

**AGREEMENT
BETWEEN
COUNTY OF SACRAMENTO
AND
SERVICE EMPLOYEES INTERNATIONAL UNION,
LOCAL 1021
COVERING ALL EMPLOYEES IN THE
WELFARE SUPERVISORY UNIT**



2025-2028

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Preamble

This Agreement contains the terms negotiated between the County of Sacramento, (County), and Service Employees International Union, Local 1021, (Union), concerning salaries, hours and other terms and conditions of employment for employees in the Welfare Supervisory Unit.

Article 1 - Recognition

The Welfare Supervisory Unit consists of employees in the following classes:

Child Development Supervisor I
Child Development Supervisor II
Family Service Supervisor
Human Services Supervisor
Human Services Supervisor – Master's Degree
Human Services Program Specialist
Volunteer Program Specialist
Workforce Career Assessment Supervisor

Article 2 - Union Rights

2.1. Payroll Deductions

- a. It is the intent of this term to provide for payroll deductions of Union members to be deducted from their warrants insofar as permitted by law. The union shall provide the County with a list of employees for whom membership dues should be deducted from the paycheck. The Union shall provide the County with any subsequent modifications to that list. The County shall comply with SB-866. For example, requests to authorize dues/other deduction(s), or requests to change status regarding such deductions, shall be directed to the Union rather than the County. The County shall rely on the Union's explanations in a certified list, submitted by a representative of the Union who has authority to bind the Union, regarding whether an authorization/change in deduction(s) has been requested by the employee. The Union shall provide the County a copy of the employee's authorization for deductions if a dispute arises about the existence or terms of authorization.
- b. The written authorization must be for approved insurance and benefit programs and the amount of dues deducted from organization members' warrants shall be changed by the County upon written request of the Union.
- c. The Union agrees to indemnify, defend and hold County harmless against any claims made of any nature and against any suit instituted against the County arising from its checkoff for the dues, insurance or benefit programs of the Union.
- d. "Approved insurance and benefit programs" are those which County has approved as being non-competitive or non-duplicative of County-offered programs. County

reserves the right to disapprove any insurance program, in advance, if competitive or duplicative, and to cancel any Union insurance and benefit program payroll deductions where they are established without prior County approval. County may also cancel payroll deductions if the program is modified so as to become competitive or duplicative. It is understood that life insurance, except for accidental death and dismemberment, is competitive and duplicative of County-offered programs. The County agrees to permit the Union checkoff for premiums of the Union short-term disability plan provided the short-term plan is not competitive or duplicative of the County long-term disability plan.

- e. Solicitation or servicing of such insurance and benefit programs shall not interrupt on-duty supervisors nor be conducted in County facilities without prior approval of County.

2.2. Union Representation

- a. The County recognizes and agrees to deal with designated officers and representatives of the Union on all matters relating to grievances and the interpretation of this Agreement. Employees in the unit shall be permitted County-paid time off to represent bargaining unit employees on grievances.
- b. A written list of the officers of the Union's Supervisor Chapter and the stewards serving each area, shall be furnished the County immediately after their designation, and the Union shall notify the County promptly of any changes of such officers or stewards. The officers or stewards shall not be recognized by the County until such lists or changes thereto are received by the County Executive, or designee, and the affected department directors.
- c. The County shall recognize six (6) Stewards - three (3) in the Department of Child, Family and Adult Services, and three (3) in the Department of Human Assistance. Stewards may represent employees across departmental lines.
- d. Upon request of the aggrieved employee, a Steward or the Chapter President may investigate the grievance or dispute, provided it is in their area of responsibility, and assist in its presentation. The Chapter President or Steward shall be allowed a reasonable time for this purpose during working hours without loss of pay, subject to prior notification and approval by the immediate supervisor. For investigations which take the Chapter President or Steward physically outside their regular work area, such notification shall be on a form prescribed by the County, which will state the amount of time spent for the purpose. When the Chapter President or Steward is investigating grievances within their regular work area, the prior notification and approval may be oral and the form need not be used. However, the Chapter President or steward shall accurately record on their employee time sheet all on-duty time spent investigating grievances. The assignment of more than one (1) steward (or the Chapter President) on County-paid time to handle a grievance shall be subject to prior approval of the County Executive or designated County representative and approval shall not be

unreasonably delayed or withheld.

- e. The Chapter President, if a member of the unit, shall be allowed reasonable time off for the purpose of attending meet and confers, and on matters relating to grievances and the interpretation, application, or enforcement of the express terms of this Agreement. The Chapter President may designate a recognized steward or officer to use president time for this same purpose.

2.3. Payroll Authorization Requirements

Dues/COPE/Union-Sponsored Benefit Program Deductions

- a. The employer shall honor an employee's check-off authorization for dues, COPE or other Union-sponsored program, which are submitted in writing or by any other means of indicating agreement allowable under state and federal law, regardless of whether the employee is a member of the Union.
- b. Deductions for dues, COPE or other Union-sponsored program shall start the pay period after the employer receives notification of the authorization. The employer shall transmit such payments to the union through electronic funds transfer no later than thirty (30) days after the deduction from the employee's earnings occurs.
- c. Requests to authorize dues/other deduction(s), or requests to change status regarding such deductions, shall be directed to the Union rather than the employer. The employer shall rely on the Union's explanations in a certified list, submitted by a representative of the Union who has authority to bind the Union, regarding whether an authorization/change in deduction(s) has been requested by the employee.
- d. SEIU shall not provide the employer a copy of the employee's authorization unless a dispute arises about the existence of terms of the authorization.

2.4. Union Notices and Meetings

- a. The Union may use County conference rooms and similar building facilities for meetings with employees in the unit it represents; may post material on bulletin boards located (as provided below) to serve employees in the unit it represents; and may visit work locations to confer with its members regarding grievances or other business within the scope of representation or otherwise provided for within this Agreement.
- b. Use of County meeting facilities requires reasonable advance notice to the appropriate County official and is subject to County use of such facilities; provided however, that once scheduled, such Union meetings may not be canceled by the County except under emergency situations. The County may establish reasonable regulations governing the use of County facilities as provided by this section.
- c. At each office location a bulletin board shall be provided. No publication shall be

posted by the Union which indicates County action or approval when none has been given.

- d. Duly authorized representatives of the Union shall be permitted, at all times that employees in the unit it represents are working, to enter offices to transact business within the scope of representation and to observe conditions under which employees are employed and carry out their responsibilities; provided, however, that the Union representative shall, upon arrival at the facility, notify the manager in charge of the areas they wish to visit. Access shall not be unreasonably denied. If denied, the reason or reasons for denial must be stated.
- e. The Union may transmit reasonable amounts of written materials through the affected departments' intra-office mail systems, except as prohibited by law.

2.5. List of Supervisors

- a. The County shall furnish to the Union a list by name, class, and department of employees covered by this Agreement. Such list shall be furnished no later than January 1 of each calendar year.
- b. Within ten (10) business days of each complete pay period, the County shall furnish to the Union a list of employees covered by this Agreement with the following information: name, job classification, work address, work location, department, available contact information (including work/home/personal telephone numbers(s), and personal email address), most recent date of hire, current wage rate, employee identification number, employment status, hours of work, and gross pay. The information is given to the Union for its exclusive use for the sole purpose of conducting union business and are to be kept confidential. The Union agrees to not release any employee mailing address to any other party without the written consent of the employee. The union may update the recipient(s) of this document by utilizing the form prescribed by the County.

2.6. Classification Studies

- a. The County, when developing proposed new or revised class specifications which directly change the classification of positions occupied by employees represented by the Union, shall notify the Union of the new specifications proposals. The County shall meet with the Union upon request regarding such proposed class specification changes. The County shall mail the Union copies of the final draft of the new specifications at least seven (7) days in advance of scheduled agenda date for Civil Service Commission action.
- b. Upon approval of the classification change by the Commission and the Board of Supervisors, the County shall meet and confer with the Union upon request regarding the salary of the class. The salary established by the County shall remain in effect unless modified by negotiation between the Union and the County. Neither the classification nor the salary shall be subject to determination by the grievance procedure.

2.7. New Employee Orientation

- a. Unless otherwise agreed in advance, SEIU Business Representative, or their designees, shall be provided up to thirty (30) minutes to attend the County's regularly scheduled new-employee orientation (NEO) so that they may provide information about the Union and the labor agreement. The NEO schedule, and the reserved thirty (30) minutes of time for the SEIU's representative(s) to attend, shall be established by the County and provided to the Union annually. The County shall make a reasonable effort to provide the Union with at least forty-eight (48) hours' notice of changes to the regular schedule.
 1. When the County conducts the NEO virtually, SEIU will be provided a breakout room to meet with new County employees assigned to the Welfare Supervisory bargaining unit for thirty (30) minutes.
- b. When the County NEO is conducted in an electronic non-virtual format, the following will apply:
 1. The County will provide SEIU with a list of attendees at each orientation including a County email address if applicable.
 2. New employees will be allowed 30 minutes not in addition but alternative to the time in 2.7.a. to attend a virtual or in-person union orientation scheduled by SEIU. The employee must notify his or her supervisor reasonably in advance in order to secure this paid release time. Such time shall not be unreasonably denied.
 3. New employees shall be provided an opportunity to attend the virtual or in-person union orientation in a location where they will not be interrupted or overheard by others. This does not guarantee a private indoor space. Where such indoor space is unavailable, employees shall be allowed to participate in an outdoor space, including in their vehicles if parked in the worksite lot.
 4. SEIU will provide the County with a schedule of meeting dates and times.
- c. Where a department holds an orientation/training for employees which are new to the department or new to the bargaining unit, and where bargaining unit employees are in attendance, such employees will be provided 30 minutes not in addition but alternative to the time in 2.7.a. or b. to meet with a SEIU representative so that they may provide information about the Union and the labor agreement. Such meeting will generally take place on the same day as the orientation unless mutually agreed to be held on a different date by the department and union. In no case will the meeting take place more than 30 days after the department orientation/training date.

2.8. SEIU Local 1021 Full Time Release

- a. Should a member of the unit be elected to the local executive board for SEIU Local 1021, the union shall provide written notice to the Office of Labor Relations and the Department the employee is currently assigned to work. The notice will include the start and end date of the assignment. The union will be provided a full-time release position for the term of the assignment at no cost to the County. The County will work with SEIU to determine the best method to allow for the invoicing by the County and reimbursement of the full cost of the position by SEIU. The employee will not be released to the elected position until such agreement for reimbursement is in place and active. Members selected to participate in the Union's member intern program will be released at the employer's discretion and such requests shall not be unreasonably denied. Any such denial will not be subject to the grievance and arbitration provisions in Article five (5) of this agreement.
- b. For the duration of the assignment:
 - I. The employee will continue to be paid by the employer and will continue to accrue seniority and all benefits to which they are normally entitled. Employee benefit and other normal deductions will continue to be made during the term of the assignment.
 - II. The employee shall continue to complete a time sheet within the required timelines. All time off such as vacation, sick leave, holiday in lieu (HIL) and compensating time off (CTO) taken by the employee shall be charged and shown as such on the time sheet. During the term of the assignment, the employee shall not be eligible to earn CTO or HIL.
 - III. The employee must stay current on all mandated training for their current class.
- c. At the conclusion of such assignment the employee shall be returned to their same classification, and department.
- d. In the event that invoices are more than 60 days past due, the employee will no longer be eligible to participate in this assignment and may be required to report to the County worksite for work without additional notice.
- e. For payroll reporting purposes, in the event of a strike or any other work stoppage by SEIU 1021, SEIU 1021 members will be ineligible for the use of this release until such action is discontinued.
- f. Other terms may be included in the agreement as seen as necessary and relevant to the full release time position. If a revenue contract is required in order to allow for the receipt of funds, this will be subject to approval by the Board of Supervisors.
- g. Pursuant to Govt Code 3558.8 (f), any employees assigned to the SEIU Local 1021 executive board or member intern program pursuant to section 2.8 are performing

activities at the direction of the SEIU and are not agents of the County of Sacramento. The County shall not be liable for an act or omission of, or an injury suffered by, an Assigned employee. If the County is held liable for such an act, omission, or injury, SEIU shall indemnify and hold the County harmless.

2.9. Seniority

For the purposes of administering this agreement, where seniority is defined by the agreement, it will mean the following:

- a. Seniority shall be determined by the date of original appointment to the class. For purposes of this article, the “date of original appointment to the class” is defined as the date the employee first was appointed to the class, on or after the most recent date of entry into County service, regardless of type of appointment, including, but not limited to, provisional, limited term, temporary and exempt.
- b. For instances in which seniority shall be a deciding factor, a seniority list shall be prepared for each class and shall include probationary and permanent employees in that class. Where seniority dates in the class are the same, ties shall be broken in the following sequence:
 1. Employees with the earliest date of entry into continuous County service.
 2. Employees with the highest standing on the eligible list from which the appointments to the applicable class were made.
- c. The seniority date for employees who terminate and subsequently return to County service in accordance with the military leave provisions of Section 2.78.785 of the Sacramento County Code shall be the date of original appointment to the class, prior to the military separation.
- d. If an employee’s position is reallocated to a different class, and the former class is no longer authorized in the employee’s department, the employee’s date of appointment to the former class shall be the seniority date in the class to which the position was reallocated. In such cases the right to demote shall apply to the new class.
- e. If an employee is in a class which is retitled, the seniority date in the retitled class shall be the date of appointment to the original class which has been retitled.
- f. If an employee returns to a former class in which the employee previously held permanent status, the employee’s seniority date in the former class shall be the date of original appointment to the former class.

Article 3 - County Rights

- a. All County rights and functions, except those which are expressly abridged by this Agreement, shall remain vested with the County.

- b. The rights of the County include, but are not limited to, the exclusive right to determine the mission of its constituent departments, commissions and boards; set standards of service; determine the procedures and standards of selection for employment and promotion; train, direct and assign its employees; take disciplinary action; maintain the efficiency of County operations; determine the methods, means and personnel by which County operations are to be conducted; determine the content of job classifications; take all necessary actions to carry out its mission in emergencies; and exercise complete control and discretion over its organization and the technology of performing its work. The County has the right to make reasonable rules and regulations pertaining to employees consistent with this Agreement.
- c. This Agreement is not intended to, nor may it be construed to, modify the provisions of the Charter relating to civil service or personnel administration. The Civil Service Commission shall continue to exercise authority over classification of jobs and procedures and standards of selection for employment and promotion.
- d. This Agreement is not intended to restrict consultation with the Union regarding matters within the right of the County to determine.
- e. This article imposes neither duties of any kind upon the County nor does it confer rights of any kind upon the employees or the Union.

Article 4 - General Provisions

4.1. Strikes and Lockouts

- a. No lockout of employees shall be instituted by the County during the term of this Agreement.
- b. The Union agrees that during the term of this Agreement, neither it nor its officers, employees or members will engage in, encourage, sanction, support, or suggest any strikes (including economic strikes, sympathy strikes, and unfair labor practice strikes), work stoppages, boycotts, slowdowns, mass resignations, mass absenteeism, picketing or any other similar actions which would involve suspension of, or interference with, the normal work of the County. In the event that the Union members participate in such activities in violation of this provision, the Union shall notify those members so engaged to cease and desist from such activities and shall instruct the members to return to their normal duties.

4.2. Discrimination

- a. The County will not interfere with or discriminate in any way against any employee by reason of their membership in, or activity approved, by this Agreement, nor will the County discourage membership in the Union or encourage membership in any other employee organization.
- b. The Union, in turn, recognizes its right as designated negotiating agent and agrees

to represent all employees without discrimination, interference, restraint, or coercion. The provisions of this Agreement shall be applied equally to all employees, without discrimination as to age, sex, marital status, religion, race, color, creed, national origin, political affiliation, handicap, or sexual preference. The Union and the County shall share the responsibility for applying this provision of the Agreement.

Article 5 - Grievance and Arbitration Procedure

5.1. Purpose

- a. This grievance and arbitration procedure shall be used to process and resolve grievances arising under this Agreement.
- b. The purposes of this procedure are:
 - 1) To resolve grievances informally at the lowest possible level.
 - 2) To provide an orderly procedure for reviewing and resolving grievances promptly.
 - 3) To determine and correct, if possible, the causes of grievances.

5.2. Definitions

- a. A grievance is a complaint of one (1) or a group of employees, or a dispute between the County and the Union involving the interpretation, application or enforcement of the express terms of the Agreement.
- b. As used in this procedure, the term "immediate supervisor" means the individual who assigns, reviews and directs the work of an employee.
- c. As used in this procedure, the term "party" means an employee, the Union, or the County.
- d. As used in this procedure, the term "employee" means employees in the bargaining Unit.

5.3. Time Limits

Each party involved in a grievance shall act quickly so that the grievance may be resolved promptly. Every effort should be made to complete action within the time limits contained in the grievance procedure, but, with the written consent of all parties, the time limitation for any step may be extended.

5.4. Presentation

An employee or the Union representative, or both, may present a grievance while on duty. On group grievances at Steps 1, 2, and 3, no more than six (6) County employees may

participate on behalf of the Union while on duty, whether grievants, representatives, or witnesses, unless otherwise approved by the County.

5.5. Employee Rights

The employee retains all rights to self-representation conferred by Sections 3502 and 3503 of the Government Code and Section 2.79.030 of the Sacramento County Code.

