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Date: \_\_\_\_\_

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4 SEIU Local 1021  
5 Welfare Supervisory Unit  
6 To  
7 Sacramento County  
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10 1. Salary Administration-SEIU proposes a new section, 7.6d. The Union proposes to  
11 modify the salary schedule and administer such changes to the classifications of  
12 Family Services Supervisor and Eligibility Supervisor:  
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14 7.6 SALARY ADMINISTRATION

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16 a. Entry Step: Effective July 16, 2000, the entry step within the  
17 established range for each class, shall be Step "5" unless specifically  
18 designated as Step "6," "7," "8," or "9." Except as otherwise provided any  
19 person appointed to a class shall receive the entry step of the range of such  
20 class and shall accrue other benefits as a new employee.  
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22 b. Transition of Employees in Salary Steps "2", "3", and "4":  
23 Effective July 16, 2000, employees in salary Steps "2", "3" and "4" shall be  
24 moved as follows:  
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26 (1) Employees in salary Steps "2" and "3" will be moved to  
27 salary Step "5" with no change in step increase date.  
28

29 (2) Employees in salary Step "4" will be moved to salary Step  
30 "6" with a new step increase date of July 16, 2000.  
31

32 c. Any person who is appointed to a permanent, regular position in  
33 the same class to which ~~they~~ ~~he or she was~~ were previously appointed  
34 pursuant to Civil Service Rule 7.7 (a) or Civil Service Rule 7.7 (e) and who  
35 has also continuously served in that capacity shall receive the equivalent to  
36 the salary step which ~~he or she~~ they received during ~~his or her~~ their  
37 appointment under Civil Service Rule 7.7 (a) or Civil Service Rule 7.7 (e).  
38 Time spent in any appointment made pursuant to Civil Service Rule 7.7 (a)  
39 or Civil Service Rule 7.7 (e) shall not constitute a part of such employee's  
40 probationary period.  
41

42 d. Effective the first pay period upon ratification by both parties of the  
43 agreement, a salary adjustment shall be made to the classification of the  
44 Family Services Worker Supervisor of five percent (5%) in addition to any  
45 other COLA negotiated between the parties.

*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.*

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e. Effective the first pay period upon ratification by both parties of the agreement, a salary adjustment shall be made to the classification of the Human Services Program Specialist of seven and one-half percent (7.5%) in addition to any other COLA negotiated between the parties.

Union makes the following proposal under Art 7.7 Human Services Supervisor-Master Degree/Pay Differential. Union proposes the following changes (based on subordinate class increases) and addition of new section 7.7.1 Eligibility and Human Services Supervisor:

~~Art 7.7 HUMAN SERVICES SUPERVISOR MASTER DEGREE/PAY DIFFERENTIAL~~

Effective the first full bi-weekly pay period after Board of Supervisors approval, regular Bargaining Unit Employees assigned to Child Protective Services shall be paid the 5% pay retention differential incentive.

Effective the first full bi-weekly pay period after Board of Supervisors approval, Human Services Supervisors-Master's Degree, who supervise Human Services Social Workers-Master's Degree who receive both the 2.5% Retention Incentive and/or bilingual/cultural pay, shall receive a 5% differential of their base pay for each pay period they supervise such workers.

7.7.1 Eligibility Supervisors and Human Services Supervisors

Effective the first full bi-weekly pay period after Board of Supervisors approval, Eligibility Supervisors, and Human Services Supervisors who supervise Eligibility Specialists, Senior Eligibility Specialists, Human Services Specialists, Human Service Social Workers, and Human Service Assistants who receive bilingual/cultural pay, shall receive a 5% differential of their base pay for each pay period they supervise such workers.

Tentative Agreement

\_\_\_\_\_  
Sacramento County

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SEIU, Local 1021

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Union to County Proposal #11 FAWS Equity Adjustment May 2 2019

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Date

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Date

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