

## 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~~3.5%.

#### 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%. (\*County accepted Union's proposal for an additional improvement)
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%. (\*County accepted Union's proposal for an additional improvement)
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%.

#### 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~~

**ARTICLE 10 INSURANCE BENEFITS**

Plan Documents Controlling.

The following is only a summary of the terms of enrollment and benefits for employee insurances available to employees in this representation unit. In the event of a discrepancy between Article 10 and the plan document, the plan document for insurances specified below (medical, dental, vision, life) is controlling. Copies of plan documents are available through the Personnel Department.

**10.1 MEDICAL COVERAGE & FLEXIBLE CREDIT**

CalPERS offers employees choices in medical plans. Enrollment of some domestic partners is permitted in the Public Employees' Medical & Hospital Care Act (PEMHCA) health plan. Effective January 1, 2009, the County implemented a Flexible Health Allowance Program. Employees must be enrolled in a CalPERS PEMHCA health plan to participate. Enrollment status in a health plan determines the level of Flexible Health Allowance an employee is eligible to receive.

A. Employees in this representation unit may enroll in a medical plan offered by CalPERS in accordance with the provisions of the PEMHCA Program or a CalPERS approved County offered alternate medical plan. Employees have the option of enrolling their eligible dependents in a CalPERS approved County offered medical plan. Alternate medical plans must conform to CalPERS plans, rules, and regulations.

The Parties agree to meet and confer on potential impacts within the mandatory scope of bargaining that relate to the implementation and regulatory compliance of the Affordable Care Act (ACA) for the County sponsored medical plans.

B. For coverage during the term of this agreement the County shall contribute to the CalPERS PEMHCA Program or any other CalPERS approved County offered alternate medical plans the following monthly amount for active, eligible employees in budgeted positions who elect to participate in such program:

~~1. For calendar year 2021, the County will provide the following monthly benefit contributions for active employees:~~

~~a. CalPERS PEMHCA CONTRIBUTION~~

~~1. Employee only = the County shall contribute the PEMHCA minimum as determined by CalPERS on an annual basis.~~

~~2. Employee + one dependent = The County shall contribute the PEMHCA minimum as determined by CalPERS on an annual basis.~~

~~3. Employee + two or more dependents = The County shall contribute the PEMHCA minimum as determined by CalPERS on an annual basis.~~

~~b. FLEXIBLE HEALTH ALLOWANCE CONTRIBUTION~~

~~1. Employee only = \$869.32, which includes the PEMHCA minimum contribution in 1(a)(1). The County's contribution represents 95% of the 2021 premium of the lowest cost HMO available in CalPERS Health (excluding Kaiser), minus an additional \$10 employee contribution.~~

~~2. Employee + one dependent = \$1656.08, which includes the PEMHCA minimum contribution in 1(a)(2). The County's contribution represents 90% of the 2021 premium of the lowest cost HMO available in CalPERS Health (excluding Kaiser), minus an additional \$10 employee contribution.~~

~~3. Employee + two or more dependents = \$2155.90, which includes the PEMHCA minimum contribution in 1(a)(3). The County's contribution represents 90% of the 2021 premium of the lowest cost HMO available in CalPERS Health (excluding Kaiser), minus an additional \$10 employee contribution.~~

~~At no time during the 2021 plan year will the County pay more than the full costs associated with employees' health plan selection.~~

~~2. Effective as soon as administratively possible, for calendar year 2022, the County will provide the following monthly benefit contributions for active employees:~~

~~a. CalPERS PEMHCA CONTRIBUTION~~

~~1. Employee only = the County shall contribute the PEMHCA minimum as determined by CalPERS on an annual basis.~~

~~2. Employee + one dependent = the County shall contribute the PEMHCA minimum as determined by CalPERS on an annual basis.~~

~~3. Employee + two or more dependents = the County shall contribute the PEMCHA minimum as determined by CalPERS on an annual basis.~~

