

Passed to County

Union proposal #8 Section 12.5 Education and Certification Incentive Pay April 11, 2019

3:10 pm
OK
4/11/19

Time: _____

Date: _____

**SEIU Local 1021
Welfare Supervisory Unit
To
Sacramento County**

Union makes the following proposal under Art 12.5 Education and Certification and Incentive Pay. Union proposes the following changes:

12.5 EDUCATION AND CERTIFICATION INCENTIVE PAY

Regular employees in the class of Family Service Supervisor and **effective upon ratification Eligibility Supervisors** will become eligible for education incentives beginning the first biweekly pay period after submission of evidence of eligibility to the person designated by the appointing authority.

- a. Education Incentive Pay: Additional salary shall be paid to employees who complete education credits. To qualify for such additional salary, employees must (1) complete or have completed the following college level semester units¹ from an accredited, recognized college or university as verified by the Department of Personnel Services; and (2) attain a minimum grade of "satisfactory" on all course work:
 - (1) Thirty (30) to fifty-nine (59) undergraduate semester units above the minimum qualifications for the employee's job classification. Additional salary: 2.5% of base salary.
 - (2) Sixty (60) or more undergraduate semester units above the minimum qualifications for the employee's job classification. Additional salary: 2.5% of base salary.

- b. Certification Incentive Pay: Additional salary shall be paid to employees for possession of certification(s). To qualify for additional salary, such certification(s) shall meet the following criteria:
 - (1) Certification is not required as part of the minimum qualifications specified in the employee's job classification.
 - (2) Recognized certificates include those offered at the following institutions: California State University system, University of California system, and the Community College system. The Union and the County shall meet to determine additional recognized certificates and the amount of assigned salary differentials.

¹ One semester unit is the equivalent of one and one-half quarter units.
The Union reserves the right to add to, amend, delete from or otherwise alter, amend or modify in whole or in part its proposals during the course of negotiations at any time for any reason

- c. Eligibility Supervisors: Effective the first pay period of July 2014 2016, regular employees in the class of eligibility Supervisor will become eligible for an education incentive beginning the first biweekly pay period after submission of evidence of eligibility to the person designated by the appointing authority. Eligibility Supervisors are excluded **to be included in all other** ~~from all other~~ incentives under Section 12.5.

(1) Bachelor's Degree from an accredited college or university, in social work, sociology, psychology, counseling, or other related field. Additional salary: 2.5% of base salary.

- d. Compensation:

(1) For purposes of this section, "base salary" shall mean a qualifying employee's straight time hourly rate of pay, and shall not include overtime, skill pay, or other salary differential(s) or pay.

(2) No employee who qualifies for both certification and education incentive pay shall receive additional salary of more than 5%.

- e. Dispute Resolution: The determination of approved accredited recognized colleges or universities and recognized certifications is not subject to the grievance/arbitration provisions of this agreement.

i One semester unit is the equivalent of one and one-half quarter units.