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Union proposal #9 Art 12.4 HSS Education and Certification Incentive Pay April 11, 2019

1 Time: _____

2 Date: _____

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4 **SEIU Local 1021**
5 **Welfare Supervisory Unit**
6 **To**
7 **Sacramento County**
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9 Union makes the following proposal under Art 12.4 Education and Certification
10 and Incentive Pay. Union proposes the following changes:

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12 **12.4 EDUCATION AND CERTIFICATION INCENTIVE PAY**

13 Regular employees in the class of Family Service Supervisor and **effective**
14 **upon ratification Human Services Supervisors** will become eligible for education
15 incentives beginning the first biweekly pay period after submission of evidence of
16 eligibility to the person designated by the appointing authority.
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- 18
- 19 a. Education Incentive Pay: Additional salary shall be paid to employees
20 who complete education credits. To qualify for such additional salary,
21 employees must (1) complete or have completed the following college
22 level semester units¹ from an accredited, recognized college or university
23 as verified by the Department of Personnel Services; and (2) attain a
24 minimum grade of "satisfactory" on all course work:
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- 26 (1) Thirty (30) to fifty-nine (59) undergraduate semester units above
27 the minimum qualifications for the employee's job classification.
28 Additional salary: 2.5% of base salary.
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- 30 (2) Sixty (60) or more undergraduate semester units above the
31 minimum qualifications for the employee's job classification.
32 Additional salary: 2.5% of base salary.
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- 34 b. Certification Incentive Pay: Additional salary shall be paid to employees
35 for possession of certification(s). To qualify for additional salary, such
36 certification(s) shall meet the following criteria:
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- 38 (1) Certification is not required as part of the minimum qualifications
39 specified in the employee's job classification.
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- 41 (2) Recognized certificates include those offered at the following
42 institutions: California State University system, University of
43 California system, and the Community College system. The Union
44 and the County shall meet to determine additional recognized
45 certificates and the amount of assigned salary differentials.

¹ One semester unit is the equivalent of one and one-half quarter units.

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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.

d. **Human Services Supervisors: Effective upon ratification regular employees in the class of Human Services 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. Human Services Supervisors are to be included in 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.

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