

Passed 10/4/19

COUNTY OF SACRAMENTO
TO
SEIU, LOCAL 1021
WELFARE SUPERVISORY UNIT

October 4, 2019

The County hereby makes the following package proposal to SEIU, Local 1021, Welfare Supervisory Unit:

I. *Revise Section 7.1 as follows:*

7.1 SALARY INCREASES

- a. Fiscal Year 2019-2020 Salaries: Effective the first pay period following the approval of the 2019-2022 labor agreement by the Board of Supervisors, salaries shall be increased by two percent (2%).
- b. Fiscal Year 2020-2021 Salaries: Effective the first pay period of July 2020, salaries shall be based on the average percent of year-to-year change in the Consumer Price Index (U. S. City Average, Urban Wage Earners and Clerical Workers) reported for each of the twelve (12) months ending with the month of March 2020, rounded to the nearest one-tenth of one percent (1/10%); provided, however, such increase shall not be less than two percent (2%) nor more than four percent (4%).
- c. Fiscal Year 2021-2022 Salaries: Effective the first pay period of July 2020, salaries shall be based on the average percent of year-to-year change in the Consumer Price Index (U. S. City Average, Urban Wage Earners and Clerical Workers) reported for each of the twelve (12) months ending with the month of March 2021, rounded to the nearest one-tenth of one percent (1/10%); provided, however, such increase shall not be less than two percent (2%) nor more than four percent (4%).

II. *In exchange for revising Section 7.8, Minimum 10% Salary Spread, the County proposes "a" though "f" as follows:*

- a. *Revise Section 7.8 as follows:*

7.8 MINIMUM 10% SALARY SPREAD

The County agrees to maintain a ten percent (10%) spread between Step 9 of the supervisory class in the Welfare Supervisory unit and Step 9 of the highest paid subordinate class. **This provision sunsets on June 30, 2022.**

b. *Revise Section 7.2 as follows:*

7.2 EQUITY ADJUSTMENTS

Effective the first pay period following the approval of the 2019-2022 labor agreement by the Board of Supervisors, equity adjustments shall be paid to employees in the following classes effective on the dates specified:

<u>Classification</u>	<u>FY 2019/2020</u>
All SEIU Classes listed in Section 1.1(a)	1%
Family Services Supervisor	5%

c. *Add Section 7.10 as follows:*

7.10 HUMAN SERVICES PROGRAM SPECIALIST RANGE B

Effective the first pay period following the approval of the 2019-2022 labor agreement by the Board of Supervisors, a new salary range (Range A and B) shall be established for the Human Services Program Specialist. Range A salary shall be set at the current Human Services Program Specialist salary. Employees in the class of Human Services Program Specialist assigned to Child Protective Services (CPS) shall be paid at Range B which shall be approximately 7.5% higher than Range A. Range B shall be paid only for the time the employee is assigned to Child Protective Services.

d. *The County agrees to the Union's SB866 proposal as follows:*

The County and SEIU shall agree to continue to negotiate SB866 and both parties agree to not hold up ratification if no agreement is reached during these negotiations.

e. *The County counters the Union's "13.1.1 Release Due to Selection to Another Position" proposal as follows:*

The County shall endeavor to release any Bargaining Unit Member who has been selected for an announced position within two (2) pay-periods of the offering by the department and acceptance of the position by the employee.

f. *In addition, SEIU and the County shall agree to the attached **Compensation Side Letter**.*

III. The County agrees to the following Union proposals:

- Union Proposal #1 (Gender-neutral clean up), Sections 1.1-10.11 (*passed 2/14/19*) in conjunction with County's revisions passed 5/30/19
- Union Proposal #2 (Gender-neutral clean up), Sections 11.1-16.6 (*passed 3/14/19*) in conjunction with County's revisions passed 5/30/19