5.6. Application

Grievances, as defined in Section 5.2, shall be brought through this procedure. The procedure adopted by the Board of Supervisors, effective October 1, 1969, shall not apply to employees covered by this Agreement for any purpose whatsoever.

5.7. Informal Discussion

The grievance initially shall be discussed with the immediate supervisor. The employee may be represented by an authorized representative of the Union. Within five (5) working days, the immediate supervisor shall give their decision or response.

5.8. Formal Grievance - Step 1

- a. If an informal grievance is not resolved to the satisfaction of the grievant, or if there is a reason to bypass the informal step, a formal grievance may be initiated. A formal grievance may be initiated no later than:
 - 1) Ten (10) working days after the event or circumstance occasioning the grievance; or
 - 2) Within five (5) working days of the decision rendered in the informal grievance procedure, whichever is later.
- b. However, if the informal grievance procedure is not initiated within the period specified in Section 5.8.a(1), the period in which to bring the grievance shall not be extended by Section 5.8.a(2).
- c. A formal grievance shall be initiated in writing on a form prescribed by the County and shall be filed with the persons designated by the appointing authority as the first level of appeal. Employees may be represented by an authorized representative of the Union.
- d. The designee of the appointing authority shall answer the grievance within five (5) working days of the filing of the formal grievance at Step 1.

5.9. Formal Grievance - Step 2

- a. If the grievant is not satisfied with the decision rendered pursuant to Step 1, the grievant may appeal the decision within five (5) working days to the appointing

authority or designee. The employee may be represented by an authorized representative of the Union designated to represent that area or the grievance chairperson.

- b. Within ten (10) workdays, the appointing authority or designee shall respond in writing to the grievant.

5.10. Formal Grievance - Step 3

- a. If the grievant is not satisfied with the decision rendered pursuant to Step 2, the grievant may appeal the decision within five (5) working days to the County Executive. The employee may be represented by an authorized representative of the Union.
- b. The Step 3 appeal shall be considered a formal request for a meeting and a written decision by the County Executive or designee. The meeting should be held within twenty (20) working days from receipt of the appeal to Step 3.
- c. In the event there are not mutually agreeable dates within 20 days, the County and the Union agree to make every effort to schedule Step 3 grievance meetings as expeditiously as possible. The intent of the parties is to hear all grievances within forty (40) working days of the appeal. The County Executive or designee shall provide a response in writing within ten (10) working days of the meeting.

5.11. Mediation

- a. If the grievant is not satisfied with the response pursuant to step 3, the matter may be submitted by mutual agreement of the parties to mediation. The parties agree to utilize the State Mediation and Conciliation Service for mediation. By mutual agreement, the parties may extend the timelines for the Union to appeal to Step 4 (arbitration). However, in no case will the request for mediation extend the timeline for the Union to appeal to Step 4 (Arbitration) without mutual agreement of the parties.
- b. Under no case shall the adjustment or resolution of the grievance at this level exceed forty (40) working days from the date of the Step 3 response, unless extended by mutual agreement of the parties. If not extended, the Union may appeal the grievance to arbitration.
- c. All costs of the mediator, if any, shall be borne equally by the parties. No party shall purposely withhold information at this level but shall disclose all information relevant to the grievance for consideration by the other party.
- d. Mediation Procedures: The mediation procedure shall be entirely informal in nature. However, copies of exhibits upon which either party bases its case shall be shared with the other party. The relevant facts should be elicited in a narrative fashion to the extent possible, rather than through examination and cross-examination of witnesses. The rules of evidence will not apply and no record of the

proceedings will be made. All persons involved in the events giving rise to the grievance should be encouraged to participate fully in the proceedings, both by stating their views and by asking questions of the other participants at the mediation hearing.

- e. The primary effort of the mediator shall be to assist the parties in settling the stated grievance in a mutually satisfactory fashion. In attempting to achieve a settlement, the mediator is free to use all of the techniques customarily associated with the mediation process, including private conferences with only one (1) party. If settlement is not possible, the mediator shall provide the parties with an immediate bench opinion, based on the stated grievance and the Collective Bargaining Agreement, as to how the grievance would be decided if it went to arbitration. That opinion would not be final or binding, but would be advisory. It would be delivered orally and would be accompanied by a statement of the reasons for the mediator's opinion. The advisory opinion may be used as the basis for further settlement discussions or for withdrawal or granting of the grievance. If the grievance is not settled, granted or withdrawn, the parties are free to arbitrate. If they do, the mediator shall not serve as arbitrator, and no offers or concessions made by the parties or the mediator during mediation can be used against a party during arbitration. Neither attorneys nor court reporters or any other type of note-taker shall be allowed to be present at the proceedings.
- f. If the parties agree to be bound by a mediator's recommendation, the subsequent agreement shall be reduced to writing and signed by the parties.
- g. Any grievance not resolved within twenty (20) working days of the initial mediation session with no subsequent mediation session(s) scheduled and which the Union wishes to pursue may be appealed by the Union to arbitration within ten (10) working days.

5.12. Formal Grievance - Step 4

If the County Executive or designee fails to respond in writing, as provided in Step 3, or if the response is not satisfactory to the Union, the Union has the right to refer the matter to binding arbitration. Such referral shall be made by written demand submitted to the County Executive within ten (10) working days of receipt of the decision.

5.13. Response

If the County fails to respond to a grievance within the time limits specified for that step, the grievant has the right to appeal to the next step, except that only the Union shall have the right to refer the matter to binding arbitration.

5.14. Copy of Decision

At each step of the formal grievance procedure, a copy of the decision shall be sent to the Union at the same time as the decision is sent to the grievant.

5.15. Selection of Arbitrator

- a. An impartial arbitrator shall be selected jointly by the parties within ten (10) workdays of receipt of the written demand.
- b. In the event the parties are unable to agree on an arbitrator within the time stated, the parties shall solicit from the State of California Mediation/Conciliation Service a list of seven (7) arbitrators.
- c. After receipt of the list, the parties shall alternately strike arbitrator's names from the list until one (1) arbitrator remains.

5.16. Decision

- a. The decision of the arbitrator shall be final and binding.
- b. The arbitrator has no authority to add to, delete, or alter any provisions of this Agreement, nor shall the arbitrator substitute their discretion in any case where the County is given or retains such discretion, but shall limit the arbitrator's decision to the application and interpretation of its provisions.

5.17. Costs

The fees and expenses of the arbitrator and the court reporter, if required by the arbitrator or requested by a party, shall be shared equally by the parties.

5.18. Witnesses

Employees will not suffer loss of compensation for the time spent as a witness at an arbitration hearing held pursuant to this Agreement. The Union agrees that the number of witnesses requested to attend, and their scheduling shall be reasonable. The County will cooperate in making witnesses available for arbitration.

5.19. Procedure for Discovery

- a. Personal Service: At any time after the hearing date has been set for an appeal, but in no event later than thirty (30) calendar days before the date set for such hearing, any party may personally serve a written request upon the responding party, or representative of record, for information that is necessary and relevant to prosecution of the Grievance as defined in Government Code 3500 et. seq. The requesting party shall bear the full cost of any discovery request.
- b. Service by Mail: At any time after the hearing date has been set for an appeal, but in no event later than thirty-five (35) calendar days before the date set for such hearing, any party may serve, by first-class mail, a written request upon the responding party, or representative of record, for any or all of the information set forth in Subsection a. above. The effective date of service shall be the date of the postmark.

- c. Response: Within twenty (20) calendar days of receiving the request mentioned in (a) and (b) above, the responding party shall prepare and serve a response to the request. Such response shall be served upon the requesting party, or representative of record, by the same means as service of the request was made.
- d. Request to be Deemed Continuing Request: The discovery request is a continuing request, which requires a continuous response. Where new or additional information becomes available to the responding party, such information shall forthwith be furnished to the requesting party, or representative of record.
- e. Negative Response: In the event the responding party does not have an item of the information requested, the responding party shall give a written negative response as to that particular item within the time specified for response, but shall respond fully as to the information which the responding party does possess. The responding party shall comply with (d) above after such negative response.
- f. Disputes: Any dispute between parties regarding discovery shall be resolved by the arbitrator.
- g. Penalties for Failure to Comply: The arbitrator shall impose penalties for failure to comply with this subsection. These penalties shall be based upon the seriousness of the failure to comply, the good or bad faith of the non-complying party, and the extent to which the non-compliance results in surprise to the requesting party and handicaps the requesting party in preparing the case. The following penalties may be imposed:
 - (1) Exclusion of evidence;
 - (2) Continuing the hearing at any stage; or
 - (3) Upon proof of a willful or repeated violation, the arbitrator shall determine the issue against the noncomplying party.

Article 6 - Overtime and Standby

6.1. Overtime

- a. Employees will be compensated only for overtime ordered by designated supervisory personnel.
- b. Except as otherwise provided, employees 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 (1.5) times the hourly rate or by compensating time off on the basis of one and one-half (1.5) 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 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.
- d. Employees 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.

6.2. Standby Assignments and Call Back

- a. Any employee who is required to remain on standby for emergency work shall be paid the equivalent of two (2) hours straight time pay for each eight-hour standby shift, whether or not the employee is called to work. A standby shift of more or less than eight (8) hours shall be prorated at the rate of 1 hour for every 4 hours worked, or any portion thereof.
- b. An employee who performs emergency work on standby duty shall be compensated therefore as overtime work. A minimum of two (2) hours overtime compensation (pursuant to Section 6.1) per shift shall be paid to an employee who is called back, in addition to the standby pay to which such employee is entitled pursuant to Section 6.2.a. This minimum shall only be paid in the event that an employee is physically called to the office or field location. Employees who are not physically called back, but provide services via computer or telephone will be paid for the actual duration of the work or phone call in 6 minute increments (.1 hour).
- c. Any employee not on standby and physically called in to an office or field location shall receive a minimum of two (2) hours overtime compensation (pursuant to Section 6.1). Employees who are not physically called back, but provide services via computer or telephone will be paid for the actual duration of the work or phone call in 6 minute increments (.1 hour).

6.3. 9/80 Work Schedules

- a. An appointing authority, with prior approval of the County Executive, may approve requests of employees covered by this Agreement in their department to work a 9/80 work schedule.
- b. For reference purposes only, this subsection discusses the application of the 9/80 schedule for employees who do not receive time and one-half overtime. This subsection does not in any way change or impact time and one-half overtime employees receive under Section 6.2.

- 1) For employees who do not receive time and one-half overtime pay, the workweek will remain from 12:00 a.m. on Sunday to 12:00 a.m. the following Sunday, a period of seven (7) consecutive twenty-four hour periods.
- 2) For these employees, the 9/80 work schedule is a schedule which during one (1) week of the biweekly pay period the employee is scheduled to work four (4) nine-hour workshifts for a total of thirty-six (36) hours, and during the other week of the pay period, is scheduled to work four (4) nine-hour workshifts and one (1) eight-hour workshift. All paid leave except sick leave shall be counted as time worked.
- 3) For these employees working the 9/80 work schedule who are eligible to earn straight-time overtime, overtime shall be earned when the employee is required to work in excess of nine (9) hours when normally scheduled to work the nine-hour workshift and in excess of eight (8) hours when normally scheduled to work the eight-hour workshift. Overtime shall also be earned when an employee eligible for overtime is required to work in excess of thirty-six (36) hours during the week the employee is scheduled to work thirty-six (36) hours, or in excess of forty-four (44) hours during the week the employee is scheduled to work forty-four (44) hours.

c. For employees who do receive time and one-half overtime pay, the individual employee's workweek must be redesignated by the County so that it commences in the middle of the eight-hour workshift as described in Section 6.3.b. This redesignated workweek must be in writing and specifically state the day of the week and time of day that the workweek commences and the effective date of the redesignated workweek. This must be completed and approved prior to the employee working the 9/80 schedule and be filed in the employee's personnel file. This redesignated workweek must be changed prior to the employee altering the day of the week or time of day that the eight-hour workshift occurs; the redesignated workweek must always commence during the middle of the eight-hour workshift. This redesignated workweek must also be changed back to the standard Sunday through Saturday workweek upon the employee moving off the 9/80 work schedule.

- 1) For these employees, the 9/80 work schedule is a schedule in which during each redesignated workweek the employee works four (4) nine-hour workshifts and one (1) four-hour workshift. The two (2) four-hour workshifts are worked consecutively in a manner to constitute one (1) eight-hour work period, similar to the eight-hour workshift provided in Section 6.3.b.
- 2) For these employees, overtime shall be earned when the employee is required to work in excess of nine (9) hours when normally scheduled to work the nine-hour workshift, and in excess of forty (40) hours during the redesignated workweek. Additionally, overtime will be earned when the employee is required to work more than four (4) hours when normally scheduled to work either of the four-hour workshifts. All paid leave except sick leave shall be counted as time worked.

worked.

- d. Employees working a 9/80 schedule shall take an unpaid meal period in the middle of their nine-hour and eight-hour workshifts, or between the two (2) four-hour workshifts. Employees may receive one (1) rest period during the first half of the employee's nine-hour or eight-hour workshift and one (1) rest period during the second half of the nine-hour or eight-hour workshift. Employees who work two (2) four-hour workshifts may receive one (1) rest period during each four-hour workshift.
- e. An employee shall be granted a holiday that falls on the employee's scheduled eight-hour workshift. If the holiday falls on the scheduled nine-hour workshift, the remaining hour must be taken off as leave first from accumulated compensating time off or holiday in lieu, and second from accumulated vacation time; and, if there are no leave balances, then leave without pay. If the holiday falls when the employee is scheduled to work the two (2) four-hour workshifts, then both four-hour workshifts shall be deemed to be the holiday. If a holiday falls on an employee's scheduled day off, the employee shall accrue eight (8) hours compensating time off.
- f. Full shift absences on vacation, sick leave, compensating time off, or holiday in lieu taken by employees on a scheduled nine-hour workshift shall result in the deduction of nine (9) hours from the employee's accrued leave balances. Full shift absences on the eight-hour workshift shall result in the deduction of eight (8) hours from the employee's accrued leave balances. Full shift absences from either four-hour workshift shall result in the deduction of four (4) hours from the employee's accrued leave balances.
- g. Employees may return to the standard five-day forty-hour workweek upon the approval of their appointing authority.
- h. The appointing authority shall have the right to return employee(s) to the standard five-day, forty-hour workweek schedule after providing advance written notice of two (2) full pay periods to the affected employee(s).

6.4. Four-Day, Forty-Hour Workweek

An appointing authority, with prior approval of the County Executive, may assign employees covered by this Agreement to work a work schedule consisting of four (4) ten-hour workdays per week, subject to the following conditions:

- a. Overtime: Employees shall earn overtime compensation in accordance with Section 6.1, except that such overtime shall be earned when employees work in excess of ten (10) hours per day or forty (40) hours per week.
- b. Sick Leave: Sick leave with pay shall be accrued, accumulated, and taken in accordance with Section 9.2 and Section 6.4.d.

- c. Vacation leave: Vacation leave with pay shall be accrued and used in accordance with Section 9.1 and Section 6.4.d.
- d. Leave Usage: Full shift absences on vacation, sick leave, compensating time off, or holiday in lieu taken by employees on a scheduled ten-hour workshift shall result in the deduction of ten (10) hours from the employee's accrued leave balance.
- e. Holidays: Employees shall be granted the day off in accordance with Article 8 if a holiday falls on an employee's scheduled workday, except that the remaining two (2) hours must be taken off as leave first from accumulated time off, and second from holiday in lieu or accumulated vacation time; and, if there are no leave balances, then leave without pay. If a holiday falls on an employee's scheduled day off during the normal Monday through Friday workweek, the employee shall accrue eight (8) hours of compensating time off.
- f. Holiday in Lieu: Employees who work in a unit for which the normal work schedule includes Saturdays, Sundays, and holidays shall accrue nine and two-tenths (9.2) hours holiday time every four (4) weeks in accordance with HIL requirements, except that in-lieu days off shall be for a ten-hour workday.
- g. Other Provisions: All other provisions of this Agreement shall apply to employees who work a ten-hour day/forty-hour workweek in the same manner as such provisions apply to employees who work a regular eight-hour/forty-hour workweek.
- h. Return to Normal Five-Day Schedule: The County shall have the right to discontinue the four-day work schedule by giving the Union ten (10) days' notice.

Article 7 - Salaries

7.1. Salary Increases

- a. Fiscal Year 2025-2026: Effective the first full pay period following board of supervisors approval salaries shall be increased by two and eight tenths percent (2.8%).
 - 1) Classes listed below which received adjustments prior to the approval of this agreement based on Section 7.10 Minimum Salary Spread will not receive this general salary increase because these classes have already received this increase as part of that adjustment.
 - Human Services Supervisor Master's Degree
 - Human Services Supervisor
 - Workforce Career Assessment Supervisor
 - 2) The class listed below will receive a partial general salary increase because the class received less than 2.8% in the 7.10 adjustment and therefore will receive the remaining amount in order to receive the full amount of the year one adjustment.

- Child Development Supervisor 1 will receive a one and three tenths percent (1.3%) general salary increase in year one.
- b. Fiscal Year 2026-2027: Effective June 28, 2026, salaries shall be increased by three percent (3%).
- c. Fiscal Year 2027-2028: Effective June 27, 2027, salaries shall be increased by three percent (3%).

