

Union passed to County on 5/16/19 @ 1:22pm

Union counter proposal #1 to County Proposal #11 -13.5 Out of Class May 16, 2019

SEIU, LOCAL 1021
WELFARE SUPERVISORY UNIT
TO
COUNTY OF SACRAMENTO

Date: _____

Time: _____

The Union makes the following counter-proposal to County's Proposal #11 dated March 28, 2019. This counter-proposal also includes the attached SEIU Acting Program Manager Rotation Schedule (May 16, 2019) form.

Revise Section 13.5 as follows:

13.5 OUT-OF-CLASS ASSIGNMENTS

a. A supervisor ~~An employee~~ assigned in writing by the appointing authority, for more than two (2) consecutive days, to perform the duties of a higher class, shall ~~receive a five percent (5%) pay differential~~ be paid the step of the salary range in the higher class which would apply if he/she had been promoted to the higher class **be paid the step of the salary range in the higher class which would apply as if the employee had been promoted to the higher class.** Such payment shall begin the first day of assignment **and shall not exceed five months and twenty-nine days.**

b. Subsection a. above may be waived in writing with the agreement of both the employee and the department.

c. Selection of the acting program manager by the appointing authority shall be on a rotational basis **by seniority** for each new absence of the program manager per Subsection a. **A current seniority list shall be maintained and posted at each bureau. Said list will be updated within two (2) weeks of the new employees assignment to the bureau.**

- 1. If an employee does not accept the assignment, that employee loses their selection opportunity for that one time only and will be available for selection on the next full rotation back to their place on the seniority list.**
- 2. There will be no deviations nor exceptions to the established rotation list.**
- 3. The rotation list will start with the most senior employee at the top of the list.**

d. If there are no such candidates who are willing to serve as acting program manager, the departments may assign any other qualified employee.

e. This section is only intended to address assignment of employees listed in Section 1.1(a) to out-of-class assignments, and nothing in this section shall prevent the appointing authority from assigning employees not listed in Section 1.1(a) to an out-of-class assignment.

SEIU Acting Program Manager Rotation Schedule (May 16, 2019)

Seniority Rank	Supervisor Name	Acting PM Start Date	Acting PM End Date	Accepted (A) or Declined (D)	Reason Declined
1	Lucy Tosti	12/20/2016	1/8/2017	D	On Vacation
2	Sammy Helpful	12/20/2016	1/8/2017	A	N/A
3	Jolene DoGood				
4	Kathy Supportive				
5	Dudley DoWright				
6	Lily Cares				
7	Harry ToRescue				
8	Barbara Sop				
9	Cee P. Em				
10	Em Eye Cee Kay E Why				