



**DISCUSSION:**

Representatives of the County and SEIU have met and conferred in good faith on the changes to the collective bargaining agreements on wages, hours and other terms and conditions of employment.

The parties have agreed on the following changes:

**1. TERM OF THE AGREEMENT:** The collective bargaining agreements will be effective November 5, 2019 through October 21, 2022.

**2. WAGES:** During Fiscal Year 2019/20 employees receive a three percent (3%) wage increase effective November 17, 2019.

For Sheriff's Security Officers, concurrent with the November 17<sup>th</sup> wage increase, receive a two percent (2%) equity increase, for a total increase equal to five percent (5%).

During Fiscal Year 2020/21 employees receive a three percent (3%) wage increase effective November 15, 2020.

During Fiscal Year 2021/22 employees receive a two percent (2%) wage increase effective November 28, 2021.

During Fiscal Year 2021/22 employees receive a one percent (1%) wage increase effective May 15, 2022.

During Fiscal Year 2022/23 employees receive a one percent (1%) wage increase effective September 4, 2022.

In addition, payable on January 17, 2020, all active employees as of December 29, 2019 who are employed by the County and represented by bargaining unit 2, 5, 7, 8 or 9 shall receive a one-time lump sum payment of nine hundred dollars (\$900.00), with said payment not subject to CalPERS reporting of benefits. Part-time employees in these bargaining units receive a pro-rata amount based on his/her full-time equivalence.

**3. HEALTH INSURANCE/CAFETERIA PLAN:** The County receives health insurance through CalPERS' Public Employees' Medical and Hospital Care Act (PEMHCA, or PERS Health Program). The County's maximum premium contribution for health insurance/cafeteria plan is set at 75% of the PEMHCA Region 1 Kaiser Permanente family rate for benefits effective for 2019, 2020, 2021, and 2022. In addition, employees who elect employee plus two or more dependents coverage receive an additional \$50 per month, or, an employee in a job classification with a maximum salary of six thousand six hundred eighty-two dollars (\$6,682.00) or less per month, receives a County contribution of eighty dollars (\$80.00) per month. The maximum salary limit for employees to receive the County contribution of eighty dollars (\$80.00) is increased by the same percentage increase of the scheduled wage increase.

**4. OTHER PAID HOLIDAYS:** Effective January 1, 2020 employees in Bargaining Units 2, 7, 9, 5, 8 will receive the afternoons of December 24<sup>th</sup> (Christmas Eve Day) and December 31<sup>st</sup> (New Year's Eve Day) as paid holidays. Also, effective January 1, 2020, the holiday restricted for use between Christmas Eve and New Year's Eve may be used at any time during the year.

**5. OTHER ITEMS:**

- Effective July 1 2020, the County will increase the maximum tuition reimbursement from \$1,100

to \$2,000 per year.

- Employees are no longer required to complete the probationary period to become eligible to take earned vacation.
- Uniforms and/or safety boot allowance has been added for Groundskeeper Supervisor, Animal Control Officer (Senior) and clarified for Agriculture/Weights and Measure Inspectors.
- Employees in the classification of Social Worker III assigned to the Child Welfare Services Emergency Response Unit receive 2.5% pay differential for each hour, or portion thereof, when working in the Emergency Response Unit.
- Department Heads may establish a "Holiday Adjusted Time Off" program in which an employee with an alternate work schedule may adjust his/her time on the week of a holiday in lieu of using vacation time to make up for time on paid holidays.
- Clarified eligible mileage and fees for external classes/seminars for Nurses, NP/PAs.
- Incorporated into the Memorandum of Understanding existing side letters on examination within the Agriculture Department, call back and standby pay differential, and the addition of Medical Assistants to Appendix G.
- Renewal of existing side letters on Library hours, Administrative Leave for Information Technology classifications, wage increases for Agriculture/Weights and Measures Classifications, and loan repayment program offered by CMSP.

A copy of the collective bargaining agreements are attached. Some minor, non-substantive corrections may be made to the collective bargaining agreements by the County and SEIU.

**ALTERNATIVES:**

The Board of Supervisors could elect to not adopt the collective bargaining agreement between the County and SEIU. However, this option is not recommended as the parties have met and conferred in good faith pursuant to the Meyers-Miliias-Brown Act and have reached agreement, and the new agreement was negotiated within the parameters previously provided by the Board to the County's negotiation team. Additionally, employees represented by SEIU, Local 1021 have ratified the terms for the collective bargaining agreements.

**OTHER AGENCY INVOLVEMENT:**

Negotiations of the collective bargaining agreement were through a collaborative effort by the County and SEIU.

**CAO RECOMMENDATION:**

**APPROVE DEPARTMENTAL RECOMMENDATION**