7.2. Salary Step Increases

- a. Increase to steps above the entry step shall be based on performance and length of service. The employee must have earned the equivalent of at least twenty-six (26) biweekly pay periods of full-time eligible service since their step increase date.
- b. Except as otherwise provided herein, an employee's step increase date shall be the first day of the first full biweekly pay period in any class or the date of their last step increase, whichever is most recent.
- c. An employee's step increase may be deferred while the employee is in provisional or probationary status. Upon receipt of a deferred increase, the employee's step increase date shall be the same as it would have been had the increase not been deferred; and retroactive payment will be made.
- d. Upon change in class which results in a salary decrease or in a salary increase of less than ten (10) percent or the equivalent of two (2) steps, the employee shall retain the same step increase date.
- e. Continuous extra-help employment up to fifty-two (52) weeks of full-time service, or the equivalent, shall be considered as eligible service for a step increase for employees who are appointed to a regular position without a break in service; provided, however, that credit for extra-help employment shall be applied in the same manner as regular service for salary administration purposes only in respect to promotions, demotions and transfers during the extra-help employment period.
- f. Overtime work shall not be considered as eligible service.
- g. A step increase may be denied only for just cause.
- h. Future salary increases will be calculated based upon the top step of the salary range. From that base, the remaining steps in the range will be determined by using a standard factor so that there is approximately five percent (5.0%) between the steps. At each step in the range the increase may vary slightly from the percentage increase due to rounding.

7.3. Longevity

Permanent employees who reach ten (10) years of full-time service shall receive a four

percent (4%) differential. Less than full-time permanent employees shall become eligible upon working the equivalent of ten (10) years of full-time service.

7.4. Payroll Errors

- a. This provision applies when the Director of Personnel Services finds that an error has been made in relation to the base salary, overtime cash payment or paid leave accruals, balances or usage, or for medical insurance premiums or life insurance premiums. In such cases the County shall, for purposes of future compensation, adjust such compensation to the correct amount. The Director will give written notice to the employee.
- b. As used in this section:
 1. "Base salary" means the biweekly rate of pay including special pay allowances and differentials but excluding overtime cash payment.
 2. "Overtime cash payment" means authorized pay for working in excess of a prescribed number of hours, usually eight (8) hours per day or forty (40) hours per week.
 3. "Paid leave" means vacation, sick leave, compensating time off, and all other types of authorized leave with pay.
 4. "Overpayment" means any cash or leave (balance, usage or accruals) that has been overpaid or overcredited to an employee regardless of the reason, including but not limited to, administrative, clerical or system errors.
 5. "Underpayment" means any cash or leave (balance, usage or accruals) that has been underpaid or undercredited to an employee regardless of the reason, including but not limited to administrative, clerical or system errors.
- c. If the error has resulted in an overpayment or underpayment, reimbursement shall be made to the County if the error was an overpayment, or by the County if the error was an underpayment, in the amount which has occurred within one (1) year prior to the date of the initial written notification of the error.
 1. In the case of overpayment, reimbursement of the overpayment shall be made through one (1) or a combination of the following methods:
 - a) In cash payment(s) mutually agreed to by the employee and the Department of Personnel Services.
 - b) A one-time only leave adjustment to CTO or vacation equivalent to the dollar amount of overpayment (sick leave may not be used unless the overpayment involved the use of sick leave).
 - c) Installments through payroll deduction to cover the same number of pay

periods over which the error occurred. If the installments exceed ten percent (10.0%) of the employee's base salary (including incentives, et cetera), lower deductions may be made providing the lower deduction is at least ten percent (10.0%) of the employee's base salary including incentives, et cetera.

2. In the case of an underpayment the County will expedite reimbursement to the employee via an in-lieu warrant, a gross pay adjustment or a leave balance adjustment, whichever applies and is most appropriate.
3. An employee whose employment terminated prior to full reimbursement of an overpayment shall have withheld from any salary owing the employee upon termination an amount sufficient to provide full reimbursement. If that amount is not sufficient to provide full reimbursement, the County shall have the right to exercise other legal means to recover the additional amount owed.
4. Any amount of overpayment or underpayment for any period earlier than one (1) year prior to the date of the initial written notice shall be deemed waived and not reimbursable.
- d. The provisions of this section do not apply to grievance disputes which contend that the County has misapplied or incorrectly interpreted the terms of this or any previous Agreement. The time limits for the filing and processing of any grievance shall not be deemed to be excused, extended or otherwise modified by the provisions of this section nor shall the relief available through the grievance procedure be enlarged by or as a result of the provisions of this section.
- e. The provisions of this section apply only to errors involving base salary or overtime cash payment and paid leave accruals, balances or usage. No provision of this Agreement shall preclude the correction or recovery by the County or employee of past overpayments, underpayments or other losses which result from errors involving other matters, such as insurance, retirement, Social Security and court-ordered payments.

7.5. Night Shift Differential Pay

Night shift differential pay, at the rate of seven and one-half percent (7.5%) of the regular salary, shall be paid to the employee required to work more than one-half (1/2) of their work time during a biweekly pay period before eight (8:00) a.m. or after five (5:00) p.m.

7.6. Weekend Shift Differential

Weekend Shift: An employee will receive a weekend shift differential of one dollar and fifty cents (\$1.50) per hour for hours worked on a Saturday and/or Sunday.

7.7. Salary Administration

- a. The entry step within the established range for each class, shall be Step "5" unless

specifically designated as Step "6," "7," "8," or "9." Except as otherwise provided any person appointed to a class shall receive the entry step of the range of such class and shall accrue other benefits as a new employee.

- b. Any person who is appointed to a permanent, regular position in the same class to which the employee was previously appointed pursuant to Civil Service Rule 7.7(a) or Civil Service Rule 7.7(e) and who has also continuously served in that capacity shall receive the equivalent to the salary step which the employee received during their appointment under Civil Service Rule 7.7(a) or Civil Service Rule 7.7(e). Time spent in any appointment made pursuant to Civil Service Rule 7.7(a) or Civil Service Rule 7.7(e) shall not constitute a part of such employee's probationary period.

7.8. Human Services Supervisor-Master's Degree/Pay Differential

- a. Human Services Supervisors who supervise Human Services Social Workers who receive the seven and one half percent (7.5%) Range B differential, shall receive a seven and one half percent (7.5%) differential of their base pay for each pay period they supervise such workers.
- b. Employees covered by this agreement who supervise staff regularly assigned to the Sacramento County Main Jail and/or the Rio Consumnes Correctional Center shall receive a 2.5% differential of their base pay for each pay period they supervise such workers.
- c. Human Services Supervisors, Human Services Supervisors – Master's Degree, and Human Services Program Specialists who are designated as a field instructor for interns shall receive a five percent (5%) differential of their base pay for each pay period that they supervise such interns.

7.9. Minimum 10% Salary Spread

Effective the first pay period following Board of Supervisors approval, the County will 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.

The County will maintain an equal special salary relationship between Human Services Supervisor Master's Degree and Human Services Program Specialist and Volunteer Program Specialist.

This provision will expire on the last day of the last pay period of the fiscal year 2027-28, and, unless both parties agree otherwise, it will be reinstated upon Board of Supervisors approval of a successor agreement.

7.10. Deferred Compensation

- a. As soon as administratively feasible and following the Board of Supervisors' approval of the 2025 Agreement, if an employee enrolled in the Sacramento

County Employee Retirement System contributes into their 457(b) plan, the County will contribute a matching amount up to a maximum of three percent (3%) of the employee's salary into the employee's 401(a) plan. The 3% maximum County contribution match will be counted in the calculation of total compensation.

Matching contributions will be made for whole percentages only. For any employee that has a contribution rate of less than a whole percentage, the matching contribution rate will be made only for the whole percentage contribution amount. For example, a contribution of 1.6% will receive a "matching" contribution of 1%.

- b. All newly hired, rehired, or newly transferred employees in this bargaining unit who are enrolled in the Sacramento County Employees Retirement System will be automatically enrolled in the County 457(b) Deferred Compensation plan. The automatic enrollment deduction percentage will be 1% of compensation on a pretax basis which will be deposited in the Plan's appropriate Qualified Default Investment Allocation (QDIA) Target Date fund.
- c. Automatic enrollment will not take effect until the first full pay period following the 35-day opt out period after the date of hire, rehire or transfer to provide an opt-out period for the employee. Employees subject to auto enrollment who choose to opt-out must do so utilizing the online portal to stop or change their contribution rates. This change must be made sufficiently in advance of payroll timelines in order to take effect. Newly automatic enrolled 457(b) participants can "unwind" their contributions in the first 90 days of enrollment. This triggers an in-service withdrawal and tax consequences. Additionally, any matching 401(a) employer contributions are forfeit if the unwind provision is enacted.
- d. Employees entered into the automatic enrollment process retain all normal Deferred Compensation participant abilities, including increasing contribution percentages, ceasing contribution percentages, reallocating contributions to alternative funds, choosing post tax contributions, etc., in accordance with the procedures and parameters established by the County as the Plan Administrator.

Article 8 - Holidays

- a. Regular employees shall be entitled to such holidays with pay as enumerated herein. Holidays proclaimed by the Governor, other than Thanksgiving Day, shall not be deemed County holidays unless affirmatively made so by resolution of the Board of Supervisors.
 1. The holidays are January 1, the third Monday in January, February 12, the third Monday in February, March 31, the last Monday in May, June 19, July 4, the first Monday in September, the second Monday in October, November 11,

Thanksgiving Day, the day after Thanksgiving, and December 25.

2. When January 1, February 12, March 31, June 19, July 4, November 11, or December 25 holidays fall on Sunday, regular employees who work in a unit for which the normal work schedule does not include Saturday and Sunday shall be entitled to the Monday following as a holiday with pay.
3. When March 31, June 19, November 11 falls on Saturday, regular employees who work in a unit for which the normal work schedule does not include Saturday and Sunday shall be entitled to the preceding Friday as a holiday with pay.

- b. It is the intent of the parties that County employees shall take off from work the Fridays enumerated herein except where the appointing authority requires otherwise
- c. Regular employees who work in a unit for which the normal work schedules include Saturdays, Sundays, and holidays 'will accrue Holiday-in-Lieu at the rate of four and six tenths (4.6) hours each biweekly pay period. The maximum accrual of holiday in lieu time for a twelve-month period is one-hundred and four (104) hours. Cash payment shall be made for holiday in lieu time in excess of one-hundred and four (104) hours.
- d. Except as provided in Section 8.c. regular employees required to work on a holiday shall receive overtime compensation in addition to holiday pay.
- e. Employees are allowed four (4) hours off work with pay on the last working day before Christmas or the last working day before New Year's. If the employee is unable, because of the needs of the service, to take such time off, the employee shall be credited with four (4) hours compensatory time off. This time off shall be pro-rata for part-time employees.

Article 9 - Leaves

9.1. Vacation

1. Employees accrue vacation and accumulate vacation in accordance with the following schedule:

Years of Service	Biweekly Accrual Rate	Approximate Number Annual Days*	Accrual Maximum
During first 3 years	3.1 hours	10	240
After completion of 3 years	4.6 hours	15	320

Years of Service	Biweekly Accrual Rate	Approximate Number Annual Days*	Accrual Maximum
After completion of 6 years	5.5 hours	18	400
After completion of 9 years	5.8 hours	19	400
After completion of 10 years	6.2 hours	20	400
After completion of 11 years	6.5 hours	21	400
After completion of 12 years	6.8 hours	22	400
After completion of 13 years	7.1 hours	23	400
After completion of 14 years	7.4 hours	24	400
After completion of 15 years	7.7 hours	25	400

*eight-hour day

2. Employees may accumulate vacation to a maximum of 400 hours on any accrual date.
3. With advance approval by the immediate supervisor, vacation may be used to attend to emergency personal business. If advance notice and approval is not possible, approval may be given by the immediate supervisor after the fact.
4. Any employee appointed in accordance with the rules governing reinstatement following resignation in good standing shall be considered as a new employee; provided, however, that a reinstated employee shall be eligible to use accrued vacation within the first six (6) months of service, subject to the needs of the department.
5. Employees can “cash in” up to forty (40) hours/year vacation after ten (10) years of full-time continuous service and 240 hours accrued vacation per the terms of County policy 306 “Cash for Accrued Vacation Leave”.

9.2. Sick Leave

- a. Sick leave credits shall be earned by regular employees based on the equivalent of full-time service from the date of appointment. Sick leave credit shall accrue to the employee upon completion of the regular work assignment on the last day of the biweekly pay period in which it is earned. Sick leave credit shall accrue on the basis of four and six-tenths (4.6) hours per biweekly pay period of service and may

be accumulated without limitation.

Temporary employees, excluding retired annuitants, shall receive the equivalent of five days of sick leave per calendar year, dependent on the employee's work schedule (i.e. 9/80, 4/10, 12 hour shifts) in accordance with labor code Section 246. Such sick leave shall not rollover on annual basis. Sick leave for temporary employees will be loaded at the beginning of the first pay period in the calendar year. For temporary employees beginning employment after the start of the calendar year, the leave will be loaded in the first pay period of employment.

- b. Employees are entitled to use sick leave consistent with the reasons in this section for the following relationships:
 1. Self;
 2. Child (biological, adopted, foster, stepchild, legal ward, a child of an employee or the employee's domestic partner, or person to whom the employee stands in loco parentis);
 3. Parent (biological, foster, or adoptive parent, stepparent, a legal guardian, or other person who stood in loco parentis to the employee when the employee was a minor child);
 4. Spouse;
 5. Registered Domestic Partner;
 6. Grandparent;
 7. Grandchild;
 8. Sibling;
 9. Parent-in-law;
 10. Designated Person;
 11. Any other close relative or child who resides with the employee.
- c. Sick leave shall be provided in accordance with applicable state/federal law for the relationships in 9.2(b) for the following purposes:
 1. Employee is physically or mentally unable to perform their duties due to illness, injury, dental work or medical condition, including pregnancy;
 2. Diagnosis, care, or treatment of an existing health condition of, or preventative care for, an employee or employee's family member including childbirth (inclusive of transportation to and from medical facility);

3. For an employee who is a victim of domestic violence, sexual assault, or stalking as defined in Labor Code Sections 230(c) and 230.1(a); and
4. Employee's Donation of Blood – scheduled at the discretion of the appointing authority, not to exceed four hours in any instance and only approved upon submission to the appointing authority of an official blood bank receipt reflecting the donation.

- d. The appointing authority may require reasonable substantiation of the need for, and use of, sick leave except where prohibited by state or federal leave protections.

9.3. Sick Leave Extension

The County may amend Section 2.78.745 of the Personnel Ordinance to delete provisions which permit the County Executive to grant additional sick leave.

9.4. Sick Leave While On Vacation

An employee who while on vacation is incapacitated for one (1) or more days due to personal illness or injury may charge such days to accrued sick leave. In such event, the employee promptly shall notify their department, and upon return to duty shall substantiate the need for, and use of, sick leave.

9.5. Wellness/Sick Leave Incentive Program

- a. Eligible full-time regular employees who use twelve (12) hours or less of sick leave in Pay Periods #1 through #13 of any year shall receive a wellness certificate enabling them to take eight (8) hours off with pay during the following six-month period. Eligible full-time employees who use twelve (12) hours or less of sick leave in Pay Periods #14 through #26 of any year shall receive a certificate enabling them to take eight (8) hours off with pay during the following six-month period. The maximum of twelve (12) hours of sick leave usage will include any hours used under the Family Medical Leave Act. The certificate shall have no monetary value. The approval for the use of the eight (8) hours of paid time off for employees who have earned a wellness certificate shall not be arbitrarily or capriciously denied.
- b. Regular employees must be continuously on the County payroll and eligible to earn and use sick leave during the entire 26-week period from Pay Period #1 through #13, and from Pay Period #14 through #26. Any employee on an unpaid leave of absence during a portion of the designated 26-week period is excluded for that time period. Any employee during the designated 26-week period who receives pay pursuant to Labor Code Section 4850 or who receives SDI integration pursuant to Section 10.8 or who selects the disability leave option pursuant to Section 9.7, is excluded from participation for that time period. Any employee who was temporary and transferred to a permanent position during the designated 26-week time period is excluded for that time period.

- c. Part-time regular employees who work forty (40) or more hours per pay period shall be eligible to participate in the Wellness Incentive Program. The same eligibility rules as outlined in this Section apply. However, the maximum amount of sick leave allowed for a part-time employee to use in Pay Periods #1 through #13, or in Pay Periods #14 through #26, shall be prorated. This means for a half-time (1/2) employee the maximum sick leave that may be used is six (6) hours; for a four-fifths (4/5) employee, the maximum would be nine and six tenths (9.6) hours. The maximum of twelve (12) hours of sick leave usage will include any hours used under the Family Medical Leave Act. The amount of time off received by the qualifying part-time employee shall also be prorated. This means a half-time (1/2) employee would receive a certificate for four (4) hours time off, and a four-fifths (4/5) employee would receive a certificate for six and four tenths (6.4) hours time off.
- d. The County shall provide the Union with a copy of the County policy and procedure necessary to implement the County's Wellness/Sick Leave Incentive Program as outlined above.

