

County Package Proposal Distributed at the Table September 12, 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 (as proposed on 9/11/2024)

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

Article 7.1: Pay (as proposed on 9/11/2024)

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 3%.

Effective the first full pay period in September 2025, each step in the salary range for all employees shall be increased by 3%.

Effective the first full pay period in September 2026, each step in the salary range for all employees shall be increased by 2%.

Equity Adjustments

Improvements to 25 Benchmark Classifications (as proposed on 9/11/2024)

Animal Services Classifications

Effective the first full pay period in January 2026, the step 5 pay will increase by 1% for eight 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 (as proposed on 9/11/2024)

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 second 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 13.1: On-Call Duty and Call Back Duty (as proposed on 9/11/2024)

Effective the first full pay period after Union ratification and Board of Supervisors approval, all employees assigned on-call shall receive \$4.50 per hour.

Article 14.1 – 14.2: Differentials – Application and Shift Differential
(as proposed on 9/11/2024)

Employees will receive shift differentials on all hours actually worked during the qualifying shift. Removed "regular work schedule" requirement.

Article 14.5: Detention and Juvenile Hall Facilities Differential (as attached)

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

Article 5: Peaceful Performance (as proposed on 9/11/2024)

Article 10.4: Disability Insurance (as proposed on 9/11/2024)

Article 31: Work Schedule/Location Assignment (as proposed on 9/11/2024)

Attachment D: Benchmark Listing (as proposed on 9/11/1024)

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

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 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 32: Extra Help (Temporary) Employee Provisions
- Attachment A: Confidential Positions
- Attachment H: Side Letter Agreement – Mental Health Client Specialist Series

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

14.5 DETENTION AND JUVENILE HALL FACILITIES DIFFERENTIAL

~~A. Effective October 22, 2016, employees in the following classifications shall receive a differential of \$1.00 per hour above base hourly rate when assigned to detention facilities or the juvenile hall facilities: Effective the first full pay period after ratification by the Union and Board of Supervisors approval, the detention and juvenile hall facilities differential will cease and will be converted to wages by the addition of \$1.00 per hour to each step in the salary range of the following job classifications:~~

Cook
Head Cook
Detention LVN
~~Detention RN~~
Detention Nurse Supervisor Specialist I
Detention Nurse Specialist II

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County Counterproposal to SEIU's Fatigue Time Off Proposal (new Article 13.4)

ATTACHMENT [TBD] of SEIU MOU – September 19, 2024 – September 18, 2027

SIDELETTER OF AGREEMENT

BETWEEN

THE COUNTY OF SANTA CRUZ

AND

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 521

Countywide Study of In-Person Overnight Work

To meet government mandates and operational needs, employees in several County departments must work in-person during the night. This work may be a part of an employee's regular work schedule, or it may be required only during emergencies or on an on-call basis. To better understand the extent and impact of in-person overnight work requirements Countywide, the County and the Union agree that during the first year of the contract, the Personnel Department will conduct a Countywide study of the County's use of in-person overnight work. This study will include but will not necessarily be limited to the following:

1. Which departments use in-person overnight work;
2. Which job classifications in those departments are required to perform in-person overnight work;
3. Number of County employees in each department and classification who are required to report to work in person at night;
4. What type of work is performed in person at night;
5. How often the employees are required to work in-person at night, and how many hours of work they perform in person in a typical night shift;
6. What compensation the employees receive for their in-person overnight work;
7. What systems and processes County departments utilize to ensure that employees who work in person at night have appropriate rest opportunities as needed to prevent fatigue and ensure employee safety.

Personnel shall commence this study within 180 days of Union ratification and Board of Supervisors approval. The County will collect and analyze the above-described data to identify best practices and any areas in which employees' needs for rest following in-person overnight work are not being properly addressed. The Union will be provided with the data and analysis and within 30 days thereafter the County and the Union shall meet to review that information. A maximum of three County management representatives and three Union representatives (Union staff and/or employees) may

participate in this meeting. Any joint recommendations resulting from the meeting shall be forwarded to the County Administrative Officer for consideration within 60 days of the meeting.

This Side Letter shall cease to be operable 90 days after the Union and the County meet to discuss the results of the study.