

**SEIU LOCAL 1021 COUNTER PROPOSAL TO COUNTY PROPOSAL -REVISED**

**9/19/2019**

**LETTER OF UNDERSTANDING  
BETWEEN  
COUNTY OF SACRAMENTO  
AND  
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021  
IN THE  
WELFARE SUPERVISORY UNIT**

This Letter of Understanding is between the County of Sacramento and the Service Employees International Union, Local 1021, covering all employees in the Welfare Supervisory Unit.

**It is agreed that this LOU will be presented to the Board of Supervisors for approval on November 5, 2019.**

Effective the pay period following Board approval of the Department of Human Assistance class study involving the Eligibility Supervisor and Human Services Supervisor class series, the parties agree to the following:

1. The step placement for employees in the Eligibility Supervisor class with or without permanent status shall be the lowest step in the existing salary range of the Human Services Supervisor class which provides an increase of at least five percent (5.0%) or the equivalent of one step greater than the range of the former class of Eligibility Supervisor in salary in accordance with Sacramento County Personnel Ordinance, Section 2.78.475(a).
2. Any employee currently in Step 9 of the Eligibility Supervisor class shall have their Salary Step increase date reset to the Board approved effective date as a Human Services Supervisor in accordance with Sacramento County Personnel Ordinance, Section 2.78.485(e).
3. Any employee who receives a salary increase greater than 10% shall have their salary step increase date reset in accordance with Section 7.3(d) of the labor agreement.
4. As an exception to #1 above, Eligibility Supervisor Amanda Gollon shall be placed in Step 9 of the Human Services Supervisor due to the fact that she would suffer a loss in total compensation if placed in Step 8. Ms. Gollon currently receives both a 2.5% Education Incentive Differential (in accordance with Section 12.4 of the labor agreement) and a 5% Differential for supervising Human Services Specialist (in accordance with a June 2004 Grievance Settlement) specifically for Eligibility Supervisors. Both differentials shall cease for all Eligibility Supervisors currently receiving either differential upon implementation of the class study.

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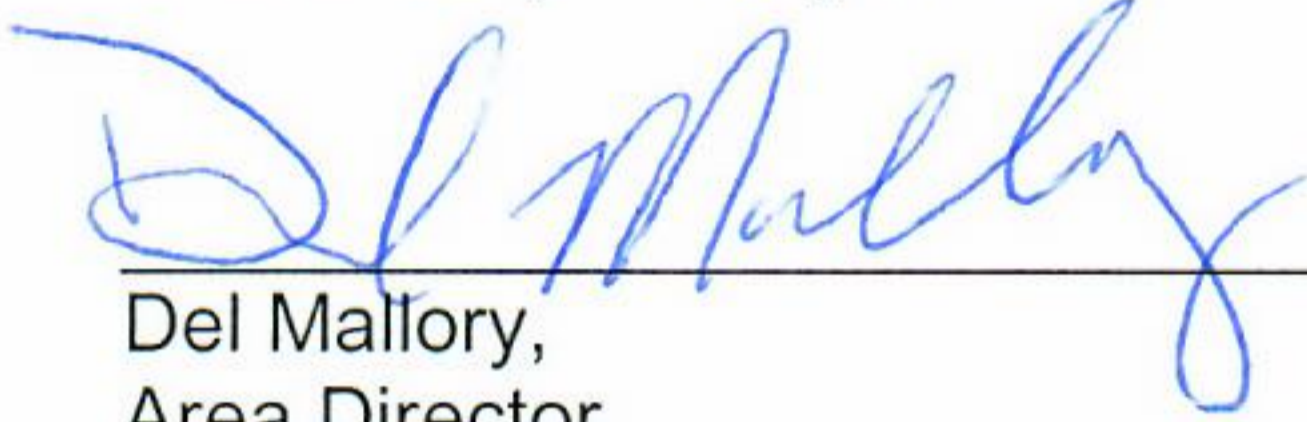
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5. The County agrees to bifurcate the Department of Personnel Services Class Study which includes the classes of Human Services Supervisor and Eligibility Supervisor, and present the SEIU 025 portion and this LOU to the Board of Supervisors on November 5, 2019.


9/19/19

Date

SEIU, Local 1021  
Welfare Supervisory Unit



Del Mallory,  
Area Director



Tammie Ostroski,  
Acting President

County of Sacramento



Adrian Johnson,  
Labor Relations Officer