

Rev'd 8/24/22

County Proposal #22 to SEID
August 24, 2022

Timeline

Contract expiration: October 20, 2022

Last Board date prior to expiration: October 18, 2022

Board recommendation to adopt new MOU due: October 4, 2022

To have a successor MOU in place when the current contract expires, agreement must be reached by the parties and a successful vote by SEID membership to accept the successor MOU would need to be held prior to October 4, 2022.

Based on the timeline above, and pursuant to adoption by the Board of Supervisors on October 18, 2022, the first base wage increase will be effective October 24, 2022 (first pay period following adoption), and would appear on the November 10, 2022 paycheck. Subsequent increases would be effective 26 pay periods following the preceding increase.

Term: 44 months through June 30, 2026

4.1 **Salaries**

- a) Effective **October 24, 2022**, all employees shall receive a Cost of Living adjustment of **6%** of base salary.
- b) Effective **October 23, 2023**, all employees shall receive a Cost of Living adjustment of **5%** of base salary.
- c) Effective **October 21, 2024**, all employees shall receive a Cost of Living adjustment of **2%** of base salary.
- d) Effective **October 20, 2025**, all employees shall receive a Cost of Living adjustment of **2%** of base salary.

PPT, OOT, SIC, TLI

The County will comply with federal and state minimum wage laws. If Step 1 of any assigned salary grade falls below the minimum wage, Step 1 of that salary grade shall be adjusted to meet minimum wage requirements. Once adjusted, each subsequent step in the affected salary range shall be adjusted by 5%, through Step 5.

CONCEPT PROPOSALS

The County will propose language related to the following concepts under Section 4.2 Supplemental Pay.

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County Proposal #23 to SEID
August 24, 2022

OOT, PPT, SUP, TLI

4.2.3 Shift Differential

The shift differential will be \$1.15 per hour for p.m. and split shifts and \$1.45 per hour for night shifts, and \$1 per hour for weekend shifts.

For purposes of payment of shift differential the following times shall apply:

DAY: Any work shift which begins on or after 4:00 a.m. and before 12:00 noon.
P.M.: Any work shift which begins on or after 12:00 **BOOfp.m.** and before 8:00 p.m.
NIGHT: Any work shift which begins on or after 8:00 p.m. and before 4:00 a.m.
WEEKEND: Any work shift which begins on or after 4:00 a.m. on Saturday and before 8:00 p.m. on Sunday.

PRO

4.2.3 Shift Differential

The shift differential will be \$1.15 per hour for p.m. and split shifts, and \$1.45 per hour for night shifts, and \$1 per hour for weekend shifts.

For employees in the class series of Clinical Laboratory Technologist working in the laboratory at San Joaquin General Hospital, the night shift differential shall be \$3.00 per hour.

For purposes of payment of shift differential the following times shall apply:

DAY: Any work shift which begins on or after 4:00 a.m. and before 12:00 noon.
P.M.: Any work shift which begins on or after 12:00 **BOOfp.m.** and before 8:00 p.m.
NIGHT: Any work shift which begins on or after 8:00 p.m. and before 4:00 a.m.
WEEKEND: Any work shift which begins on or after 4:00 a.m. on Saturday and before 8:00 p.m. on SW1day

SIC

The shift differential will be \$1.15 per hour for p.m. and split shifts, and \$1.45 per hour for night shifts, and \$1 per hour for weekend shifts.

For purposes of payment of shift differential the following times shall apply:

DAY: Any work shift which begins on or after 4:00 a.m. and before 12:00 noon.
P.M.: Any work shift which begins on or after 12:00 **BOOfp.m.** and before 8:00 p.m.