9.6. Bereavement Leave

- a. Under Government Code Section 12945.7 employees who have been employed by the County for at least thirty (30) calendar days are entitled to five (5) days of protected bereavement leave in the event of the death of an eligible "family member." Regular Employees will also receive forty (40) hours of paid leave that must be used concurrently with any bereavement leave taken. Regular part-time employees will have this leave pro-rated. Employees on alternate work schedules that involve more than eight hours in a day who have exhausted the forty (40) hours of paid leave is unpaid except that an employee may choose to use any available leave balances to cover the difference between the forty (40) hours of paid County bereavement leave and the total regularly scheduled hours over five (5) work shifts , as unpaid time or with the use of any available leave balances.
- b. A "family member" pursuant to Government Code 12945.7 means:
 - Child: A biological, adopted, or foster child, a stepchild, a legal ward, a child of a domestic partner, or a person to whom the employee stands in *loco parentis*.
 - Parent: A biological, foster, or adoptive parent, a parent-in-law, a stepparent, a legal guardian, or other person who stood in *loco parentis* to the employee when the employee was a child.
 - Sibling: A person related to another person by blood, adoption, or affinity through a common legal or biological parent.
 - Grandparent: A parent of the employee's parent.
 - Grandchild: A child of the employee's child.
 - Domestic Partner: Two adults who have chosen to share one another's

lives in an intimate and committed relationship of mutual caring.

- Parent-in-law: The parent of a spouse or domestic partner.

Should Government Code 12945.7 amend these relationships, this section will be amended in accordance with the relationships contained within Government Code 12945.7.

- c. An employee may use a maximum of forty (40) hours of their own leave balances in the event of the death of a great-grandparent, great-grandchild, or any child or close relative who resided with the employee at the time of death.
- d. An employee who utilizes bereavement leave must notify their supervisor of the leave. Employees may use leave on a non-consecutive basis but must complete leave within six (6) months of the date of death of an eligible "family member." The County may request an employee seeking bereavement leave to provide documentation to support the leave within 30 calendar days of the first day of leave.

9.7. Disability Leave

- a. An employee who has suffered possible injury in the performance of assigned duties shall immediately undergo such medical examination as the appointing authority deems necessary. The employee shall not be considered absent from duty during the time required for such examination.
- b. A regular employee who is unable to perform any appropriate work assignment because of disability incurred in the performance of assigned duties shall be entitled to the following disability leave benefits, in addition to those provided pursuant to the California Worker's Compensation Insurance Act.
 1. During any period of disability for which payment is not provided under worker's compensation insurance, the employee shall be placed on disability leave with pay to the extent of any leave with pay which the employee has accrued. Such disability leave with pay shall be charged against the employee's accrued leave with pay.
 2. During any period of disability for which payment is provided under worker's compensation insurance, the employee may elect either (a) to receive disability leave with pay to the extent of any leave with pay which the employee has accrued and retain any worker's compensation benefits received; or (b) endorse to the County any worker's compensation benefits received by the employee and receive a disability leave with pay to the extent of any leave with pay which the employee has accrued charged on a pro-rata basis of one-half day for each full day of absence for which temporary worker's compensation benefits are endorsed to the County.
- c. All disability leave provisions of this section shall terminate on the date of the employee's recovery from disability, receipt of permanent disability under worker's compensation insurance, retirement, termination from County employment, or

death.

9.8. Parental Leave

- a. Employees are eligible for Parental Leave in accordance with County Policy 0837, "Parental Leave". This policy may only be changed by mutual agreement during the term of the Agreement. The policy reads as follows:

1. Purpose

The purpose of Parental Leave is to facilitate parental bonding, allow for family adjustment, and provide childcare during the birth or adoption of a new child.

2. Authority

Sacramento County Code Section 2.78.767

3. Scope

This policy applies to all County employees.

Definitions

Continuous Employment - Employment uninterrupted from the date of appointment except by authorized absence. See County Code, Personnel Ordinance section 2.78.224

Parent - The employee who is either the natural or adoptive mother or father. A registered domestic partner may be a natural or adoptive parent.

Regular Employee - Any officer or employee, in civil service or not in civil service, who occupies a permanent position, whether part-time or full-time, established in accordance with the annual salary ordinance, in the class which is intended for permanent or career-type employment; any elected official and any exempt deputy or assistant; and any regular employee who temporarily transfers to a temporary position. See County Code, Personnel Ordinance section 2.78.276.

4. Policy

An eligible regular County employee may schedule a paid Parental Leave of up to 160 hours upon the birth or placement of a child in the care of the employee for purpose of adoption.

Standards of Application

Eligibility:

In order to be eligible, the employee must:

- Be a regular County employee

- Have at least one year of continuous employment (with no break in service) within six months after the date of birth of a child or placement of a minor child in the care of the employee and verification of their intent to adopt.

Time Off:

Full-time regular employees shall be eligible for a maximum of 160 hours of Parental Leave, regardless of the number of children born or adopted at one time, even if the children were born or placed for adoption on different days. Part-time regular employees receive a pro-rated number of hours.

If both parents are employed by the County and meet the eligibility requirements, each employee is entitled to 160 hours of Parental Leave (prorated for part-time). Both leaves must be taken within six months after the date of birth of a child or placement of a minor child in the care of the employee.

Parental Leave cannot be extended beyond the six-month time period (from the date of birth or placement of a minor child in the care of the employee for purposes of adoption). Any hours not used within the six-month period are forfeited.

If the birth or adoption of a minor child takes place while the employee is on military leave, an extension may be granted. The extension is equal to the amount of time taken for military leave but cannot exceed six months.

Coordination of Leaves:

While on Parental Leave, if an employee or qualifying family member is incapacitated for one or more days due to illness or injury, the employee may charge such days to the appropriate sick leave (self or family). In such event, the employee shall promptly notify the appointing authority to obtain approval and provide documentation as required.

Use of jury duty or family death leave is permissible. The employee shall promptly notify the appointing authority to obtain approval and provide documentation as required.

Use of sick leave, jury duty or family death leave will not extend the six-month period available to use your Parental Leave.

No other time off shall be used while on Parental Leave.

Parental Leave is separate and distinct from the use of Pregnancy Disability Leave (PDL) and does not run concurrently.

Parental Leave is separate and distinct from the use of Family Medical Leave Act (FMLA)/California Family Rights Act (CFRA) but may run concurrently.

Approval:

The employee shall complete and submit a copy of the "Request for Parental Leave" form (including written substantiation) as soon as possible prior to the anticipated start of the Parental Leave.

Parental Leave shall be approved by the employee's appointing authority, except if the granting of the Parental Leave request would unduly interfere with, or cause severe hardship upon, department operations. Wherever possible, departments shall make every effort to permit Parental Leave, whether on a full-time or part-time basis.

If the employee is eligible for FMLA/CFRA leave to care for a new child, the County cannot deny the request for parental leave, even if it will cause a hardship to departmental operations.

Benefits:

Parental Leave is a paid leave. The employee shall be entitled to all of the same benefits as any employee on active status.

Employees on Parental Leave shall accrue the same applicable leave accruals as any employee on active status.

Special pay allowances shall continue during the period of Parental Leave.

Employees shall accrue applicable service credits during the period of Parental Leave.

- b. Use of parental leave does not reduce or adversely affect that an employee may request other types of leave for child care or family reasons following the birth or adoption of a child.

9.9. County Employees as Volunteer Poll Workers Program

- a. Any regular County employee, other than employees assigned to the Division of Voter Registration and Elections, may apply for paid leave from County employment to serve as a volunteer poll worker in a polling place in Sacramento County through the County Employees as Volunteer Poll Worker Program when the election day and/or required poll worker training fall within the employee's regularly scheduled work day.
- b. Subject to the sole discretion of the appointing authority to grant or deny the request based on the needs of the service, a regular employee is qualified for approval as follows:
 1. The employee has successfully applied for and has been selected and found qualified by the Sacramento County Registrar of Voters to serve as a volunteer poll worker;
 2. The employee has made a request in writing to the appointing authority for an absence from County employment as is necessary to attend and complete Poll Worker Training as directed by the Registrar and an absence for the

employee's entire regularly scheduled work day on election day to serve as a volunteer poll worker in Sacramento County;

3. On the day of the election the employee has fully executed their responsibilities as a poll worker and reported to their assigned polling place at the designated time, performed all duties appointed by the County elections official and as required by applicable state and federal elections laws, and remained on duty until the poll was properly closed and secured and until released by the County elections official. As a volunteer, the employee is entitled to receive the normal stipend paid by Voter Registration and Elections to all volunteer poll workers. The stipend shall not be counted in any computation of the total wages or compensation paid the employee by reason of their regular employment with the County.
- c. Any regular County employee who qualifies and is approved for the County Employees as Volunteer Poll Workers Program will receive their regular pay while on paid leave from County employment for one regularly scheduled work day that falls on the day of the election and for such leave time prior to the election as is necessary, including travel, to attend the required Poll Worker Training during the employee's work hours. No overtime or compensatory time shall be earned or accumulated during such paid leave.

Article 10 - Health and Welfare

10.1. General Provisions

- a. **Eligibility:** Regular full-time and regular part-time employees who work at least half-time and their dependents are eligible to participate in County-sponsored insurance and benefit programs as defined by the Internal Revenue Code (IRC), Section 297 of the California Family Code, and Affordable Care Act. Temporary employees and intermittent employees are not eligible for benefits. Dependents are limited to spouse, registered domestic partner, and unmarried children (natural, step, adopted, legal guardian, foster, children of registered domestic partner) up to the age allowable by regulation and program. Dependents with coverage under the County plan who become disabled prior to age 19 may continue coverage with licensed physician certification. Appropriate documentation of relationships is required.
- b. **Enrollment:** New employees must enroll in benefits within 30 days of hire and coverage becomes effective the first of the month following enrollment. They may also choose to waive medical coverage by providing satisfactory proof of other group medical insurance coverage. If they fail to enroll within 30 days of hire, they will be enrolled in the default medical, dental, and basic life insurance coverage. New hires can make changes to their selected plan within the initial 30-day enrollment period. After this period the selection or default plan is irrevocable until a life event or open enrollment period.

- c. Benefit Changes: Changes to benefits covered under the IRC Section 125 plans can only be made during annual open enrollment periods to become effective the first day of the following calendar year or within 30 days of a qualifying life event to become effective the first day of the month of life event enrollment completion. Life events are defined by the Health Insurance Portability Act (HIPAA) and IRC and include events like marriage, divorce, birth, adoption, and loss of group health care coverage

10.2. Medical Insurance and Health Plans

The County pays a monthly contribution for any of the medical insurance or health plans made available to employees. The County contribution is applicable to the coverage level selected by the employee. If the cost of the coverage exceeds the maximum County contribution, the employee shall pay the additional cost.

- a. Tier A: Employees hired prior to January 1, 2007, will be placed in Tier A until they voluntarily elect to move to Tier B or leave County service.

The County insurance contribution was frozen at the level in effect on December 31, 2007, (\$826.90), as well as entitlement to cash back, cash back maximums, plan selection incentive, and FICA reductions, if applicable. Employees in Tier A will remain in this tier unless they voluntarily elect to move to Tier B. The election to change tiers can only be made within 30 days of a qualifying life event or open enrollment. An election to move to Tier B is irrevocable once made. For those who waive coverage with proof of other creditable coverage, cash back maximums (\$535) and Plan Selection Incentives (PSI) (\$150), and if applicable FICA reductions, are frozen at the level in effect on December 31, 2007.

- b. Tier B: The County provides an insurance contribution for employees starting employment with the County on or after January 1, 2007, and employees who voluntarily elected to move from Tier A to Tier B. The County contribution is reset annually on January 1st based on 80% of the premium amount for the least expensive full coverage HMO health plan option offered by the County.

(1) However, during the term of the agreement the County contribution amounts for each level of coverage will not be less than the County contribution amounts in effect for the Calendar Year 2025. This provision will sunset on June 30, 2028.

- c. Medical Plans: The County, at its discretion, may offer different health plans on a year-to-year basis if the County determines that those plans are a benefit to the majority of represented employees and compatible with IRS regulations. The County will maintain multiple plans which may include an HMO, a high-deductible plan, a PPO, or other types of plans. The County will share such changes at the annual Joint Labor Management (JLM) meeting discussing the coming years' benefits cycle.

- (1) There will be no changes to current plans before plan year 2028.
- (2) New plans must remain in effect for a minimum of two (2) years if offered by the selected plans administrator. Unless a plan fails to meet performance standards or priced competitiveness.
- d. Default Plan: The default medical plan will be the lowest cost high-deductible health plan at the employee-only coverage of that plan.
- e. Coverage Levels: Employees may elect coverage under one (1) of the following levels:
 - (1) Employee Only; or
 - (2) Family

10.3. Retiree Health Savings Plan

As soon as administratively feasible, the County will contribute five dollars (\$5.00) per pay period into the employee's Retiree Health Savings Plan (RHSP). Effective the first pay full pay period of FY 26-27, the County will contribute ten dollars (\$10.00) per pay period into the employee's RHSP. Effective the first full pay period of FY 27-28, the County will contribute fifteen dollars (\$15.00) into the employee's RHSP.

10.4. Dental Plan

Employees and their eligible dependents will be enrolled in the County's dental insurance plan. The County pays 100% of the cost for dental coverage for employees and covered dependents. The default level of dental insurance coverage is employee only; thus, for dependents to be covered under dental insurance, they must be enrolled.

10.5. Life Insurance

- a. Basic Benefit: The basic life insurance benefit will be \$18,000 for employees. This is the default level of life insurance coverage, which is provided by the County at no cost to the employee.
- b. Voluntary Options: The County provides additional options to permit employees to elect and purchase up to the underwriting maximum, which may require approved evidence of insurability for coverage to take effect. Premiums for this coverage are published each year in the My Benefits Summary.
- c. Living Benefit: If under the age of seventy (70) and diagnosed as terminally ill with a life expectancy of twelve (12) months or less and the life insurance is not assigned or under court order, then a living benefit up to fifty (50) percent of the combined basic and voluntary life insurances may be paid. The living benefit minimum is \$7,500 and the maximum is \$250,000. Should the employee recover, the amount paid under this provision would be subtracted from the face amount of

their full benefit at the time of death.

- d. Dependent Benefit: A life insurance benefit of \$2,000 (\$0 from birth to fourteen (14) days of age; \$200 from age fourteen (14) days of age to six (6) months of age) is provided for each dependent. Dependents must be enrolled for dependent life insurance coverage. For registered domestic partners and children of registered domestic partners, the dependent life insurance premium is imputed income.
- e. Conversion of Coverage: The life insurance may be converted from group coverage to private individual coverage upon termination of employment or a dependent's loss of eligibility. It is the sole responsibility of the employee to notify the County within thirty (30) days of a dependent's loss of eligibility due to marriage or reaching the limiting age for coverage and failure to timely notify will result in a loss of conversion privileges.

10.6. Employee Assistance Program

- a. The County provides an Employee Assistance Program (EAP) to each eligible employee and dependents if enrolled. EAP offers many services including personal counseling to assist with personal issues including family/marital, mental health, substance abuse, and work-related issues. Counseling is covered up to six (6) sessions per issue per calendar year for each enrolled person without employee cost. EAP has other services, such as classes on a range of topics, discount programs, legal services, child/elder care referrals, and more.

10.7. Flexible Spending Accounts

Employees have access to the County's flexible spending account program, which provides employees with the options of dependent care assistance benefits with a calendar year contribution maximum of \$5,000, and contribution for medical expenses up to the IRS maximum allowance in the prior calendar year. The County maintains this plan in compliance with IRC §125. Employee contributions for flexible spending account benefits shall be deducted on a pre-tax basis from employee pay. The County maintains this plan in compliance with IRC §125.

10.8. State Disability Insurance

- a. The County maintains State Disability Insurance (SDI), at the employee cost, for employees in classes covered by the Agreement. This section shall not be valid if the membership elects to withdraw from SDI during the term of this Agreement and the State has approved withdrawal from SDI.
- b. Employees who are absent from duty because of illness or injury and have been authorized to use County-paid leave benefits, sick leave, vacation, compensating time off, holidays and holiday-in-lieu time, shall be eligible to integrate the payment of State Disability Insurance benefits with such County-paid leave benefits. Integration of leave benefits will be governed by Personnel Ordinance Section 2.78.792 and corresponding policy. Should the County make changes to either

Section 2.78.792 and/or corresponding policy, it will first provide notice and opportunity to bargain under the Meyers Milias Brown Act.

10.9. Joint Labor-Management Health and Welfare Committee

- a. The parties agree to work cooperatively in an ongoing joint labor-management health and welfare committee forum to review and address health and welfare issues that are of vital interest to both parties. At the JLM meeting the County will receive recommendations from the union and have meaningful discussions and engagement on benefit options for future benefit plan years. The County will schedule a minimum of three (3) Joint Labor Management Committee meetings. The County of Sacramento will schedule the initial “joint labor management committee meeting” no later than September 30, 2026.

Article 11 - Retirement Plan

11.1. Retirement Tier 2

Employees hired between September 27, 1981, and June 26, 1993, who did not convert some or all service credits to Miscellaneous Tier 3 receive Miscellaneous Retirement Tier 2 – 2% at age 55.5 formula with a final compensation based on the highest three-year average compensation. These employees pay fifty percent (50.0%) of the combined employee and employer normal cost as defined in the County Employees’ Retirement Law of 1937.

