

COUNTY OF SACRAMENTO  
TO  
SEIU, LOCAL 1021  
WELFARE SUPERVISORY UNIT

Passed to Union  
@ 3:25 pm  
on 2/28/19

PROPOSAL #7  
February 28, 2019

Revise Section 6.1 as follows:

6.1 OVERTIME

a. Supervisors will be compensated only for overtime ordered by designated supervisory personnel.

b. Except as otherwise provided, supervisors required to work in excess of eight (8) hours per day or forty (40) hours per week shall be compensated for such overtime with pay at one and one-half times the hourly rate or by compensating time off on the basis of one and one-half hours off for each hour of overtime worked. Compensation may be paid in cash when overtime is required for the protection of persons or property when the granting of time off would seriously disrupt the operations of the department, or in other cases of a unique nature warranting cash payment. Compensating time off shall be given in all other cases. Such compensating time off shall be used within one (1) year from the time the overtime was performed. If the department is unable to schedule and grant the time off within one (1) year, cash payment shall be made in lieu of compensating time.

c. All paid leave ~~except sick leave~~ shall not be counted as time worked. Time worked in excess of eight (8) hours in a day shall not be counted in determining whether an employee has worked in excess of forty (40) hours in a week.

~~(1) Effective the first pay period of Fiscal Year 2018-2019, for the purpose of computing the number of hours worked, time when an employee is excused from work because of holidays, sick leave, vacation, compensating time off (CTO) or any other leave shall not be considered as time worked by the employee for the purpose of computing cash or compensating time off (CTO) for overtime. This subsection, 6.1(c)(1), shall only be implemented if such change is applied to all bargaining units.~~

d. Supervisors who work overtime shall promptly and accurately report such time in the manner prescribed by County.

e. Overtime shall be distributed fairly among supervisors insofar as circumstances permit.

Date \_\_\_\_\_

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Chris Bolshazy  
Chief Negotiator  
Welfare Supervisory Unit

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Adrian Johnson  
Chief Negotiator  
County of Sacramento