NIGHT: Any work shift which begins on or after 8:00 p.m. and before 4:00 a.m.
WEEKEND: Any hours work shift which beirins on or after 4:00 a.m. on Saturday and before 8:00 p.m. on Sunday

Rard 8/24/22

County Proposal #24 to SEID
August 24, 2022

OOT, PRO, SIC, SUP, TLI

4.2.4 Standby Pay

A department head, with the approval of the County Administrator or designee, may designate employees in certain classes to be in a standby status. An employee who is on standby status must be at a location where the employee can be reached at all times and upon being called shall return to work immediately. An employee who is recalled to work shall be deemed to be off standby status and the employee shall not receive standby pay for the hours the employee is paid to work, whether on a straight time or overtime basis.

Employees who perform standby duty shall be compensated at 25% of their regular hourly rate.

PPT

4.2.4 Standby Pay

A department head, with the approval of the County Administrator or designee, may designate employees in certain classes to be in a standby status. An employee who is on standby status must be at a location where the employee can be reached at all times and upon being called shall return to work immediately. An employee who is recalled to work shall be deemed to be off standby status and the employee shall not receive standby pay for the hours the employee is paid to work, whether on a straight time or overtime basis.

Employees who perform standby duty shall be compensated at 25% of their regular hourly rate.

Employees in the Operating Room Technician I, Operating Room Technician II, and Sr. Operating Room Technician classifications shall be compensated \$10 per hour when assigned to standby, and \$12 per hour when assigned to standby on a regular holiday.

The August 10, 2021 side letter regarding Operating Room Technician wages is terminated.

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County Proposal #45 to SETIJ
August 24, 2022

[RETIREMENT]

8.2.1 Retirement Benefits -Final Compensation Period

For employees who are members of SJCERA Tier I, final compensation shall, as authorized by County Resolution R-71-2161 pursuant to Section 31462.1, be the average annual compensation earnable by the member in the twelve consecutive months elected by the member at or before the time **he or shethe member** files an application for retirement or, if no election is made, the twelve @. consecutive months [add "twelve (12) consecutive months" to PRO] immediately preceding the member's retirement.

As provided by Section 7522.32 for employees who are members of SJCERA Tier II, final compensation shall mean the highest average annual pensionable compensation earned by the member during a period of at least 36 consecutive months immediately preceding **his or herthe member's** retirement or last separation from service if earlier, or during any other period of at least 36 consecutive months, as designated by the member on the application for retirement.

Inaccordance with Board of Retirement Resolution 2021-05-01. and pursuant to the Public Employees' Pension Reform Act (PEPRA) (Gov. Code sec. 7522.34). employees who become members of SJCERA for the first time on and after January 1, 2022. and who do not establish reciprocity between SJCERA and another public retirement system in California as to which the individual's retirement system membership commended prior to January 1, 2013. pensionable compensation shall be defined as base pay only.

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County Proposal #35 to SEIU
August 24, 2022

[RETIREMENT]

8.3 Retirement Contributions

Employees' retirement contributions to SJCERA shall be made on a pre-tax basis.

Tier I members contributions as determined annually by the plan actuary pursuant to Section 31621.3 for General Members of SJCERA Tier I, and pursuant to Section 31639.5 for Safety Members of SJCERA Tier I and expressed as a percentage of payroll shall be known as the "Basic Member Contribution Rate." Employees who are members of SJCERA Tier I shall pay the Basic Member Contribution Rate applicable to their member category plus the increase in that rate as specified in Government Code Section 31631.5(a)(1), not to exceed 50% of the normal cost of benefits. The increase in the rate specified in Section 31631.5(a)(1) that is applicable to county peace officers shall be the increase in the rate applicable to all Safety Members of SJCERA Tier I.

Tier II members shall pay member contributions pursuant to Government Code Section 7522.30, which shall be at least 50% of normal cost as determined annually by the plan actuary and expressed as a percentage of payroll. The County shall not pay any of the required member contribution.

Employees who are Safety Members of SJCERA Tier I and employees who were General Members of SJCERA Tier I on March 7, 1973, and remained continuously in membership until having credit for, **thirty** (30) or more years of service who, for that reason, are not making contributions to SJCERA, shall receive, in addition to their regular rate of pay, an amount equal to what their retirement contributions would be if they were still making such contributions (Government Code Sections 31625.2 and 31664.1).