11.2. Retirement Tier 3

Employees hired after June 26, 1993, and before January 1, 2012, receive Miscellaneous Retirement Tier 3 – 2% at age 55.5 formula with a final compensation based on the highest three-year average compensation and have a two percent (2%) post-retirement cost of living adjustment factor pursuant to Government Code Section 31870. These employees pay fifty percent (50.0%) of the combined employee and employer normal cost as defined in the County Employees’ Retirement Law of 1937.

11.3. Retirement Tier 4

Employees hired after December 31, 2011, who are not classified as new members pursuant to California Public Employees’ Pension Reform Act of 2013 receive Miscellaneous Retirement Tier 4 (Gov. Code Section 31676.1) – 1.92% at age 60 formula with a final compensation based upon the highest three-year average compensation pursuant to Government Code Section 31462, and shall have a post-retirement cost-of-living adjustment factor pursuant to Government Code Section 31870 to a maximum annual two percent (2.0%). These employees pay fifty percent (50.0%) of the combined employee and employer normal cost as defined in the County Employees’ Retirement Law of 1937.

11.4. Retirement Tier 5 (PEPRA)

Employees after December 31, 2012, who are classified as a new member pursuant to California Public Employees' Pension Reform Act of 2013 receive Miscellaneous Retirement Tier 5 – 2% at age 62 formula with a final compensation based upon the highest three-year average compensation. These employees pay fifty percent (50.0%) of the total normal cost as defined in the County Employees' Retirement Law of 1937.

11.5. Disability Retiree-Return Rights

- a. This section applies to any person who formerly held permanent status in a civil service class from which such person was placed on disability retirement, who is subsequently determined by the retirement board to not be incapacitated and who is eligible for reinstatement as provided in Government Code Section 31730.
- b. When such person is returned to County civil service, they shall have permanent status in a position comparable to that held at the time of retirement. The returned person's seniority and benefits shall be based on service as of the time of retirement.

11.6. Retirement Golden Handshake

If the Board of Supervisors approves a "golden handshake" for employees in the Welfare Supervisory Unit, the following criteria shall apply:

- a. Minimum age of fifty (50) and at least ten (10) full years of retirement systems service credits.
- b. A maximum of four (4) years of extra service credit pursuant to Section 31641.05 of the Government Code.
- c. Deletion of a position or positions from the budget which will result in cost savings to the County.
- d. The employee must be in a job classification, County department or department subdivision, or other County organizational unit recommended by the County Executive included in the resolution adopted by the Board of Supervisors.
- e. The employee offered a golden handshake may not have received unemployment insurance payments during the six (6) months prior to the retirement period and may not receive it after retirement.
- f. The employee must retire within the dates specified by the Board of Supervisors in the resolution authorizing early retirement (not to exceed 180 days).
- g. Each golden handshake is subject to final approval by the County Executive.

- h. This provision shall not be subject to the grievance and arbitration provisions of this Agreement.

Article 12 - Allowances and Reimbursements

12.1. Tuition Reimbursement

The County provides education reimbursement for education costs incurred by regular employees who apply for such reimbursement in accordance with the policies and procedures governing the education reimbursement program. The maximum reimbursement shall be \$1,500 per year.

12.2. Mileage Reimbursement

The County reimburses employees who agree mutually with the County to provide their private cars for use on official business in lieu of using a County-owned car. The reimbursement shall be paid monthly on the filing of a claim therefor by the employee. The employee shall be reimbursed for any mileage traveled at a rate based upon the Internal Revenue Service business mileage deduction rate.

12.3. Transit Pass

The transit subsidy is \$75.00 per month.

12.4. Education and Certification Incentive Pay

Regular employees in the class of Family Service Supervisor are eligible for education incentives beginning the first biweekly pay period after submission of evidence of eligibility to the person designated by the appointing authority.

- a. Education Incentive Pay: Additional salary shall be paid to employees who complete education credits. To qualify for such additional salary, employees must (1) complete or have completed the following college level semester units¹ from an accredited, recognized college or university as verified by the Department of Personnel Services; and (2) attain a minimum grade of "satisfactory" on all course work:
 1. Thirty (30) to fifty-nine (59) undergraduate semester units above the minimum qualifications for the employee's job classification. Additional salary: two and one half percent (2.5%) of base salary.
 2. Sixty (60) or more undergraduate semester units above the minimum qualifications for the employee's job classification. Additional salary: two and one half percent (2.5%) of base salary.

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

- b. Certification Incentive Pay: Additional salary shall be paid to employees for possession of certification(s). To qualify for additional salary, such certification(s) shall meet the following criteria:
 - 1. Certification is not required as part of the minimum qualifications specified in the employee's job classification.
 - 2. Recognized certificates include those offered at the following institutions: California State University system, University of California system, and the Community College system. The Union and the County shall meet to determine additional recognized certificates and the amount of assigned salary differentials.
- c. 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 five percent (5.0%).
- d. 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.

12.5. Bilingual Pay

- a. Employees that utilize bilingual skills are entitled to a bilingual pay differential if:
 - 1. The employee agrees to utilize their bilingual ability on the job; and
 - 2. The employee is able to demonstrate bilingual proficiency that is satisfactory to the County.
- b. The assignment shall be in writing and review on an annual basis.
- c. Sign language may be treated as bilingual skill.
- d. Employees who qualify pursuant to the above shall be paid a bilingual differential of either:
 - 1. Oral differential of \$0.80 (eighty cents) per hour; or
 - 2. Oral/written differential of \$1.00 (one dollar) per hour.
- e. The Department of Personal Services shall determine if the employee is qualified to receive either:

1. Oral skills differential, or
2. Oral/written skills differential.

Such a determination of proficiency is not subject to the grievance and arbitration procedure.

Article 13 - Assignments

13.1. Announcement of Openings

- a. The department will announce employee openings (if they are to be filled) as they occur through the method of the department's announcement bulletin. The announcement bulletin will identify the class involved, the work location and the deadline for receipt of applications. Employees interested in applying for such openings shall have the right, within the deadline, to submit an application to the Human Services Program Manager who has the opening. The five (5) most senior employees in that class submitting an application shall have an interview and be given consideration for the vacant position.
- b. If five (5) or more employees bid for an opening announced for their class, selection shall be made from among the five (5) most senior employees.
- c. Upon request, within thirty (30) calendar days of the announcement of a vacancy, the Union shall have the right to review intra-departmental transfer requests submitted during the applicable five (5) working day filing period for any announced positions.
- d. In addition to applying to permanent positions, this procedure will apply to temporary positions authorized by personnel requisition for ninety (90) days or more. If the position is temporary, the announcement bulletin will so indicate, and will state the expected duration of the position.
- e. The departments will provide a seniority roster annually in April.

13.2. Organizational Changes

When it is necessary for the department to make a significant reassignment of employees to a different geographic location due to organizational changes, the department shall so notify the Union sufficiently in advance to permit meeting and conferring on the method to be followed in reassigning employees. The meeting and conferring shall conclude within thirty (30) days of the time notice is given the Union. Nothing in this section shall prevent the County from making transfers it deems necessary in the event agreement is not reached on the method of reassignment. This section shall not apply to immediate reassignments due to emergencies or a shift of employees to balance programs or workload.

13.3. Change of Assignment

With the approval of the affected assistant directors, the department will permit two (2) bargaining unit members to exchange job assignments.

13.4. 1976 Supervisors Ratio Study

No supervisor shall be disciplined without just cause if the supervisor is assigned more workers than the 1976 supervisors' ratio study maximums.

13.5. Out-of-Class Assignments

- a. 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 be paid the step of the salary range in the higher class which would apply if they had been promoted to the higher class. Such payment shall begin the first day of assignment. This may be waived in writing with the agreement of both the employee and the department. Selection of the acting program manager by the appointing authority shall be on a rotational basis for each new absence of the program manager.
- b. If there are no such candidates who are willing to serve as acting program manager, the departments may assign any other qualified employee.

13.6. Return Rights

- a. An employee filling a regular position, involuntarily transferred from one (1) bureau to another, shall have the right to return within one (1) year if an opening in a regular position in the same class occurs in their former bureau, after Section 13.1 is applied. This provision does not apply when the employee has been involuntarily transferred due to allegations of sexual harassment, discrimination, or for the purposes of medical accommodation.
- b. Any employee who fails to exercise the right to return to their former bureau thereby waives the right to priority for future vacancies.

Article 14 - Job Security

14.1. General

The personnel rules governing transfer, reemployment, reinstatement, layoff, resignation and leaves of absence adopted by the Board of Supervisors applies to employees in the Welfare Supervisory Unit, except as spelled out in this Agreement.

14.2. Resignation

An employee may resign from County service by submitting a written resignation to the appointing authority. The resignation shall be effective for all purposes upon its submission. However, an employee wishing to resign from County service in good

standing shall, at least two (2) weeks before their last day of actual work, submit to their appointing authority a written resignation stating therein the last day they intend to work, unless such two (2) weeks' notice is waived by the appointing authority. A resignation, whether or not in writing, shall be effective and binding upon its submission to the appointing authority without any further action by any person. In the event of a dispute as to whether a permanent employee submitted a verbal resignation, the permanent employee will have the right to appeal to the Civil Service Commission within fifteen (15) calendar days from the date of the disputed verbal resignation.

14.3. Medical Examination

Persons appointed from a reemployment list or by reinstatement shall be employed contingent upon passing a medical examination provided at the County expense. Persons appointed from a reemployment list who continued County employment in another class prior to appointment from a reemployment list will not be required to take a medical examination if the medical standards are substantially the same for the two (2) classes. Persons appointed from a reemployment list shall be approved for employment unless they are suffering from a communicable disease or are medically incapable of performing the duties of the position.

14.4. Y-Rate

In the event an employee is involuntarily demoted to a lower classification, without fault or inability on the part of the employee, the County agrees to give full consideration to adopting a Y-rate to apply to the employee so affected.

Article 15 - Miscellaneous

15.1. Health and Safety

The County and the Union will cooperate in continuing objectives of eliminating accidents and health hazards. The County shall continue to make reasonable provisions for the safety and health of its employees during the hours of their employment.

15.2. Performance Evaluations

- a. Employees shall be given an opportunity to read and sign formal performance evaluations prior to the placement of such material in their personnel file. The employee shall receive a copy of the performance evaluation.
- b. When negative ratings or comments occur on an employee's performance evaluation, just cause shall be demonstrated on the evaluation report.

15.3. Letters of Reprimand

- a. Employees shall be given an opportunity to read and sign formal letters of reprimand prior to the placement of such material in their personnel file. The employee shall receive a copy of the letter of reprimand. A "letter of reprimand" is

a written censure of an employee. Letters of reprimand shall be given only for just cause.

- b. Adverse statements prepared by supervisors and management shall not be included in an employee's official departmental personnel file unless a copy is provided to the employee.
- c. An employee may grieve whether a formal letter of reprimand was given for just cause through to Step 2 of the grievance procedure of the Agreement. Letters of reprimand are not arbitrable and the grievant shall not have the right to refer the matter to binding arbitration.
- d. If SEIU is not satisfied with the County's second (2nd) step decision, SEIU, with fourteen (14) calendar days of receipt of the decision, may request mediation of the grievance. The parties may agree to non-bind mediation of the grievance. If the parties so agree, they shall utilize and abide by the rules of the State Mediation and Conciliation Service. The cost of such mediation, if any, shall be equally divided.
- e. If an employee receives a letter of reprimand and no subsequent disciplinary action has been taken by the County during the following two (2) years, the employee may request removal of that letter of reprimand from their personnel file. Such request for removal shall not be unreasonably denied. Denials of such requests are not arbitrable. The Union shall not have the right to refer the matter to binding arbitration.

15.4. Automatic Resignation

- a. If an employee fails to report to their worksite, and/or has given no notification to the appointing authority or direct supervisor, the employee shall be considered absent without leave. If an employee is absent without leave for five (5) consecutive workdays, such employee shall be considered to have voluntarily resigned from County service. A notice of automatic resignation shall be sent by certified mail to the employee's last known address. The last known address shall be deemed to be that address which is entered in the County's payroll system.
- b. If the employee desires to retain their employment with the County, the employee is required to submit a written statement to their appointing authority explaining to the satisfaction of the appointing authority the reasons for the absence and stating that they desire to return to their employment on a specific date or to request a leave of absence (LOA). If the employee fails to submit such a written statement to the appointing authority within five (5) work days after the notice has been mailed to the employee, such failure shall constitute an automatic voluntary resignation from County service.
- c. The written statement of the employee (see above) must be either personally handed to the appointing authority or delivered to the appointing authority by certified mail return receipt requested.

- d. A permanent employee may, within fifteen (15) calendar days of the effective date of such separation, file a written request with the appointing authority for reinstatement. Reinstatement may be granted only:
 - 1. If the employee makes satisfactory explanation to the appointing authority as to the cause of the employee's absence or failure to obtain leave therefore; and
 - 2. The appointing authority determines that the employee is ready, able, and willing to resume the discharge of the duties of their position; or
 - 3. If the appointing authority consents to a leave of absence to commence upon reinstatement.
- e. This section does not preclude the employee from requesting reinstatement under the provisions of the Personnel Ordinance or any relevant sections of this Agreement.

15.5. Part-Time Employment

- a. An employee may be permitted to make a request for part-time employment, and such request will be considered in light of the needs of the department.
- b. Employees may be employed on a part-time basis if the department approves their request to work part-time.
- c. Employees may elect to work part-time on the basis of twenty (20) hours per week or thirty-two (32) hours per week. If the department approves a request to convert to part time, the employee will be assigned on a part-time basis as soon as administratively feasible.
- d. The employee will have the option of resuming full-time employment twelve (12) months from the date the part-time employment starts, provided they declare the intent to do so at least thirty (30) days in advance. If the intent to resume full-time employment is not declared, the employee will continue part-time employment and shall have the option of resuming full-time employment twelve (12) months later, provided they declare the intent to do so no later than at least thirty (30) days in advance. If there are insufficient positions to accommodate personnel who elect to resume full-time employment, personnel shall be laid off in order to create vacancies, and part-time personnel shall have the right to bump less senior personnel. Such layoffs and bumping shall take place in accordance with Article 16.
- e. If one (1) of two (2) one-half (1/2) time job sharing employees ceases to work one-half (1/2) time, the County may require the remaining one-half (1/2) time employee to change to four-fifths (4/5) or full time with thirty (30) days' advance notice.
- f. The salary of part-time employees shall be prorated based on the number of hours worked.

- g. Vacation, sick leave and holiday benefits will be prorated based on the number of hours worked.
- h. Employees who elect to be employed on a part-time basis for not less than twenty (20) hours per week, shall be eligible for group medical insurance and health benefits, group dental benefits, and life insurance; and the County shall make contributions in the same amounts as for full-time regular employees.
- i. The department may, at its discretion, reassign and/or transfer employees in all represented classifications who have elected to work part-time in order to avoid having too many part-time employees in one (1) location or organizational unit.
- j. If the department fills any vacancies in all represented classifications during the term of this Agreement, offers of full-time employment shall be made first to employees on reemployment lists and then, on the basis of seniority, to part-time employees in the classes. This provision shall not apply to a part-time employee whose position is returned to full-time pursuant to the following paragraph.
- k. An employee also may be allowed to return to full-time at any time, subject to the approval of the director.
- l. A line supervisor will only be approved to go 4/5 time if they have a written plan approved by the director which includes agreement with another full-time or 4/5 time line supervisor in the same bureau, program, and work location who is also requesting to go 4/5 time, with the understanding that they will provide coverage for each other on their day off. If one (1) of the participants of such a plan no longer participates for any reason, a new written plan must be submitted for approval within thirty (30) days if the remaining participant wants to remain on a 4/5 schedule. If the new plan is not acceptable, the remaining participant to the plan may be returned to full time. Supervisors in staff development and staff positions are excluded from this subsection. The part-time section of the contract shall be equitably administered throughout the bargaining unit for those classes as defined in this Section.
- m. An employee may submit plans to work part-time. If the plan is approved, the director may recall them to full-time by providing a thirty-day advance notice. This recall provision is waived for the term of this Agreement.

15.6. Promotional Examinations

Employees shall be released from duty without loss of compensation while competing in County promotional examinations that are scheduled during duty hours.

15.7. Probationary Period

- a. The probationary period for employees shall be six (6) months, except in respect to those positions for which a longer period has been prescribed by the Civil Service Commission pursuant to the County Charter. The County will not

recommend a probationary period longer than six (6) months without first meeting and conferring with the Union.

- b. A probationary employee may be granted a leave of absence without pay, for a period not to exceed one (1) year, to cover an illness, injury or other disability.

15.8. Copies of Agreement

The County allows SEIU members the time, equipment and materials to view, save electronically and/or print copies of this Agreement.

15.9. Business Cards

The County provides business cards to employees who have contact regularly with the public. Printed on the card will be the employee's name and title, the name of the department, and the County seal.

15.10. Conferences

- a. When the department is notified of conferences which apply to this unit, such conferences will be announced in the Department's Announcement Bulletin. Employees covered by this Agreement may submit requests to their Human Services Program Managers to attend such conferences.
- b. When the County sends an employee to conferences, a reasonable effort shall be made to rotate attendance among those whose duties pertain to the subject matter of the conferences. Employees authorized to attend such conferences will be reimbursed for travel and related expenses in accordance with the County's standard reimbursement practices.

