



# Contract Proposal

<b>Major Proposals</b>	
Cost of Living Adjustments	10% to 14% COLA over 4 years: 3%, 3%, 2-4%, 2-4%
Equity Adjustments	Bring all SEIU Members up to 100% of market average. Must use the correct maximum employer healthcare contributions for comparable Counties. Proposal makes sure that the vast majority of SEIU Members get equity adjustments
Healthcare	Remain tied to Kaiser with flat dollar amount contribution. First year contribution limits up to \$700 for individual, \$1400 for individual +1, and \$1980 for family level insurance. Increase that contribution by 6% each year
State Disability Insurance (SDI)	Reopen part of contract to negotiate SDI in Year 2 of the contract
Retirement Committee	Create a joint committee to study retirement/pension issues including Longevity, COLA in retirement, cost-sharing, and the 3.03% we pay that is due to expire in 2023. Committee is study and advisory only
Water Agency	Use other Water Agency districts as comparables for these employees rather than County comparables
Supervisory Leave	Reinstate 8 hours of leave for Supervisor
Classification Studies	Early premium pay when being reclassified to a higher paying class

<b>Tentative Agreements</b>	
Heavy Equipment Premium: Crane Operators	Supervising and/or signaling/spotting crane employees are now eligible for premium
Heavy Equipment Operation	Regional Parks & Fairgrounds employees only need 40 hours of training and not Class A
Nursing Degree Premium	Master's degree required for premium changed from "Nurse Practitioner" to "Nursing"
CSU Premium Pay	All Crisis Stabilization Unit (CSU) employees are eligible
Mileage Expense Reimbursements	Requests must be submitted to payroll within 90 days following the date of travel
Uniform Cleaning Allowance	Paid to eligible employees in paid status
Vacation Savings Plan (VSP) Eligibility	Based on service hours as of pay period prior to open enrollment and deductions are at the rate of pay as of the commencement of payroll deductions
Merit Increases	Scheduled in the same pay period as a promotion effective prior to the promotion
Discrimination Language	Prohibition language updates related to Federal/State protected classes
New Arbitrators	Two new arbitrators added to panel as replacements for two no-longer-available arbitrators
Boot Allowance	Additional classifications added to the Appendix B boot allowance
Direct Deposit	By default; employees may still opt out for payroll checks
Sick Leave	"Annual Period" changed from Fiscal Year to Calendar Year
Grievance Procedure	Steps in (and timeline of) grievance process updated and clarified
Salary Upon Promotion	Merit increase prior to promotion if in same pay period (change from same day)

**ALL PROPOSALS AND TENTATIVE AGREEMENTS ARE SUBJECT TO FULL CONTRACT AGREEMENT AND RATIFICATION**