In accordance with Board of Retirement Resolution 2021-05-01, and pursuant to the Public Employees' Pension Reform Act (PEPRA) (Gov. Code sec. 7522.34), employees who become members of SJCERA for the first time on and after January 1, 2022, and who do not establish reciprocity between SJCERA and another public retirement system in California as to which the individuals retirement system membership commenced prior to January 1, 2013, shall pay contribution on base pay only.

4th Counter Proposal from SEIU 1021 to San Joaquin County All MOU's

date: 8/24/27

4. Compensation

4.1 Salaries

Effective October 21, 2022 all employees shall receive a Cost of Living Adjustment of 9% of base salary.

Effective July 1, 2023 all employees shall receive a Cost of Living Adjustment ~~of 1-8%~~ of 4.1-8% of base salary.

Effective July 1, 2024 all employees shall receive a Cost of Living Adjustment of ~~1.0%~~ 1.0% of base salary.

Effective July 1, 2025 all employees shall receive a Cost of living Adjustment of...Q...+4% of base salary.

exp - June 30th 2026

Counter Proposal from SEIU 1021 to San Joaquin County

date: 8/24/27

4.2.15 Additional Compensation TLI MOU ONLY

Positions in the Public Works Department bargaining unit that require the employee to maintain a Class 8 driver license will receive a pay supplement of 1% of the base salary; positions in the Public Works Department that require the employee to maintain a Class A Commercial driver license will receive a pay supplement of 1.5% of the base salary.

[RETIREMENT]

8.3 Retirement Contributions

Employees' retirement contributions to SJCERA shall be made on a pre-tax basis

Tier I members contribution'S as determined annually by the plan actuary pursuant to Section 31621.3 for General Members of SJCERA Tier I, and pursuant to Section 31639.5 for Safety Members of SJCERA Tier I and expressed as a percentage of payroll shall be known as the "Basic Member Contribution Rate." Employees who are members of SJCERA Tier I shall pay the Basic Member Contribution Rate applicable to their member category plus the increase in that rate as specified in Government Code Section 31631.5(a)(I), not to exceed 50% of the normal cost of benefits. The increase in the rate specified in Section 31631.5(a)(I) that is applicable to county peace officers shall be the increase in the rate applicable to all Safety Members of SJCERA Tier I.

Tier II members shall pay member contributions pursuant to Government Code Section 7522.30, which shall be at least 50% of normal cost as determined annually by the plan actuary and expressed as a percentage of payroll. The County shall not pay any of the required member contribution.

Employees who are Safety Members of SJCERA Tier I and employees who were General Members of SJCERA Tier I on March 7, 1973, and remained continuously in membership until having credit for, thirty (30) or more years of service who, for that reason, are not making contributions to SJCERA, shall receive, in addition to their regular rate of pay, an amount equal to what their retirement contributions would be if they were still making such contributions (Government Code Sections 31625.2 and 31664.1)

In accordance with Board of Retirement Resolution 2021-05-01, employees who become members of SJCERA for the first time on and after January 1, 2022, and who do not establish reciprocity between SJCERA and another public retirement system in California as to which the individual's retirement system membership commended prior to January 1, 2013, shall pay contributions on base pay only.

Counter Proposal from SEIU 1021 to San Joaquin County

date: 8/24/22

{RETIREMENT} ALL MOU's

8.2.1 Retirement Benefits - Final Compensation Period

For employees who are members of SJCERA Tier 1, final compensation shall, as authorized by County Resolution R-71-2161 pursuant to Section 31462.1, be the average annual compensation earnable by the member in the twelve (12) consecutive months elected by the member at or before the time the member files an application for retirement or, if no election is made, the twelve (12) consecutive months immediately preceding the member's retirement.