15.11. Saving Clause

If any provision of this Agreement should be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any such provision should be restrained by such tribunal, the remainder of this Agreement shall not be affected thereby.

15.12. Waiver Clause

The parties acknowledge that, for the life of this Agreement each voluntarily and unqualifiedly waives the right and each agrees that the other shall not be obligated to negotiate with respect to any subject or matter pertaining to or covered by this Agreement except as otherwise is provided herein.

15.13. Joint Labor-Management Committee

In order to encourage open communication, promote harmonious labor relations, and resolve matters of mutual concern, the parties agree to create a joint labor-management committee. The committee will be governed by the following principles:

- a. The committee will meet every other month or more often if mutually agreed to by the parties.
- b. Items for the agenda shall be submitted, with a brief explanation of the topic, five (5) working days in advance of the meeting, unless otherwise mutually agreed to by the parties. A contact person shall be designated by labor and management to receive and distribute agenda items submitted on behalf of each party.
- c. The County will release a reasonable number of officially designated Union stewards or representatives for attendance as needed at the meetings. The number of stewards in attendance will be mutually agreed upon before each meeting.
- d. This section is not grievable.
- e. This Committee is not intended to be a substitute for or replacement of any other committees referenced in this Agreement.

15.14. Supervisor Duties

The County and SEIU recognize that due to the supervisory nature of the work done by the employees covered by this agreement, it may be necessary for the employees covered by this agreement to initiate disciplinary actions. Further, the County and SEIU recognize the effective communication between the employees covered by this agreement and the respective human resources units are essential to the smooth functioning of the disciplinary system. Therefore, the County shall take reasonable steps to ensure that effective communication between employees covered by this agreement and the respective human resources units occurs.

15.15. Reinstatement

- a. A former employee who held permanent status in a class at the time of resignation in good standing may be appointed to a vacancy in the class or, with the approval of the Director of Personnel Services, to a lower class for which the employee is qualified. Reinstatement may take place only within three (3) years of the effective date of resignation. All employment rights are forfeited upon resignation. Reinstatement is subject to the discretion of the appointing authority.
- b. A former employee who is reinstated to a temporary position, within three (3) years of resignation in good standing, may at the discretion of the appointing authority, and with the approval of the Director of Personnel Services, be further reinstated to a permanent position in the same class even though more than three (3) years

have passed since the person resigned from the permanent position, provided there has been no break in the temporary service.

- c. A permanent employee who has vacated a regular position to accept another position in a higher class in the same department, or in a class on the same level in the same department, under a provisional or temporary appointment, shall have a right to reinstatement to their former class upon the termination of their provisional or temporary appointment. With the written agreement of the appointing authorities of both departments, this provision shall apply also to an employee who accepts a provisional or temporary appointment in a department than their department of permanent assignment.
- d. Any former employee who held permanent status in a class at the time of resignation in good standing shall be required to serve the probationary period of any class to which the employee is reinstated if such reinstatement to a permanent position.
- e. Probationary periods will not exceed six (6) months for employees reinstated under this section.

15.16. Contracting for Services

The parties agree that, under the Meyers Milias Brown Act, there is no duty to bargain where there is no change to the status quo. For purposes of this Agreement, Status Quo Contracts are defined as contracts for County Services subject to Section 71-J of the County charter where all of the following conditions are met:

1. The subject service has previously been performed in Sacramento County by a Contractor;
2. The County has previously contracted for the subject service within the past three (3) years;
3. There is no increase from the prior year estimate of the number of Full-Time-Equivalent bargaining unit positions that would be required to deliver the services; and
4. The loaded hourly rate for the contracted positions has not increased to an amount exceeding the loaded hourly rate for the equivalent County classifications.
5. There is no change in vendor.

Notwithstanding this waiver, the County will provide notice to the Union where it is entering into a new term of contracting for Status Quo contracts. The County will endeavor to provide notice thirty (30) days in advance of the Board meeting for which the contract will be decided, but under no circumstances shall the notice be less than fourteen (14) days.

Article 16 - Reduction in Force

Division A: Application - Purposes - Rights

16.1. Purpose

- a. It is probable that the County will exercise its discretion to lay off personnel. Such layoffs may include personnel within the Welfare Supervisory Unit. The purposes of this article are to identify who is laid off within the unit by establishing the order of layoff if layoffs are ordered during the term of this Agreement, establish reemployment rights and the order of reemployment of personnel who are laid off, and to provide for the resolution of any disputes which arise respecting the order of layoff or reemployment of personnel who are laid off.
- b. The provisions of this article are the only ones which regulate layoffs which become effective at any time during the period of this Agreement and the reemployment rights of personnel laid off during that period. With respect to such layoff and reemployment rights, no other memorandum of understanding, contract or agreement between the County and the Union shall be deemed to apply or in any manner regulate such matters; nor shall any provision of this Agreement, other than the provisions of this article, be deemed to apply or to in any manner regulate such matters.
- c. The decision to reduce the number of positions in a class in a department and the reasons for any such reduction shall be within the sole and exclusive discretion of the County. However; the order of layoff and the employees to be laid off shall be governed by the provisions of this Agreement.

Division B: Layoffs

16.2. Seniority

- a. Seniority shall be determined by the date of original appointment to the class. For purposes of this article, the "date of original appointment to the class" is defined as the date the employee first was appointed to the class, on or after the most recent date of entry into County service, regardless of type of appointment, including, but not limited to, provisional, limited term, temporary and exempt.
- b. A seniority list shall be prepared for each class for purposes of layoff and shall include probationary and permanent employees in that class. Where seniority dates in the class are the same, ties shall be broken in the following sequence:
 1. Employees with the earliest date of entry into continuous County service.
 2. Employees with the highest standing on the eligible list from which the appointments to the applicable class were made.
- c. The seniority date for employees who terminate and subsequently return to County

service in accordance with the military leave provisions of Section 2.78.785 of the Sacramento County Code shall be the date of original appointment to the class, prior to the military separation.

- d. If an employee's position is reallocated to a different class, and the former class is no longer authorized in the employee's department, the employee's date of appointment to the former class shall be the seniority date in the class to which the position was reallocated. In such cases the right to demote shall apply to the new class.
- e. If an employee is in a class which is retitled, the seniority date in the retitled class shall be the date of appointment to the original class which has been retitled.
- f. If an employee returns to a former class in which the employee previously held permanent status, the employee's seniority date in the former class shall be the date of original appointment to the former class.

16.3. Layoff

- a. When it becomes necessary due to lack of work, lack of funds, or in the interest of economy, to reduce the number of employees in a department, the order of separations within each class affected by the layoff shall be based on seniority as provided in Section 16.2.
- b. Temporary and provisional employees in the class involved shall be separated prior to probationary or permanent employees.
- c. Any County employee scheduled for layoff shall have a right to demote within the department to a class in which they formerly held permanent status. An employee also may request a demotion to another class in another department in which they formerly held permanent status. If employees also are being laid off in the class to which the employee has a right to, or requests to, demote, their seniority in the lower class shall be determined as if they were currently serving in that class.
- d. Probationary and permanent employees shall be laid off in the reverse order of seniority.

16.4. Application

Sections 16.2 and 16.3 shall be applied in accordance with the following rules:

- a. If an employee's position is reallocated to a different class, and the former class no longer is used in the employee's department, the employee's service in the former class shall count toward seniority in the class to which the position was reallocated. In such cases the right to demote, pursuant to Section 16.3.c shall apply to the new class.
- b. If an employee returned to a former class in which the employee previously held

permanent status, seniority in the former class shall be determined as if they were currently serving in that class.

- c. An employee who acquires probationary or permanent status in a class shall be given seniority credit for prior temporary, provisional, or limited-term service in that class provided that such service immediately precedes the probationary or permanent service.
- d. "Temporary employees" include employees serving in limited-term appointments as provided in Subdivision (f) of Civil Service Commission Rule 7.7, who shall also be separated in the order determined by the appointing authority. Service in a limited-term position shall not be considered as a limited-term appointment unless the employee has agreed in writing to accept a limited-term appointment. Any employee who holds both permanent status under a limited-term appointment and permanent status under a regular appointment in the same class, shall be deemed to hold only permanent status under a regular appointment in that class.
- e. For layoff purposes, "demotion" means a change between classes where the maximum salary rate at the top step of the range for the class to which an employee is demoted is any amount lower than the maximum salary rate at the top step of the range for the class from which the employee is demoted.
- f. With respect to personnel within a class in the Welfare Supervisory Unit who are laid off from that class and demote pursuant to Section 16.3.c to a class outside of the Welfare Supervisory Unit which is governed either by an agreement with another unit representative which contains terms regulating seniority, layoff and the right to demote or request demotion or by the Sacramento County Code or Personnel Rule No. 4 with respect to such matters, the seniority of such personnel for purposes of identifying the persons to be laid off within the class to which demotion is made shall be determined by the terms of the applicable agreement or code, as the case may be.
- g. The right under Section 16.3.c to demote to a class in which the employee formerly held permanent status which is within the department to which the employee is assigned, shall be implemented as follows:
 1. When an employee is scheduled for layoff from a class, if there is only one (1) other lower salaried class within the department in which the employee formerly held permanent status, the employee shall be demoted to that class. If there is no vacancy in that class, and the demoting employee has less seniority than all other employees within the department in that class, the demoting employee shall be laid off from that class and from employment.
 2. If there are two (2) or more lower salaried classes within the department in which the employee formerly held permanent status, the employee shall be demoted to that class in which they formerly held permanent status which has the highest salary (when measured at the top steps of the ranges of the salary

schedule). If there is no vacancy in that class, and the demoting employee has less seniority than any other employee within the department in that class, the demoting employee shall be demoted to the next lower salaried class within the department in which they formerly held permanent status. If there is no vacancy in that class and the demoting employee has less seniority than any other employee within the department in that class, the above process shall continue until the demoting employee either reaches a class within the department in which the employee formerly held permanent status in which there is a vacancy or in which the employee is not the least senior employee within the department in that class, or the employee is laid off from employment.

3. Employees who are least senior in a class in which there is no vacancy and to which an employee demotes from a higher class within the department or with respect to which an employee's request to demote from a higher class in another department is granted shall be laid off from that class, and shall, accordingly, have the same right to demote under Section 16.3.c as does any other employee who is laid off.
4. Employees demoted under the above procedure shall be deemed to have exercised their right to demote under Section 16.3c and to have accepted each demotion, subject to their right to resign from employment. An employee who resigns in lieu of accepting a demotion, shall retain, in the class from which the employee was demoted, reemployment rights pursuant to this article.
5. The words "scheduled for layoff" under Section 16.3.c shall mean laid off. An employee demoted under Section 16.3.c shall be deemed for all purposes to have been laid off from each class from which they demote or is displaced, including classes which the employee passes through because of the absence of a vacancy and insufficient seniority to occupy a position in that class.
- h. Except as hereinafter provided, the right to request demotion to another department under Section 16.3.c applies to any class in which the employee formerly held permanent status, which has a lower salary than the class from which the employee was laid off (when measured at the top steps of the ranges of the salary schedule), which is situated in any department other than the one to which the employee was assigned prior to layoff. Such right to request demotion shall not apply to a class to which the requesting employee is demoted and from which the employee is not laid off within the department to which the requesting employee is assigned. The appointing authority of the receiving department may, in their discretion, grant a request to demote if there is either a vacancy in the class within the receiving department or the requesting employee would not be the least senior employee in the receiving department within the class to which the request refers.
- i. The words "scheduled for layoff" under Section 16.3.c shall mean laid off. If an employee's request to demote to another department is granted, the employee shall be deemed for all purposes to have been laid off from the class from which they demote.

16.5. Notice of Layoff

- a. Each employee subject to layoff shall be given written notice of layoff. The notice shall prescribe the effective date of layoff. The written notice shall either be personally handed to the employee or mailed to the last known address by certified mail. The last known address shall be deemed to be that address which is entered in the County's payroll system. The notice shall be deemed served on the date it is personally handed to the employee, or on the date it is mailed to the employee's last known address, as the case may be.
- b. With respect to any layoff which becomes effective during the term of this Agreement, the effective date of layoff shall be not earlier than the fourteenth (14th) calendar day following the date of service of the notice of layoff.

16.6. Notice to Union

Each time a layoff is or layoffs are ordered, the County shall mail to the Union, not later than the date of service of the last notice of layoff, each seniority list by class and department in which an employee within the Welfare Supervisory Unit is to be laid off. Each such list shall identify the personnel to be laid off and show the date of service of the notice of layoff to each employee who is to be laid off.

16.7. Grievance-Arbitration Procedure

The grievance-arbitration procedure set forth in Sections 16.8 through 16.18 shall be applicable only to disputes concerning the validity or timeliness of service of notice of layoff, the order of layoff, or the identification of who is laid off under the order of layoff.

16.8. Definition

A grievance is a complaint by one (1) or a group of employees or the Union involving the interpretation, application or enforcement of the express terms of this article relating to the validity or timeliness of service of notice of layoff, the order of layoff, or the identification of who is laid off under the order of layoff, and asserting that an employee or employees have not been served with notice of layoff, or have not been timely served with notice of layoff, have been misplaced within the order of layoff, or incorrectly identified for layoff under the order of layoff in violation of the terms of this article.

16.9. Time, Place and Manner of Filing

- a. A grievance shall be filed on a form prescribed by the County. Each grievance shall state the factual basis for the claim, cite the provision of the article allegedly violated, and state the name of each employee who it is contended has not been validly served with notice of layoff or not served in a timely manner, misplaced within the order of layoff or incorrectly identified for layoff under the order of layoff. Any grievance which either is not filed on a form prescribed by the County or which does not state the name of any employee contended to have been not validly served with notice of layoff or not served in a timely manner, misplaced within the

order of layoff or incorrectly identified for layoff under the order of layoff, shall be deemed invalid, null, and void.

- b. Grievances shall be filed with the Office of Labor Relations.
- c. Grievances shall be filed not later than seven (7) calendar days following the date of service of the notice of layoff upon the employee or employees it is contended by the grievance were not validly served with notice of layoff or not served in a timely manner, misplaced within the order of layoff or incorrectly identified for layoff under the order of layoff. Any grievance which is not received by the Office of Labor Relations within seven (7) calendar days following the date of service of such notice of layoff shall be deemed invalid, null and void, and a waiver of the employee or employees named in the grievance assert their rights. Grievances filed by the Union shall be considered timely if filed within seven (7) calendar days, from the date of notice, pursuant to Section 16.6.

16.10. Delivery to Union

The County shall deliver a copy of each grievance filed by an employee or group of employees to the Union not later than eight (8) calendar days following the date of filing. If many grievances are filed within a period of a few days, it is intended that copies of the grievances be delivered to the Union in a group or groups and not one (1) at a time.

16.11. Complaints by Union

- a. Not later than fifteen (15) calendar days following the date of delivery of copies of grievances by employees pursuant to Section 16.10 or twenty-two (22) calendar days after the filing of a grievance by the Union, whichever is earlier, the Union shall file a consolidated complaint with respect to all such grievances. The complaint shall name each employee who the Union asserts has not been validly served with notice of layoff, or not served in a timely manner, misplaced within the order of layoff, or incorrectly identified for layoff under the order of layoff. No claim may be asserted with respect to any employee named in the complaint who has not been named in a preceding timely grievance as one who has not been validly served with notice of layoff or not served in a timely manner, misplaced within the order of layoff or incorrectly identified for layoff under the order of layoff. Any employee named in a preceding timely grievance filed by the Union or a timely employee grievance (a copy of which has been delivered to the Union at least fifteen (15) calendar days preceding the date of filing of the complaint) as having not been validly served with notice of layoff or not served in a timely manner, misplaced within the order of layoff or incorrectly identified for layoff under the order of layoff, who is not so named in the complaint, shall be deemed to have been validly served with notice of layoff in a timely manner, correctly placed within the order of layoff and correctly identified for layoff under the order of layoff.
- b. In formulating and filing the complaint or by not filing a complaint, the Union shall have authority to waive the claims of employees which it elects not to assert. The

failure to assert such claims or name such employees in the complaint (as to grievances filed by the Union and employee grievances, copies of which were delivered to the Union at least fifteen (15) calendar days preceding the date of filing the complaint) shall be deemed to be a waiver of such claims and rights which is binding both upon the Union and the individual employee.

- c. The complaint shall be filed with and received by the Office of Labor Relations within fifteen (15) calendar days following delivery to the Union of the copies of employee grievances or twenty-two (22) calendar days following filing by the Union of its grievance, whichever is earlier. The failure of the department to receive a complaint within said time shall be deemed to be a waiver of all claims and grievances to which the complaint is required to refer.

16.12. Arbitration - Scheduling

Timely complaints shall be submitted to and determined by an arbitrator. Each arbitration proceeding shall commence not earlier than ten (10) calendar days and not later than thirty (30) calendar days following the date of filing of the complaint.

