full pay period in January 2025, all employees in the IT System Administration Analyst II benchmark classifications shall receive an equity adjustment of 1.32%.
24. Effective the first full pay period in January 2027, all employees in the IT System Administration Analyst II benchmark classifications shall receive an equity adjustment of 1.32%.
25. Effective the first full pay period in January 2025, all employees in the Communications Technician II benchmark classifications shall receive an equity adjustment of 1.24%.
26. Effective the first full pay period in January 2027, all employees in the Communications Technician II benchmark classifications shall receive an equity adjustment of 1.24%.
27. Effective the first full pay period in January 2025, all employees in the Social Worker II benchmark classifications shall receive an equity adjustment of 1.23%.
28. Effective the first full pay period in January 2027, all employees in the Social Worker II benchmark classifications shall receive an equity adjustment of 1.23%.
29. Effective the first full pay period in January 2025, all employees in the Benefits Representative benchmark classifications shall receive an equity adjustment of 1.19%.

30. Effective the first full pay period in January 2027, all employees in the Benefits Representative benchmark classifications shall receive an equity adjustment of 1.19%.
31. Effective the first full pay period in January 2025, all employees in the Building Permit Technician II benchmark classifications shall receive an equity adjustment of 1.11%.
32. Effective the first full pay period in January 2027, all employees in the Building Permit Technician II benchmark classifications shall receive an equity adjustment of 1.11%.
33. Effective the first full pay period in January 2025, all employees in the Senior Social Worker benchmark classifications shall receive an equity adjustment of .98%.
34. Effective the first full pay period in January 2027, all employees in the Senior Social Worker benchmark classifications shall receive an equity adjustment of .98%.
35. Effective the first full pay period in January 2025, all employees in the Treatment Plant Operator benchmark classifications shall receive an equity adjustment of .89%.
36. Effective the first full pay period in January 2027, all employees in the Treatment Plant Operator benchmark classifications shall receive an equity adjustment of .89%.
37. Effective the first full pay period in January 2025, all employees in the Civil Engineer benchmark classifications shall receive an equity adjustment of .79%.
38. Effective the first full pay period in January 2027, all employees in the Civil Engineer benchmark classifications shall receive an equity adjustment of .79%.
39. Effective the first full pay period in January 2025, all employees in the IT Application Development & Support Analyst II benchmark classifications shall receive an equity adjustment of .65%.
40. Effective the first full pay period in January 2027, all employees in the IT Application Development & Support Analyst II benchmark classifications shall receive an equity adjustment of .65%.
41. Effective the first full pay period in January 2025, all employees in the Building Inspector II benchmark classifications shall receive an equity adjustment of .49%.

42. Effective the first full pay period in January 2027, all employees in the Building Inspector II benchmark classifications shall receive an equity adjustment of .49%.
43. Effective the first full pay period in January 2025, all employees in the Personnel Technician benchmark classifications shall receive an equity adjustment of .46%.
44. Effective the first full pay period in January 2027, all employees in the Personnel Technician benchmark classifications shall receive an equity adjustment of .46%.
45. Effective the first full pay period in January 2026, all employees in the Sanitation Maintenance Worker II benchmark classifications shall receive an equity adjustment of 3.29%.
46. Effective the first full pay period in January 2027, all employees in the Sanitation Maintenance Worker II benchmark classifications shall receive an equity adjustment of 3.29%.
47. Effective the first full pay period in January 2025, all employees in the Building Construction Maintenance Worker II benchmark classifications shall receive an equity adjustment of .40%.
48. Effective the first full pay period in January 2027, all employees in the Building Construction Maintenance Worker II benchmark classifications shall receive an equity adjustment of .40%.
49. Effective the first full pay period in January 2025, all employees in the Code Compliance Investigator II benchmark classifications shall receive an equity adjustment of .33%.
50. Effective the first full pay period in January 2027, all employees in the Code Compliance Investigator II benchmark classifications shall receive an equity adjustment of .33%.
51. Effective the first full pay period in January 2025, all employees in the following job classifications shall receive an additional equity adjustment of 0.5%:
- Mental Health Client Specialist I
  - Mental Health Client Specialist II
  - Sr. Mental Health Client Specialist I
  - Sr. Mental Health Client Specialist II
  - Mental Health Supervising Client Specialist

#### D. Animal Services Classifications

1. Effective the first full pay period in January 2026, the step 5 hourly pay rate for the following job classifications will increase by 1%:



- A. Animal Care Worker
- B. Animal Control Officer I
- C. Animal Control Officer II
- D. Animal Health Specialist
- E. Animal Services Assistant
- F. Animal Services Clerk Dispatcher
- G. Animal Services Coordinator
- H. Registered Veterinary Technician
- I. Shelter Maintenance Manager

2. Effective the first full pay period in January 2026, a new step 6 shall be added to the salary range for the following job classifications:

- A. Animal Care Worker
- B. Animal Control Officer I
- C. Animal Control Officer II
- D. Animal Health Specialist
- E. Animal Services Assistant
- F. Animal Services Clerk Dispatcher
- G. Animal Services Coordinator
- H. Registered Veterinary Technician
- I. Shelter Maintenance Manager

The step 6 hourly pay rate for each of the above classifications shall be 5% higher than the step 5 hourly pay rate for the same class.

- ~~1. Effective the first full pay period after ratification by the Union and Board of Supervisors approval, all employees in the Public Health Nurse II benchmark classifications will receive an equity adjustment of 4.5 %.~~
- ~~2. Effective the first full pay period in September 2022, all employees in the Public Health Nurse II benchmark classifications will receive an equity adjustment of 4.5%.~~
- ~~3. Effective the first full pay period after ratification by the Union and Board of Supervisors approval, all employees in the Physician's Assistant/Nurse Practitioner benchmark classifications will receive an equity adjustment of 9.5%.~~
- ~~4. Effective the first full pay period in September 2022, all employees in the Physician's Assistant/Nurse Practitioner benchmark classifications will receive an equity adjustment of 8.5%.~~
- ~~5. Effective the first full pay period after ratification by the Union and Board of Supervisors approval all employees in the Clinical Lab Scientist benchmark classifications will receive an equity adjustment of 7.25%.~~

- ~~6. Effective the first full pay period in September 2022, all employees in the Clinical Lab Scientist benchmark classifications will receive an equity adjustment of 7.25%.~~
- ~~7. Effective the first full pay period after ratification by the Union and Board of Supervisors approval all employees in the Radiological Technologist benchmark classifications will receive an equity adjustment of 5.75%.~~
- ~~8. Effective the first full pay period in September 2022, all employees in the Radiological Technologist benchmark classifications will receive an equity adjustment of 5.75%.~~

~~D. Signing Bonus~~

~~As soon as administratively possible, each employee in a budgeted position will receive a one-time signing bonus of \$1,250 (pro-rated for part-time employees and minus applicable taxes) after Union ratification and Board of Supervisors approval.~~