As provided in Section 7522.32 for employees who are members of SJCERA Tier II, final compensation shall mean the highest average annual pensionable compensation earned by the member during a period of at least thirty-six (36) consecutive months immediately preceding the member's retirement or last separation from service if earlier, or during any other period of at least thirty-six (36) consecutive months, as designated by the member on the application for retirement.

In accordance with Board of Retirement Resolution 2021-05-01, employees who become members of SJCERA for the first time on and after January 1, 2022, and who do not establish reciprocity between SJCERA and another public retirement system in California as to which the individual's retirement system membership commenced prior to January 1, 2013, pensionable compensation shall be defined as base pay only.

Counter Proposal from SEIU 1021 to San Joaquin County TU MOU

date: 8/24/22

4.2.14 Facility Pay Additional Compensation for Crafts Workers, Electricians, Office Building Engineers and Housekeeping Service Workers

Employees in the following classifications will receive a supplement of 3% of base salary only for time worked in the Jail, Juvenile Hall, Mental Health PHF Unit, Crisis Stabilization Unit (CSU), Crisis Medical Guarded Unit (MGU) and Special Care Clinic (SCC) at San Joaquin General Hospital.

Crafts Worker 1/11/11

Electrician

Housekeeping Service Worker

Office Building Engineer

Notwithstanding the above, employees in the specified classifications who are receiving this supplement as "pay always" as of October 20, 2020 will continue to not receive it as "pay always" whenever they are regularly assigned to the Jail, Juvenile Hall, or Mental Health PHF unit. The County will provide a list of the qualifying employees within 30 days of approval of this agreement.

Notwithstanding the above, Crafts Workers assigned to Behavioral Health Services (BHS) on or before February 28, 2011, will receive the supplement for all hours worked while at BHS.

Counter Proposal from SEIU 1021 to San Joaquin County

date: 8/24/22

5.8 Alternative Schedules

SEIU Local 1021 and the County of San Joaquin recognize that alternative schedules including 9/80's, 4/10's and telework are important components to recruitment and retention of an engaged workforce. Departments may offer a variety of work schedules and teleworking options in accordance with County policy and individual MOU provisions. Teleworking is outlined in the Telework Agreement between the County and SEIU.

5.8.1 Alternate Work Schedules ALL MOU'S

Upon approval by the Department Head, employees may be assigned to alternate work schedules.

When this happens, the Union will receive a notification that will include the name(s) of the employee(s), the department, and the alternate work schedule.

Individual alternate work schedules include, but are not limited to a "4-10" plan, a "9-80" plan, "**straight 8" plan** or a 12-hour shift plan which do not violate the Fair Labor Standards Act or Section 5.3 of this memorandum. Individual alternative work schedules will be administered under the guidelines outlined in the County's Alternative Work Schedule Agreement, **with the signed copy being sent to the Union.**

When a written request for an individual alternate work schedule is denied, the Appointing Authority or designee shall respond to the request in writing (within 14 days) stating the reasons for the denial.

The County recognizes that any shift/schedule pattern changes which affect an entire department or department of a division may require a meet and confer over the impacts of the shift/schedule pattern change.

Flex Scheduling shall be done by mutual agreement in any department. Management cannot impose flex scheduling in order to reduce an employee's ability to be paid overtime for time already worked during a previous shift in the pay period.

4/24/22

3.4.3 Floating Holidays

The following days are established as floating holidays for regular full-time employees and part time employees (as defined in Section 7)

- (a) Each regular employee's birthday
- (b) February 12- Lincoln's Birthday
- (c) ~~September 9 - AdRission Day~~ **March 31- Cesar Chavez Day**
- (d) The second Monday in October- Columbus Day

Counter Proposal from SEIU 1021 to San Joaquin County SIC MOU

date

13.2 Uniform Allowance

The Union makes the following proposals for these specific classifications:

Sheriff Material Specialist series and Sheriff Inmate Labor Specialist series; Lump sum payment on or about the pay day nearest December 1 of each year: \$00.00 550.00

Evidence Custodian, Evidence Technician series, Medical Examiner Investigator series: increase all amounts to \$00.00 550.00

Sheriff's Animal Services Officer I, II Lump sum payment on or about the pay day nearest December 1 of each year: \$600.00 550.00

OOT

13.3 Boot Allowance

The County will provide..fill annual reimbursement of up to \$125 for certain classifications of employees in Public Works who are required to purchase boots meeting the suitable footwear standard set by the Department of Public Works.