16.13. Consolidation of Proceedings

- a. It is understood that the County is entering into this type of agreement with exclusive representatives of other representation units of County employees. The County Executive or designee shall be authorized to order the consolidation for purposes of hearing and decision of a complaint by the Union with one (1) or more complaints by exclusive representatives of other representation units, except as to unit representatives who file their complaints on dates which preclude the scheduling of the consolidated hearing within the time prescribed by Section 16.12.
- b. Consolidation shall be effective by written notice by the County Executive to all unit representatives whose complaints are ordered consolidated. The written notice shall designate the arbitrator for the consolidated hearing from among those specified in Section 16.14, or in the event of unavailability of those specified, the arbitrator selected by the American Arbitration Association pursuant to Section 16.14.
- c. The Union shall be authorized to withdraw from the consolidated proceedings by serving written notice of withdrawal upon the County's Director of Personnel Services within five (5) calendar days after service of the notice of consolidation.
- d. In the absence of agreement between the parties and the arbitrator, the arbitrator shall schedule the date, time and place of the hearing.
- e. If the Union withdraws from a consolidated proceeding, the County shall, notwithstanding the provisions of Section 16.12, have a right to a reasonable continuance of any hearing of the Union's complaint if necessary in order to avoid the hearing of more than one (1) complaint of a unit representative on the same day.

- f. If the Union withdraws from a consolidated hearing, and if the arbitrator makes a back-pay award under the Union's complaint, there shall be subtracted from the amounts owing any and all back-pay attributable to the period, if any, between the date of the arbitrator's decision on the Union's complaint and:
 1. The date of the arbitrator's decision in the consolidated proceeding from which the Union withdrew, if any, or if all unit representatives withdrew from the consolidation except one (1).
 2. The date of the arbitrator's decision with respect to the complaint of the unit representative who did not withdraw from the consolidation, or, if all of the unit representatives withdrew from the consolidation.
 3. The date of the arbitrator's decision on the complaint which is the first one decided among those of unit representatives which the County Executive ordered to be consolidated.

16.14. Appointment of Arbitrator

- a. An impartial arbitrator shall be selected jointly by the parties to conduct either consolidated or non-consolidated proceedings.
- b. In the event the parties are unable to agree on an arbitrator within the time stated, the parties shall solicit from the State of California Mediation/Conciliation Service a list of five (5) arbitrators. After receipt of the list, the parties shall alternately strike an arbitrator's name from the list until one (1) arbitrator remains. The Union shall

strike the first name. If the selected arbitrator is unable or unwilling to hear the grievance, the parties shall again repeat the process unless they can mutually agree upon an arbitrator.

16.15. Hearings

- a. Except as otherwise mutually agreed or otherwise provided herein, the arbitration hearings shall be conducted in accordance with rules of the American Arbitration Association.
- b. In the event complaints are consolidated for purposes of hearing and decision, in any hearing all unit representatives shall present their complaints and evidence in support of their cases in chief before the County presents any rebuttal evidence and its case in chief as to any individual complaint or the complaints as a whole.
- c. Whether or not the proceedings shall be consolidated, the parties to the proceedings shall be deemed to be the County and the Union (and other unit representatives, if any), and no employee or groups of employees shall be deemed to be parties of the proceedings.

16.16. Questions

Whether or not the proceedings are consolidated, the questions to be decided by the arbitrator shall be limited to the following:

- a. Whether or not the notice of layoff was served in a timely manner in compliance with the provisions of this article;
- b. Whether the order of layoff complied with the terms of this article;
- c. Whether the identification of particular employees for layoff violated the terms of this article;
- d. The remedy, in the event it is determined that the order of layoff did not comply with the terms of this article or that particular employees were identified for layoff in violation of the terms of this article; and
- e. The employee or employees who should have been identified for layoff, if it is determined that one (1) or more employees were identified for layoff in violation of the terms of this article.

16.17. Decision

Whether or not the proceedings are consolidated, the decision by the arbitrator shall comply with the following requirements:

- a. The decision shall be issued not later than ten (10) calendar days after the close of the hearing or hearings. The decision shall be in writing, shall specifically state the interpretation of the Agreement rendered by the arbitrator, and the remedies, if any. The decision need not state the reasons, discussion or contain reasoning, so long as the interpretation by the arbitrator is specifically stated.
- b. The arbitrator shall not have jurisdiction or authority to order reinstatement, back pay or any other relief for any employee who is determined to have been not validly served with notice of layoff or not served in a timely manner, or identified for layoff in violation of the terms of the article, unless the employee has been alleged to have been not validly served or not served in a timely manner or incorrectly identified for layoff in both a timely grievance and a timely complaint.
- c. The arbitrator shall not have jurisdiction or authority to revise the order of layoff as to any employee who has not been alleged to have been assigned an improper order in both a timely grievance and a timely complaint, except to the extent necessary to grant relief to an employee determined to have been assigned an improper order who was so alleged in both a timely grievance and a timely complaint.
- d. The arbitrator shall have authority, in the event of a determination that an employee incorrectly identified for layoff who was so alleged in a timely grievance and a

timely complaint, to order the reinstatement of such employee with back pay. For each employee so reinstated, the arbitrator shall determine and designate the employee currently working for the County who should have been so identified instead of the one incorrectly identified, and shall order the layoff of each such employee. The order of layoff shall become effective fourteen (14) calendar days following service of the notice of layoff which results therefrom pursuant to Section 16.5.

- e. Under no circumstances shall an arbitrator have jurisdiction or authority to order any remedy which either directly or indirectly permits the layoff of fewer personnel within any department or organizational unit or class than ordered by the County, or which otherwise impairs the discretion of the County to determine the number of personnel within each department and within each class who will be employed.
- f. The arbitrator shall have no authority to add to, delete or alter any provision of this Agreement, but shall limit the decision to the application and interpretation of its express provisions.
- g. The decision of any arbitrator shall be consistent with prior decisions of other arbitrators, and subsequent arbitrators shall be bound by the interpretations by prior arbitrators of the terms of this article.
- h. The decision of the arbitrator shall be final and binding as to all matters within the arbitrator's jurisdiction.

16.18. Costs

The fees and expenses of the arbitrator and court reporter shall be shared equally by the parties. In the event of consolidated proceedings, the arbitrator shall prorate the costs to individual representation units, and the County and unit representatives shall share such costs equally.

Division C: Reemployment

16.19. Entitlement

Reemployment entitlements shall be as follows:

- a. A person whose effective date of layoff occurs at any time during the term of this Agreement and who held permanent or probationary status in the class from which the employee was laid off, also shall, during the four-year period following the effective date of layoff, be entitled to be appointed from a departmental reemployment list to a vacancy in that class within the department from which the person was laid off pursuant and subject to the provisions set forth in this division.
- b. A person whose effective date of layoff occurs at any time during the term of this Agreement and who held permanent or probationary status in the class from which the employee was laid off, shall also, during the four-year period following the

effective date of layoff be entitled to certification from a County-wide reemployment list for a vacancy in the class from which the person was laid off, pursuant and subject to the provisions set forth below.

16.20. Type of Position

The entitlement to appointment or certification applies whether the position in which the vacancy occurs is regular, temporary or limited term.

16.21. Limited-Term Personnel

Personnel serving under limited-term appointments shall not be entitled to reemployment rights or to placement on either a departmental or County-wide reemployment list, whether or not they held permanent status as limited-term appointees in the class from which they were separated.

16.22. Departmental Reemployment Lists

- a. The County shall prepare a departmental reemployment list for each class in each department in which an employee with permanent or probationary status in that class is laid off during the term of this Agreement. As personnel are separated from a class in which they hold permanent status, their names shall be added to the list for the class and department in which the layoff occurs in the inverse order in which they were separated from service in that class.
- b. Notwithstanding any provision of this article to the contrary, the order of names on departmental reemployment lists shall be derived from (by inverting) the order of layoff prescribed by layoff lists, as the order of layoff may be modified by agreement between the parties or award under grievance-arbitration proceedings commenced pursuant to layoff under Sections 16.8 through 16.18. The purpose of this provision is to insure that disputes concerning the order of layoff and of departmental reemployment lists are raised and settled at or near the time of layoff, and not at the time reemployment is sought.

16.23. County-Wide Reemployment Lists

The County shall prepare County-wide reemployment lists for each class from which personnel with permanent status in the class were laid off during the term of this Agreement. Each list shall constitute a merger of persons who were laid off from the class and who held permanent or probationary status therein.

16.24. Appointment and Certification Priorities

With respect to the entitlement to appointment or certification, the following priorities shall apply in relation to vacancies in classes to which the entitlement is applicable.

- a. The vacancy shall be filled from that departmental reemployment list for the class in which the vacancy exists and for the department in which the vacancy exists.

Persons shall be appointed to vacancies in the order of the list.

1. One (1) person shall be offered an appointment for each vacancy in accordance with the order of the list. If that person declines appointment, the next person in order shall be offered appointment.
2. A person to whom an appointment is intended to be offered may be contacted personally and may accept appointment orally. A person shall not be deemed to have declined appointment unless the employee has done so in writing, or unless written notice of the offer of appointment has been transmitted by certified mail to the employee's last known address, and the employee failed to accept the appointment in writing within ten (10) calendar days following the date of mailing of the notice.

b. No persons shall be certified for appointment from a County-wide reemployment list to a vacancy in a class until there are no longer any names on that departmental reemployment list or the class within the department in which the vacancy exists or all persons on that departmental reemployment list have declined appointment to that vacancy. In such event, the names of three (3) persons shall be certified from the County-wide reemployment lists for the class in which the vacancy exists in accordance with the order of the list. The names shall be certified to the appointing authority for the class in which the vacancy exists, who shall have discretion to offer the appointment to one (1) of the three (3). If there is more than one (1) vacancy, an additional name shall be certified for each vacancy in excess of one (1).

1. For each person who declines an offer of appointment, an additional name shall be certified.
2. A person on the County-wide reemployment list shall be deemed to have declined appointment under the same circumstances and in accordance with the same procedure as is specified in Section 16.24.a.2.
3. If there are fewer than three (3) names on the County-wide reemployment list, rank or ranks of additional names shall be certified from regular eligible lists so as to provide a total of not less than three (3) persons available for appointment.

16.25. Removal from Departmental Reemployment Lists

The names of persons shall be deemed removed from departmental reemployment lists and their entitlement to appointment from such lists terminated, as follows:

- a. Upon the expiration of four (4) years following the effective date of layoff of each person.
- b. As a result of appointment to a regular position within County service in a class which is the same as the one for which the list exists or which, at the time of appointment, is equal to or higher than the one for which the list exists in salary

when measured at the top step of the salary schedule. (Personnel shall not be deemed removed from such lists by virtue of appointment to any temporary or limited-term position in any class.)

- c. Upon declination of appointment from the list, under the same circumstances and in accordance with the same procedure as is specified in Section 16.24.a.2, except in instances where the person states in writing that they are temporarily medically incapacitated.
- d. In the event a person states in writing that they do not desire an appointment from the list, or fails to file a written statement expressing their desire for an appointment within ten (10) calendar days following certified mailing to their last known address of written inquiry concerning such desire.

16.26. Removal from County-Wide Reemployment Lists

The names of persons shall be deemed removed from County-wide reemployment lists and their entitlement to certification from such lists terminated as follows:

- a. Upon the expiration of four (4) years following the effective date of layoff of each person.
- b. As a result of appointment to a regular position within County service in a class which is the same as the one for which the list exists or which, at the time of appointment, is equal to or higher than the one for which the list exists in salary when measured at the top step of the salary schedule. (Personnel shall not be deemed removed from such lists by virtue of appointment to any temporary or limited-term position in any class.)
- c. In the event a person states in writing that they do not desire an appointment from the list or fails to file a written statement expressing their desire for an appointment within ten (10) calendar days following certified mailing, to their last known address of written inquiry concerning such desire.
- d. Removal from the departmental reemployment list. The removal shall be from that County-wide reemployment list for the class to which the departmental reemployment list applied.
- e. Except as provided in Section 16.25.d, a person shall be authorized to decline appointment to a class to which the person has been certified by submitting a written statement which objects to the appointment on the basis of the identity of the department, geographical location of the job, or shift schedule of the job. Such a declination shall not result in removal of the person from the County-wide reemployment list. However, the person shall not thereafter be certified for appointment to a vacancy which falls within the description of the written objection.

16.27. Effect of Reemployment

When a person is reemployed from either a department reemployment list or a County-wide reemployment list, the period of unemployment succeeding the layoff shall not be treated as an interruption of service for purposes of salary, benefits or seniority. The period of such unemployment shall be treated as County service for seniority purposes. However, with the exception of seniority, the period of unemployment shall not be treated as County service for any other purposes.

16.28. Service of Reemployment Lists

- a. Not later than January 1 each year, the County shall serve by mail upon the Union a set of copies of all County-wide reemployment lists and all departmental reemployment lists for classes within the Welfare Supervisory Unit. Such service shall be made once, and shall include all such lists prepared as a result of all layoffs which have occurred between the previous July 1 and the date of service.
- b. Not later than July 5 each year, the County shall serve by mail upon the Union a set of copies of all County-wide reemployment lists and all departmental reemployment lists for classes within the Welfare Supervisory Unit. Such service shall be made once, and shall include all such lists prepared between the date of service pursuant to the previous paragraph and June 30, inclusive.

16.29. Grievance-Arbitration Procedure

The grievance-arbitration procedure set forth in Sections 16.30 through 16.36 shall be applicable only to disputes arising under Division C of this article.

16.30. Existence, Order and Contents of Reemployment Lists

- a. Except as provided in this section, no employee, person or other entity shall be authorized to grieve, dispute or otherwise challenge the failure of the County to establish a County-wide reemployment list or departmental reemployment list required by this article, the establishment of a County-wide reemployment list or departmental reemployment list prohibited by this article, the order of persons set forth on County-wide reemployment lists, the failure to place persons thereon as required by this article, or the erroneous omission of personnel therefrom in violation of this article.
- b. No later than twenty (20) calendar days following each service of reemployment lists upon the Union pursuant to Section 16.28 the Union shall be authorized to file a grievance asserting that the County has failed to establish a County-wide reemployment list or departmental reemployment list required by this article, has established a County-wide reemployment list or departmental reemployment list prohibited by this article, that the order of personnel contained on any one (1) or more of the lists violates the provisions of Sections 16.19 through 16.23, that personnel have been placed on a list in violation of said sections, or that personnel have been omitted from the lists in violation of said sections.
 1. The grievance shall specifically identify:

- a) The list or lists to which the grievance refers;
- b) The nature of the alleged violation or violations, the facts on which the alleged violations are based, and the section or sections of this Agreement violated;
- c) The names of any personnel alleged to have been erroneously placed upon or omitted from the list or lists; and
- d) The changes in lists alleged to be required in order to remedy the alleged violations.

2. The grievance shall be filed with the County's Department of Personnel Services (Director's Office) and shall be received by the department not later than twenty (20) calendar days following service of the lists pursuant to Section 16.28.
3. The failure of the Union to file a grievance within the time required herein shall constitute a waiver of the right to challenge the matters referred to in this section which is binding upon the Union and all other persons. The lists served pursuant to the provisions of Section 16.28 shall conclusively be presumed to comply with the provisions of this article with respect to matters referred to in this section except as challenged by a grievance filed pursuant to the provisions of this section.

16.31. Other Matters

- a. Except as to matters referred to in Section 16.30, the Union and any persons laid off during the term of this Agreement from a class within the Welfare Supervisory Unit shall be authorized to file a grievance alleging a violation of Sections 16.19 through 16.27, inclusive.
- b. Such grievances shall be filed on forms prescribed by the County with the County's Department of Personnel Services (Director's Office) not later than ten (10) working days after the event or circumstances occasioning the grievance. Any grievance not received by the Director within said period shall be deemed invalid, null and void.
- c. Any grievance filed pursuant to this section other than one filed by the Union shall be transmitted by mailed copy to the Union not later than five (5) calendar days after it is filed.

16.32. Pre-Arbitration Hearing

- a. A hearing shall be held by the County Executive or his designee on all grievances filed pursuant to the provisions of Sections 16.19 through 16.27, not later than ten (10) working days following the date of filing. The Union shall be given advance written notice of the time, date and place of all such hearings, and shall be

authorized to appear and participate therein.

- b. If the County Executive or designee determines that a grievance shows a violation of this article and is otherwise timely and within the scope of the grievance-arbitration provisions, they shall be authorized to take all actions necessary to grant relief, including the layoff of any personnel within the Welfare Supervisory Unit who have been employed in violation of the provisions of this article relating to reemployment.
- c. The County Executive or designee shall issue a written decision not later than five (5) working days following the date of the hearing and shall mail copies to the grievant or grievants and the Union.

16.33. Request for Arbitration

If the Union is dissatisfied with the decision of the County Executive or designee, it shall be authorized to file a request for arbitration.

- a. The request for arbitration shall be in writing, and shall be filed by the Union with the Department of Personnel Services not later than seven (7) calendar days after mailing of the decision of the County Executive or designee. If the Union fails to file a request for arbitration within the time required, the decision by the County Executive or designee shall be deemed final, binding and conclusive upon all issues determined therein.
- b. In formulating and filing the request for arbitration or by not filing a request for arbitration, the Union shall have the authority to waive the claims of persons who have filed grievances or others which it elects not to assert. The failure to assert such claims shall be deemed to be a waiver of such claims and rights which is binding upon the Union, the persons who have filed grievances, and the personnel within the Welfare Supervisory Unit.

16.34. Arbitration Scheduling

Timely requests for arbitration shall be submitted to and determined by an arbitrator. Each arbitration proceeding shall commence not earlier than fifteen (15) calendar days and not later than forty-five (45) calendar days following the date of filing of the request.