~~b. FLEXIBLE HEALTH ALLOWANCE CONTRIBUTION~~

~~1. Employee only = 95% of the 2022 premium of the lowest cost HMO available in CalPERS Health (excluding Kaiser), but not less than \$879.32. This includes the PEMHCA minimum contribution in 2(a)(1).~~



- ~~2. Employee + one dependent = 90% of the 2022 premium of the lowest cost HMO available in CalPERS Health (excluding Kaiser), but not less than \$1,666.08. This includes the PEMHCA minimum contribution in 2(a)(2).~~
- ~~3. Employee + two or more dependents = 90% of the 2022 premium of the lowest cost HMO available in CalPERS Health (excluding Kaiser), but not less than \$2,165.90. This includes the PEMHCA minimum contribution in 2(a)(3).~~

~~At no time during the 2022 plan year will the County pay more than the full costs associated with employees' health plan selection.~~

- ~~3. For calendar year 2023, the County will provide the following monthly benefit contributions for active employees:~~

~~a. CalPERS PEMHCA CONTRIBUTION~~

- ~~1. Employee only = the County shall contribute the PEMHCA minimum as determined by CalPERS on an annual basis.~~
- ~~2. Employee + one dependent = the County shall contribute the PEMHCA minimum as determined by CalPERS on an annual basis.~~
- ~~3. Employee + two or more dependents = the County shall contribute the PEMHCA minimum as determined by CalPERS on an annual basis.~~

~~b. FLEXIBLE HEALTH ALLOWANCE CONTRIBUTION~~

- ~~1. Employee only = 95% of the 2023 premium of the lowest cost HMO available in CalPERS Health (excluding Kaiser), but not less than \$927.68. This includes the PEMHCA minimum contribution in 3(a)(1).~~
- ~~2. Employee + one dependent = 90% of the 2023 premium of the lowest cost HMO available in CalPERS Health (excluding Kaiser), but not less than \$1,757.71. This includes the PEMHCA minimum contribution in 3(a)(2).~~
- ~~3. Employee + two or more dependents = 90% of the 2023 premium of the lowest cost HMO available in CalPERS Health (excluding Kaiser), but not less than \$2,285.02. This includes the PEMHCA minimum contribution in 3(a)(3).~~

~~At no time during the 2023 plan year will the County pay more than the full costs associated with employees' health plan selection.~~

4.1. For calendar year 2024, the County will provide the following monthly benefit contributions for active employees:

a. CalPERS PEMHCA CONTRIBUTION

1. Employee only = the County shall contribute the PEMHCA minimum as determined by CalPERS on an annual basis.
2. Employee + one dependent = the County shall contribute the PEMHCA minimum as determined by CalPERS on an annual basis.
3. Employee + two or more dependents = the County shall contribute the PEMHCA minimum as determined by CalPERS on an annual basis.

b. FLEXIBLE HEALTH ALLOWANCE CONTRIBUTION

1. Employee only = 95% of the 2024 premium of the lowest cost HMO available in CalPERS Health (excluding Kaiser), but not less than \$978.71. This includes the PEMHCA minimum contribution in-41(a)(1).
2. Employee + one dependent = 90% of the 2024 premium of the lowest cost HMO available in CalPERS Health (excluding Kaiser), but not less than \$1,854.39. This includes the PEMHCA contribution in-41(a)(2).
3. Employee + two or more dependents = 90% of the 2024 premium of the lowest cost HMO available in CalPERS Health (excluding Kaiser), but not less than \$2,410.70. This includes the PEMHCA contribution in-41(a)(3).

At no time during the 2024 plan year will the County pay more than the full costs associated with employees' health plan selection.