The County will provide **an** annual reimbursement of up to \$225 for certain classifications of employees in Public Works who are required to purchase boots meeting the American National Standards Institute Z41 PT 99 PR (Puncture Resistant Standard)

Reimbursement shall be made to the employee within 30 days of the initial turning in of the employee's receipt to the department.

The Union acknowledges the employee's responsibility to purchase and maintain proper fitting boots with appropriate soles for the type of work he/she is performing.

SIC

13.3 Boot Allowance

The County will provide bi-annual-reimbursement of up to \$200 for employees in the Code Enforcement Officer series in the Community Development Department who are required to purchase boots meeting the suitable footwear standard set by the Community Development Department.

On July 1 of each year, the County will provide lump sum allowance of \$225 for employees in the classification of Sheriff Inmate Labor Specialist I, II and III at the Sheriff's Office who are required to purchased boots meeting the American National Standards Institute Z41 PT 99 PR (Puncture Resistant Standard).

For employees hired on or after July 1, the County will provide reimbursement of up to \$225. Thereafter, the employee will receive the annual lump sum allowance on July 1 or each year.

Reimbursement shall be made to the employee within 30 days of the initial turning in of the employee's receipt to the department.

The Union acknowledges the employee's responsibility to purchase and maintain proper fitting boots with appropriate soles for the type of work he/she is performing.

SUP

13.3 Boot Allowance

The County will provide..i!. bi-annual reimbursement of up to \$200 for employees in the Senior Building Inspector classification in the Community Development Department who are required to purchase boots meeting the suitable footwear standard set by the Community Development Department.

Reimbursement shall be made to the employee within 30 days of the initial turning in of the employee's receipt to the department.

The Union acknowledges the employee's responsibility to purchase and maintain proper fitting boots with appropriate soles for the type of work he/she is performing.

TLI

13.3 Boot Allowance

On July 1 of each year, the County will provide a lump sum allowance for employees who are required to purchase boots as follows:

- (a) The County will provide an allowance of \$175 for designated classifications of employees in General Services, Public Works, and Parks and Recreation who are required to purchase boots meeting the suitable footwear standard set by the department.
- (b) The County will provide an allowance of \$225 for certain classifications of employees in Public Works and the Stockton Metropolitan Airport who are required to purchase boots meeting the American National Standards Institute Z41 PT 99 PR (Puncture Resistant Standard)

For employees hired on or after July 1, the County will provide reimbursement of up to amount stated above. Thereafter, the employees will receive the annual lump sum allowance on July 1 of each year.

Reimbursement shall be made to the employee within 30 days of the initial turning in of the employee's receipt to the department.

The Union acknowledges the employee's responsibility to purchase and maintain proper fitting boots with appropriate soles for the type of work he/she is performing.

Counter Proposal from SEIU 1021 to San Joaquin County

date 8/24/27

OOT MOU

4.2.6.1 Behavioral Health Supplemental Pay

All employees of Behavioral Health Services (BHS), in the classifications listed below, assigned to direct patient care in the Crisis Stabilization Unit (CSU), Crisis or the Psychiatric Health Facility (PHF) shall receive a supplement of %.

Office Worker I, II

Office Assistant

Sr. Office Assistant

Office Assistant Specialist

SUP MOU

4.2.6.1 Behavioral Health Supplemental Pay

All employees of Behavioral Health Services (BHS), in the classifications listed below, assigned to direct patient care in the Crisis Stabilization Unit (CSU), Crisis or the Psychiatric Health Facility (PHF) shall receive a supplement of %.