IV. The Union agrees to the following County proposals:

- County Proposal #4, Section 9.8, Parental Leave (*passed 2/14/19*)
- County Proposal #5, Section 9.2, Sick Leave (*passed 2/28/19*)
- County's counter to SEIU's SB866 proposal revising Article II (*passed 4/11/19*)
- County's counter to SEIU's Proposal #6, Section 13.1, Announcement of Openings (*passed 5/2/19*)

V. The County withdraws its following proposals:

- County Proposal #6, Section 17.5, Cause for Disciplinary Action (*passed 2/14/19*)
- County Proposal #7, Section 6.1, Overtime (*passed 2/28/19*)
- County Proposal #9, Section 15.3, Reprimands (*passed 3/14/19*)
- County Proposal #11, Section 13.5, Out-of-Class Assignments (*passed 3/28/19*)

VI. The County rejects the following Union proposals/counter-proposals:

- Union Proposal #11, Section 7.6, Salary Administration, and 7.7, Human Services Supervisor Master Degree/Pay Differential (*passed 5/2/19*)
- Union Proposal #12, New Section 13.4.2, Supervisor New Employee Assignment Ratio (*passed 5/2/19*)
- Union Proposal #13, New Section, Notification of New Hire or Separation of Members (*passed 5/2/19*)
- Union Proposal #14, Reinstate Section 10.3, Retiree Health Savings Plan (*passed 5/17/19*)
- Union's counter on Section 9.8, Parental Leave (*Union Counter to County Proposal #4 passed 3/28/19*)
- Union's counter on Section 17.5, Cause for Disciplinary Action (*Union Counter to County Proposal #6 passed 2/28/19*)
- Union's counter on Section 15.3, Reprimands (*Union Counter to County Proposal #9 Section 15.3, Reprimands passed 3/14/19*)
- Union's counter on Section 13.5, Out-of-Class Assignments (*Union Counter to County Proposal #11 passed 5/16/19*)

VII. The parties agree to incorporate all Tentative Agreements reached during the course of this negotiations as follows:

- Union Proposal #15 (Gender-neutral clean up), Sections 16.7-18.1 in conjunction with County's revisions (*TA 6/6/19*)
- Union Counter to County's #1, Section 15.5, Part-Time Employment (*TA 5/30/19*)

- County Proposal #1, Sections 15.4(a), 16.5(a), and 17.7(b) (TA 3/14/19)
- County Proposal #2, Section 12.2, Mileage Reimbursement (TA 2/28/19)
- County Proposal #3, Section 10.5, Life Insurance (TA 4/11/19)

VIII. Addendum/LOU/Side Letters:

All addendums, letters of understanding (LOU), and side letters not incorporated into the MOU shall be void.

IX. Continuation of the 2016-2019 Memorandum of Understanding (MOU):

The parties agree to roll over (continue) all unchanged terms of the 7/1/2016-6/30/2019 SEIU 1021/County of Sacramento Memorandum of Understanding as part of a successor MOU.

Date _____

Chris Bolshazy
Chief Negotiator
Welfare Supervisory Unit

Adrian Johnson
Chief Negotiator
County of Sacramento

Re-Passed 10/4/19

COUNTY OF SACRAMENTO
TO
SEIU, LOCAL 1021
WELFARE SUPERVISORY UNIT

COUNTY COUNTER-PROPOSAL
JULY 18, 2019

Compensation Side Letter

Should any collective bargaining agreement for miscellaneous/non-safety recognized bargaining unit within the County, add a provision which grants general salary increases for all classifications within the unit above the cost of living adjustments bargained for (2%-4%) for FY 2021/2022, then the same amount shall automatically be applied to employees represented by the Welfare Supervisory Unit, SEIU, Local 1021. However, if the aforementioned general salary increases are offset by decreases in compensation and/or benefits elsewhere, then this clause shall not apply.

Date _____

Chris Bolshazy
Chief Negotiator
Welfare Supervisory Unit

Adrian Johnson
Chief Negotiator
County of Sacramento