2. For calendar year 2025, the County will provide the following monthly benefit contributions for active employees:

a. CalPERS PEMHCA CONTRIBUTION

1. Employee only = the County shall contribute the PEMHCA minimum as determined by CalPERS on an annual basis.
2. Employee + one dependent = the County shall contribute the PEMHCA minimum as determined by CalPERS on an annual basis.
3. Employee + two or more dependents = the County shall contribute the PEMHCA minimum as determined by CalPERS on an annual basis.

b. FLEXIBLE HEALTH ALLOWANCE CONTRIBUTION

1. Employee only = 95% of the 2025 premium of the third lowest cost HMO available in CalPERS Health (\$1,078.05). This includes the PEMHCA minimum contribution in 2(a)(1).
2. Employee + one dependent = 90% of the 2025 premium of the third lowest cost HMO available in CalPERS Health (\$2,042.62). This includes the PEMHCA contribution in 2(a)(2).
3. Employee + two or more dependents = 90% of the 2025 premium of the third lowest cost HMO available in CalPERS Health (\$2,655.41). This includes the PEMHCA contribution in 2(a)(3).

At no time during the 2025 plan year will the County pay more than the full costs associated with employees' health plan selection.

3. For calendar year 2026, the County will provide the following monthly benefit contributions for active employees:

a. CalPERS PEMHCA CONTRIBUTION

1. Employee only = the County shall contribute the PEMHCA minimum as determined by CalPERS on an annual basis.
2. Employee + one dependent = the County shall contribute the PEMHCA minimum as determined by CalPERS on an annual basis.
3. Employee + two or more dependents = the County shall contribute the PEMHCA minimum as determined by CalPERS on an annual basis.

b. FLEXIBLE HEALTH ALLOWANCE CONTRIBUTION

1. Employee only = 95% of the 2026 premium of the third lowest cost HMO available in CalPERS Health. This includes the PEMHCA minimum contribution in 3(a)(1), but not less than (\$1,078.05).
2. Employee + one dependent = 90% of the 2026 premium of the third lowest cost HMO available in CalPERS Health. This includes the PEMHCA contribution in 3(a)(2), but not less than (\$2,042.62).
3. Employee + two or more dependents = 90% of the 2026 premium of the second third cost HMO available in CalPERS Health. This includes the PEMHCA contribution in 3(a)(3), but not less than (\$2,655.41).

At no time during the 2026 plan year will the County pay more than the full costs associated with employees' health plan selection.

4. For calendar year 2027, the County will provide the following monthly benefit contributions for active employees:

a. CalPERS PEMHCA CONTRIBUTION

1. Employee only = the County shall contribute the PEMHCA minimum as determined by CalPERS on an annual basis.
2. Employee + one dependent = the County shall contribute the PEMHCA minimum as determined by CalPERS on an annual basis.
3. Employee + two or more dependents = the County shall contribute the PEMHCA minimum as determined by CalPERS on an annual basis.

b. FLEXIBLE HEALTH ALLOWANCE CONTRIBUTION

1. Employee only = 95% of the 2027 premium of the third lowest cost HMO available in CalPERS Health. This includes the PEMHCA minimum contribution in 4(a)(1) but no less than \$1,078.05.
2. Employee + one dependent = 90% of the 2027 premium of the third lowest cost HMO available in CalPERS Health. This includes the PEMHCA contribution in 4(a)(2), but no less than \$2,042.62.
3. Employee + two or more dependents = 90% of the 2027 premium of the third lowest cost HMO available in CalPERS Health. This includes the PEMHCA contribution in 4(a)(3), but no less than \$2,655.41.

At no time during the 2027 plan year will the County pay more than the full costs associated with employees' health plan selection.

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, some employees in several County departments are working 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 90 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 analysis for the Health Services Agency will also include a review of the nature of the work of the employees assigned to the Homeless Persons Health Project (HPHP). Although HPHP employees do not perform overnight work, the parties agree to study the issues and concerns they have raised.

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. The parties will determine if operational systems and processes can be utilized to allow employees time off to rest from in person work during the night. If non-economic systems are not operationally feasible the parties will determine what economic changes are necessary. Any joint economic 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.