Office Supervisor

PPTMOU

4.2.6.1 Behavioral Health Supplemental Pay

All employees of Behavioral Health Services (BHS), in the classifications listed below, assigned to direct patient care in the Crisis Stabilization Unit (CSU), Crisis or the Psychiatric Health Facility (PHF) shall receive a supplement of %.

Administrative Assistant I, II

County Proposal #22 to SEIU
August 10, 2022

to SEIU
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Term: 44 months through June 30, 2026

4.1 Salaries

- a) Effective the first pay period following adoption of this agreement by the Board of Supervisors, all employees shall receive a Cost of Living adjustment of **5%** of base salary.
- b) Effective twenty-six (26) pay periods after the increase in a), employees shall receive a Cost of Living adjustment of **4%** of base salary.
- c) Effective twenty-six (26) pay periods after the increase in b), employees shall receive a Cost of Living adjustment of **2%** of base salary.
- d) Effective twenty-six (26) pay periods after the increase in c), employees shall receive a Cost of Living adjustment of 2% of base salary.

PPT, OOT, SIC, TLI

The County will comply with federal and state minimum wage laws. If Step 1 of any assigned salary grade falls below the minimum wage, Step 1 of that salary grade shall be adjusted to meet minimum wage requirements. Once adjusted, each subsequent step in the affected salary range shall be adjusted by 5%, through Step 5.

CONCEPT PROPOSALS

The County will propose language related to the following concepts under Section 4.2 Supplemental Pay.

4.2.6.1 Behavioral Health Services Assignment Pay

Employees in the following classifications who are assigned to Crisis, Crisis Stabilization Unit (CSU), or the Psychiatric Health Facility (PHF) of Behavioral Health Services (BHS), and assigned to directly work with patients, shall receive a supplement of 2.5% of base pay:

- [OOT]
- Office Worker I/II
- Office Assistant
- Senior Office Assistant
- Office Assistant Specialist

[SUP]

MINOR
TENTATIVE AGREEMENT
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COUNTY UNION
WKS

Office Supervisor

[PPT
Administrative Assistant I/II

4.2.6.2
TENTATIVE AGREEMENT
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COUNTY BSH UNION WRP

4.2.6.2 Correctional Health Assignment Supplement

Expand to include employees in the classifications of Mental Health Clinician [PRO] and Dental Assistant [PPT] assigned to Correctional Health Services. {Ju,p}

4.2.6.4 Medical Guarded Unit and Special Care Clinic (San Joaquin General Hospital) (OOT, PPT, SUP) [NEW for PRO]

Employees who are assigned to the Medical Guarded Unit (MGU) or the Special Care Clinic (SCC) at San Joaquin General Hospital shall receive a pay supplement of 3% for each hour worked in the MGU or SCC.

4.2.6.4
TENTATIVE AGREEMENT
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COUNTY BSH UNION WRP

4.2.14 Facility Pay [NEW] [SIC]

Employees in the following classifications will receive a supplement of 3% of base salary for each hour worked in the Jail while working with or supervising inmates:

- Sheriff Central Services Assistant
- Sheriff Central Services Worker
- Sheriff Inmate Labor Specialist I/II/III
- Sheriff Material Specialist I/II/III

4.2.14
TENTATIVE AGREEMENT
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COUNTY BSH UNION WRP

4.2.14 Facility Pay (TLI) [Section title change]

Employees in the following classifications will receive a supplement of 3% of base salary only for time worked at in the Jail, Juvenile Hall, the Crisis, Crisis Stabilization Unit (CSU) and Psychiatric Health Facility (PHF) at Behavioral Health Services (BHS), and the Medical Guarded Unit (MGU) and Special Care Clinic (SCC) at San Joaquin General Hospital (SJGH):

- Crafts Worker I/II/III
- Electrician
- Housekeeping Service Worker
- Office Building engineer

4.2.15 Additional Compensation [PRO, SUP]

Identified employees in the Auditor Controller's office who possess a Certified Internal Auditor (CIA) certificate shall receive 2% of their base salary. [New section for PRO]

Positions in the Weights and Measures division of the Agricultural Commissioner's Office that require the employe<n t9imaintain a Class B driver license will receive a pay supplement of 1%

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COUNTY BSH UNION WRP

of base salary; positions in the Weights and Measures division of the Agricultural Commissioner's Office that require the employee to maintain a Class A driver license will receive a pay supplement of 1.5% of base salary.