- a. The arbitrator shall be selected by mutual agreement of the parties. If the parties are unable to agree, the arbitrator shall be appointed by the American Arbitration Association.
- b. Except as otherwise mutually agreed or otherwise provided herein, the arbitration hearings shall be conducted in accordance with the rules of the American Arbitration Association.
- c. The parties to the proceedings shall be deemed to be the County and the Union, and no employee, group of employees or other person shall be deemed to be

parties to the proceedings.

16.35. Decision

The decision of the arbitrator shall comply with the following requirements;

- a. The decision shall be issued not later than ten (10) calendar days after the close of the hearing. The decision shall be in writing, shall specifically state the interpretation of the article rendered by the arbitrator, and the remedies, if any. The decision need not state reasons, discussion or contain reasoning, so long as the interpretation by the arbitrator is specifically stated.
- b. The arbitrator shall not have jurisdiction or authority to revise the order of either a County-wide reemployment list or departmental reemployment list as to any person on such a list who has not been alleged in a timely grievance to have been placed in incorrect order thereon, except to the extent necessary to grant relief to a person determined to have been placed in incorrect order thereon who was so alleged in a timely grievance.
- c. The arbitrator shall not have jurisdiction or authority to invalidate the employment of any person who has been reemployed from either a County-wide reemployment list or departmental reemployment list or to grant any relief to a person on such a list who should have been so reemployed or certified for appointment, except as to persons named in a timely grievance.
- d. The arbitrator shall have no authority to add to, delete or alter any provision of this article, but shall limit their decision to the application and interpretation of its express terms.
- e. The decision of any arbitrator shall be consistent with prior decisions of other arbitrators and subsequent arbitrators shall be bound by the interpretations by prior arbitrators of the terms of the article.
- f. The decision of the arbitrator shall be final and binding as to all matters within the arbitrator's jurisdiction.

16.36. Costs

The fees and expenses of the arbitrator and court reporter shall be shared equally by the parties.

Article 17 - Discipline and Discharge

17.1. Purpose

It is the intent of the parties that the provisions of this article, shall substitute for any and all appeal procedures provided by the Civil Service Commission relating to the discipline, as defined in Section 17.2.

17.2. Definition

- a. As used herein, "disciplinary action" means demotion, reduction in pay step in class, suspension or discharge of an employee with permanent civil service status.
- b. As used herein, "parties" means the County and the Union.

17.3. Persons Authorized to Initiate Disciplinary Action

The employee's appointing authority or the designated representative of the appointing authority may initiate disciplinary action against an employee.

17.4. Application

- a. This article shall only apply to employees with permanent civil service status.
- b. Probationary Status: This article shall not apply to an employee in probationary status who shall have no right to grieve or arbitrate release from such probationary appointment.
- c. Temporary Employee: An employee in a temporary position shall have no right to grieve or arbitrate release from such temporary appointment.
- d. Temporary Upgrade: An employee in a temporary upgrade status shall have no right to grieve or arbitrate release from such temporary upgrade status.
- e. Provisional Appointment: An employee with provisional status shall have no right to grieve or arbitrate release from such a provisional appointment.

17.5. Cause for Disciplinary Action

No disciplinary action shall be taken against a permanent employee without good cause. "Good cause" is defined as any facts which, based on relevant circumstances, may be reasonably relied on by the appointing authority in the exercise of reasonable discretion as a basis for disciplinary action. "Good cause" includes, but is not limited to:

- a. Fraud in securing appointment.
- b. Incompetency.
- c. Inefficiency.
- d. Inexcusable neglect of duty.
- e. Insubordination.
- f. Dishonesty.
- g. Drunkenness on duty.

- h. Addiction to the use of narcotics or habit-forming drugs.
- i. Inexcusable absence without leave.
- j. Conviction of a felony or conviction of a misdemeanor which is of such a nature as to adversely affect the employee's ability to perform the duties and responsibilities of the employee's position. A plea of guilty, or a conviction following a plea of nolo contendere is deemed to be a conviction within the meaning of this section.
- k. Discourteous treatment of the public or other employees.
- l. Political activity prohibited by state or federal law.
- m. Willful disobedience.
- n. Violation of any of the prohibitions set forth in Section 71 of the Sacramento County Charter.
- o. Refusal to take and sign any oath or affirmation which is a federal, state or County requirement.
- p. Any failure of good behavior either during or outside of duty hours which is of such nature that it causes discredit to the County or the employee's employment.
- q. Failure to possess or keep in effect any license, certificate or other similar requirement specified in the employee's position specification.
- r. Any violation of Civil Service Commission Rule 6.6(a) which prohibits the solicitation of waivers.

17.6. Causes for Personnel Action Due to Physical or Mental Disability

For non-disciplinary reasons, a permanent employee's employment may be terminated, or a permanent employee may be reduced in rank because of physical or mental disability which disability precludes the employee from the proper performance of the essential duties of the employee's job. Any such action shall be subject to the same provisions of this article as are applicable to actions taken pursuant to Section 17.5.

17.7. Notice Requirement and Effective Date of Order

- a. The appointing authority or designee shall file a written proposed order and final order of disciplinary action with the Office of Labor Relations.
- b. A copy of the proposed and final notice of disciplinary action shall be served upon the employee either personally, or by registered or certified mail, return receipt requested, to the last known address of the employee. The last known address shall be deemed to be the address which is entered in the County's payroll system. If notice is provided by mail, the employee should be deemed to have received

notice five (5) days after the date of mailing. At the same time, service shall be made to the Union.

1. The order shall be approved as to form by the Office of Labor Relations and shall include:
2. A statement of the nature of the disciplinary action;
3. The effective date of the disciplinary action;
4. A statement in ordinary and concise language of all specified facts or omissions upon which the disciplinary action is based; and
5. A statement advising the employee of the right to appeal the action through the arbitration procedure of this article, of the manner and time of which said appeal must be made, and the required content of the appeal.

c. The disciplinary action shall be effective on the date and time specified in the order of disciplinary action filed with the Director, provided notice is served as specified in this action.

17.8. Appeal

- a. The Union shall have the right to appeal on behalf of an employee who is subject to the disciplinary action, within fifteen (15) calendar days after receiving the final order of disciplinary action, by filing a written notice of appeal with the Office of Labor Relations. The notice of appeal shall contain the name and address of the person to whom all written communication regarding this appeal shall be sent.
- b. The Office of Labor Relations shall promptly provide the appointing authority with a copy of the employee's notice of appeal.
- c. An employee for whom a notice of appeal is filed as provided herein shall be entitled to a hearing, as provided in this article.
- d. An appeal of a disciplinary action is a complaint of a permanent employee with permanent civil service status regarding whether there was good cause for the disciplinary action taken against that employee.
- e. If the Union fails to file a notice of appeal within the time specified in this section, the disciplinary action shall become final without further action.

17.9. Mediation of a Disciplinary Action

- a. Prior to the arbitration hearing the Union may request mediation. The parties utilize the State Mediation and Conciliation Service for mediation.
- b. Under no case shall the adjustment of resolution of the discipline at this level

exceed forty (40) working days from the date of their appeal, unless extended by mutual agreement of the parties.

- c. Costs of the mediator, if any, shall be borne equally by the parties. No party shall purposely withhold information at this level but shall disclose all information relevant to the appeal for consideration by the other party.
- d. **Mediation Procedures:** The mediation procedure shall be entirely informal in nature. However, copies of exhibits upon which either party bases its case shall be shared with the other party. The relevant facts should be elicited in a narrative fashion to the extent possible, rather than through examination and cross-examination of witnesses. The rules of evidence will not apply and no record of the proceedings will be made. All persons involved in the events giving rise to the appeal should be encouraged to participate fully in the proceedings, both by stating their views and by asking questions of the other participants at the mediation hearing.
- e. The primary effort of the mediator shall be to assist the parties in settling the stated appeal in a mutually satisfactory fashion. In attempting to achieve a settlement, the mediator is free to use all of the techniques customarily associated with the mediation process, including private conferences with only one (1) party. If settlement is not possible, the mediator shall provide the parties with an immediate bench opinion, as to how the appeal would be decided if it went to arbitration. That opinion would not be final or binding, but would be advisory. It would be delivered orally and would be accompanied by a statement of the reasons for the mediator's opinion. The advisory opinion may be used as the basis for further settlement discussions or for withdrawal or granting of the appeal. If the appeal is not settled, granted or withdrawn, the parties are free to arbitrate. If they do, the mediator shall not serve as arbitrator, and no offers or concessions made by the parties or the mediator during mediation can be used against a party during arbitration.
- f. Neither attorneys nor court reporters or any other type of note-taker shall be allowed to be present at the proceedings.
- g. If the parties agree to be bound by a mediator's recommendation, the subsequent agreement shall be reduced to writing and signed by the parties.
- h. If the issue is not resolved during mediation, and in accordance with established timelines the appeal shall move to arbitration.

17.10. Appointment of Arbitrator

- a. The parties to the hearing and to the selection of the arbitrator shall be the Union and the County.
- b. The selection of the arbitrator shall be in accordance with Section 5.16.

17.11. Amended or Supplemental Order

At any time after a hearing has commenced on a disciplinary action and prior to the time the appeal is submitted for decision, the appointing authority may, with the consent of the arbitrator, serve on the employee and file with the Office of Labor Relations an amended or supplemental order of disciplinary action. Consent is not required for an amended or supplemental order filed prior to commencement of the hearing. If the amended or supplemental order presents new causes or allegations, the employee shall be afforded a reasonable opportunity to prepare a defense thereto. Any new causes or allegations shall be deemed denied and any objections to the amended or supplemental causes or allegations may be made orally at the hearing.

17.12. Discovery

- a. **Permissible Discovery:** Pursuant to the procedure set forth in Subsection c. below, any party to the arbitration hearing may obtain the following information in the hands of or which may reasonably be obtained by the responding party or the responding party's representative (As used herein, "responding party" shall mean the person of whom the information is requested.):
 1. Those allegations in the order of disciplinary action which are admitted by the employee and those allegations in the order of disciplinary action which are denied by the employee.
 2. The name, address and telephone number of each witness whom the responding party intends to call to testify at the hearing.
 3. Copies of statements by any person whom the responding party intends to call as a witness.
 4. All writing relevant to the issues involved in the appeal including, but not limited to, reports of mental, physical and blood examinations which the responding party intends to introduce into evidence. "Writing" as used herein shall have the meaning defined in Evidence Code Section 250 which states: "Writing" means handwriting, typewriting, printing, photostating, photographing, and every other means of recording upon any tangible thing any form of communication or representation, including letters, words, pictures, sounds or symbols, or combinations thereof.
 5. A statement specifically defining the issues in dispute.
 6. The foregoing does not apply to witnesses or exhibits used for impeachment or rebuttal.
- b. **Confidential or Privileged Matter:** If the responding party determines that the writing or other material requested is confidential or privileged, the response to the discovery request shall specifically so state, and shall set forth in detail the grounds upon which confidentiality or privilege is claimed. If the requesting party disputes the claim of privilege or confidentiality, the arbitrator shall resolve the claim. In resolving the claim, the arbitrator may order that the writing or other material be

deposited with the arbitrator in a sealed container. In ruling on such claims, the arbitrator may grant or deny the claim of confidentiality or privilege in whole or in part. The arbitrator shall have no authority to resolve any claim concerning material which by statute may only be released by court order. If the arbitrator determines that the material is confidential, but limited disclosure is necessary, the arbitrator may impose conditions upon the use or disclosure of the item by the requesting party. If the arbitrator determines that the material requested is subject to an evidentiary privilege, the decision regarding disclosure of the matter shall be strictly governed by the provisions of the Evidence Code.

c. Procedure for Discovery:

1. Personal Service: At any time after the hearing date has been set for an appeal, but in no event later than thirty (30) calendar days before the date set for such hearing, any party may personally serve a written request upon the responding party, or representative of record, for any or all of the information set forth in Subsection a.
2. Service by Mail: At any time after the hearing date has been set for an appeal, but in no event later than thirty-five (35) calendar days before the date set for such hearing, any party may serve, by first-class mail, a written request upon the responding party, or representative of record, for any or all of the information set forth in Subsection a. The effective date of service shall be the date of the postmark.
3. Response: Within twenty (20) calendar days of receiving the request mentioned in (1) and (2) above, the responding party shall prepare and serve a response to the request. Such response shall be served upon the requesting party, or representative of record, by the same means as service of the request was made.
4. Request to be Deemed Continuing Request: The discovery request is a continuing request, which requires a continuous response. Where new or additional information becomes available to the responding party, such information shall forthwith be furnished to the requesting party, or representative of record.
5. Negative Response: In the event the responding party does not have an item of the information requested, the responding party shall give a written negative response as to that particular item within the time specified for response, but shall respond fully as to the information which the responding party does possess. The responding party shall comply with (4) above after such negative response.
6. Disputes: Any dispute between parties regarding discovery shall be resolved by the arbitrator.
7. Penalties for Failure to Comply: The arbitrator shall impose penalties for failure

to comply with this subsection. These penalties shall be based upon the seriousness of the failure to comply, the good or bad faith of the non-complying party, and the extent to which the non-compliance results in surprise to the requesting party and handicaps the requesting party in preparing the case. The following penalties may be imposed:

- (1) Exclusion of evidence;
- (2) Continuing the hearing at any stage; or
- (3) Upon proof of a willful or repeated violation, the arbitrator shall determine the issue against the noncomplying party.

17.13. Timing and Conduct of Hearing

- a. The arbitration hearing shall be held at the earliest administratively convenient date, taking into consideration the availability of the arbitrator and the availability of counsel and witnesses. The arbitration hearing may be a private or public hearing as determined by the employee.
- b. The employee shall be represented by the Union and counsel chosen by the Union.
- c. The employee shall be entitled to appear personally at the hearing and produce evidence.
- d. The appointing authority may also be represented by counsel.
- e. At the hearing, the appointing authority shall have the burden of going forward first with evidence in support of the allegations contained in the order of disciplinary action and shall have the burden of establishing the facts by a preponderance of the evidence. The arbitrator may administer oaths and take official notice of facts as authorized by law.
- f. Oral evidence shall be taken only on oath or affirmation.
- g. A court reporter shall take a transcript of the hearing.
- h. The arbitrator may consider the records or any relevant prior disciplinary actions against the employee which are final, and any records contained in the employee's personnel files if such records were introduced at the arbitration hearing.
- i. Each Party Shall Have These Rights: To call and examine witnesses; to introduce exhibits; to cross-examine opposing witnesses on any matter relevant to the issues even though that matter was not covered in the direct examination; to impeach any witness; and to rebut evidence. The appellant may be called and examined as if under cross-examination.

- j. The hearing need not be conducted according to technical rules relating to evidence and witnesses. Any relevant evidence shall be admitted if it is the sort of evidence on which responsible persons are accustomed to rely in the conduct of serious affairs, regardless of the existence of any common law or statutory rule which might make improper the admission of such evidence over objection in civil actions. Hearsay evidence may be used for the purpose of supplementing or explaining other evidence, but, shall not be sufficient in itself to support a finding unless it would be admissible over objection in civil actions. The rules of privilege shall be effective to the extent that they are otherwise required by statute to be recognized at the hearing, and irrelevant and unduly repetitious evidence shall be excluded.

17.14. Subpoenas

Before the hearing has commenced, or during the hearing, the arbitrator shall have the power to issue subpoenas in accordance with Section 1282.6 of the Code of Civil Procedure.

17.15. Decision

- a. Following the hearing, the arbitrator shall promptly prepare and submit to the parties to the hearing a decision in the case. The decision shall contain and be limited to specific factual findings relating to the facts alleged in the disciplinary order and any facts asserted by the appellant for purposes of defense or mitigation; a determination of legal issues, if any; a determination of whether the facts found constitute good cause for discipline; and an order that affirms, modifies or sets aside the order of disciplinary action imposed by the appointing authority.
- b. If good cause for discipline is found, the arbitrator shall not modify the action imposed by the appointing authority unless the arbitrator determines that the discipline imposed by the appointing authority constitutes an abuse of discretion.

17.16. Finality of Decision

The decision of the arbitrator shall be final and binding.

17.17. Costs

The fees and expenses of the arbitrator, the court reporter, and the transcript, if any, shall be shared equally by the Union and the County.

17.18. Witnesses

Employees shall not suffer loss of compensation for time spent as a witness at an arbitration hearing held pursuant to this article. The employee and the Union agree that the number of witnesses requested to attend, and their scheduling shall be reasonable.

Article 18 - Term

- a. The provisions of this Agreement shall be effective on July 1, 2025, except as otherwise specifically provided.
- b. This Agreement shall remain in full force and effect from July 1, 2025, to and including June 30, 2028.

Date: 12/22/2025

County of Sacramento

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Karen Farrel
Labor Relations Representative

County Negotiating Team

Cathi Johnson, Division Manager
Eduardo Amenyero, Deputy Director
Martha Haas, Program Manager
Karen Als, Sr. Personnel Analyst

SEIU – Welfare Supervisors

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Jessica Thouye
Chief Negotiator, SEIU 1021
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Alisa Young
President, SEIU 1021
Sacramento Welfare Supervisors Chapter
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Field Director
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David Canham
Executive Director
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Shaniece Hill
Field Representative, SEIU 1021
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Trina Chaudhary
SEIU Negotiating Team Member
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Robert Shorter

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Crystal Lopez-Williams

SEIU Negotiating Team Member