4.2.15 Additional Compensation [TLI]

Employees in the Park Worker series who have a Class A license shall receive 2.5% of their base salary. [Incorporates 1991 Board Order]

4.4.2 Parking Supplement Downtown

Increase County contribution from \$17 per pay period to \$20 per pay period for eligible employees who work in the Downtown Core Area and utilize lots that are part of the Central Parking District.

Increase reimbursement amount from \$36.83 per month to \$40 per month for eligible employees who work in the Downtown Core Area and utilize lots that are not part of the Central Parking District.

4.2
TENTATIVE AGREEMENT
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COUNTY UNION
WRP

4.7.1 License Reimbursement [P:R:O:]

Employees in the Weights and Measures division of the Agricultural Commissioner's Office whose position requires they have and maintain a Class A or Class B license shall receive reimbursement for the renewal of the required license, but not the initial license.

4.7.1 Public Safety Dispatcher Certification Pay [NEW] [OOT, SUP]

Employees in the Communications Dispatcher series who hold a Dispatch Supervisory Certificate shall receive a supplement of 3% of base salary.

4.7
TENTATIVE AGREEMENT
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COUNTY UNION
WRP

4.13 Armed Officer Pay [NEW] [SIC]

Employees who are authorized and required by the Probation Department to carry a firearm shall receive a pay supplement of 2.5% of base pay during the time they are required to carry a firearm.

4.14 Field Training Officer Pay [NEW] [SIC]

Employees assigned Field Training Officer (PTO) shall receive a pay supplement of 2.5% of base pay.

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4.X Shelter Facility Pay [NEW] [Section TBD]

Employees assigned to Mary Graham Children's Shelter shall receive a pay supplement of 5% of base pay for each hour worked at the shelter.

4.X
TENTATIVE AGREEMENT
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COUNTY UNION
WRP

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Counter Proposal from SEIU 1021 to San Joaquin County

date: 5/11/18 10, Lfv11

TLI

13.5 Raingear

_The County will provide raingear for employees at Public Works and the Stockton Metropolitan Airport who are required to routinely work in inclement weather.

SIC

13.4 Raingear

_The County will provide raingear for those employees at the Sheriff's Office who are require to routinely work in inclement weather.

SUP

13.5 Raingear

The County will provide raingear for employees at the Stockton Metropolitan Airport **and Public Works** who are required to routinely work in inclement weather.

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4.2.14 Facility Pay Additional Compensation for Crafts Workers, Electricians, Office Building Engineers
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Employees in the following classifications will receive a supplement of 3% of base salary only for time worked in the Jail, Juvenile Hall, Mental Health PHF Unit, Crisis Stabilization Unit (CSU), Crisis, Medical Guarded Unit (MGU) and Special Care Clinic (SCC) at San Joaquin General Hospital.

Crafts Worker 1/11/111

Electrician

Housekeeping Service Worker

Office Building Engineer

Notwithstanding the above, employees in the specified classifications who are receiving this supplement as "pay always" as of October 20, 2020 will continue to #-receive it as "pay always" whenever they are regularly assigned to the Jail, Juvenile Hall, or Metal Health PHF unit. The County will provide a list of the qualifying employees within 30 days of approval of this agreement.

Notwithstanding the above, Crafts Workers assigned to Behavioral Health Services (BHS) on or before February 28, 2011, will receive the supplement for all hours worked while at BHS.

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DATE: 8/24/2022
COUNTY PSH **UNION** UICW