

Web Posting Transmittal Sheet

Meeting Date: 7/26/19

✓	BU #	NAME OF UNIT
	6	Health and Welfare Supervisors <i>SHAPE</i>
X	10	Skilled Craft and Service Maintenance <i>Stationary Engineers, Local 39</i>
	3	Law Enforcement Employees
	4	Law Enforcement Supervisors <i>Deputy Sheriff's Association</i>
	12	Probation Employees
	15	Probation Supervisors <i>Probation Peace Officer Association</i>
	13	Correctional Officers <i>Sheriff's Custody Association</i>
	14	Correctional Supervisors <i>Teamsters, Local 856</i>
	17	Law Enforcement Management
	18	Law Enforcement Management <i>Law Enforcement Management Association</i>
	2	Nurses
	7	Regulatory, Technical and General Services
	9	Clerical Employees
	5	Health and Welfare Service Employees
	8	General Services Supervisors
	82	EH Nurses
	87	EH Regulatory, Technical, & General Services
	89	EH Clerical Employees
	90	EH Probation Employees <i>SEIU</i>
	1	Attorneys <i>Teamsters. Local 150</i>
	11	Psychiatrists, Physicians and Dentists <i>Union of American Physicians & Dentists</i>
	16	Mid Management <i>AMMPS</i>
	19	Executive and Senior Management <i>Professional & Technical Engineers, Local 21</i>

- ☒ County Proposal(s) to Union
☐ Union Proposal(s) to County

Proposal(s) attached.

Date and Time: 07/26/19

1:21 pm

Unit #10 Local 39

County Counter Proposal to Union Proposal #11

6.3 Cafeteria Plan

- A. ~~Effective for coverage beginning January 1, 2017 the County's contribution toward the cafeteria plan shall be set at the dollar amount reflecting seventy five percent (75%) of the January 1, 2017 PEMHCA Bay Area Family Kaiser rate minus the PEMHCA MEC.~~

~~Effective for coverage beginning January 1, 2018 the County's contribution toward the cafeteria plan shall be at the dollar amount reflecting seventy five percent (75%) of the January 1, 2018 PEMHCA Bay Area Family Kaiser rate minus the PEMHCA MEC.~~

Effective for coverage beginning January 1, 2019 the County's contribution toward the cafeteria plan shall be at the dollar amount reflecting seventy-five (75%) of the January 1, 2019 PEMHCA Bay Area Family Kaiser rate minus the PEMHCA MEC.

Effective with the coverage effective January 1, 2020, the County's contribution toward the health plan shall be set at seventy-five percent (75%) of the 2020 PEMHCA Region 1 Kaiser Permanente family rate minus the PEMHCA MEC.

Effective with the coverage effective January 1, 2021, the County's contribution toward the health plan shall be set at seventy-five percent (75%) of the 2021 PEMHCA Region 1 Kaiser Permanente family rate minus the PEMHCA MEC.

Effective with the coverage effective January 1, 2022, the County's contribution toward the health plan shall be set at seventy-five percent (75%) of the 2021 PEMHCA Region 1 Kaiser Permanente family rate minus the PEMHCA MEC.

- B. Additionally, the later of October 24, 2019 or the beginning of the first pay period following adoption of the 2019 collective bargaining agreement, the beginning of the first pay period following adoption of the 2017 collective bargaining agreement, an employee enrolled in PEMHCA for "employee plus two or more dependents" shall receive a County contribution of fifty dollars (\$50.00) per month into the Cafeteria Plan. Said employee may use this County contribution for health insurance premium conversion, health care reimbursement account, and/or dependent care reimbursement account. In the absence of a cafeteria plan election form, the County contribution shall be used for health insurance premium conversion. For an employee enrolled in PEMHCA for "employee plus two or more dependents" shall receive a County contribution of eighty dollars (\$80) per month in the Cafeteria Plan when the employee's job classification has a maximum monthly salary as listed in the table

ML
C39

below. Said employee may use this County contribution (\$50/\$80) for health insurance premium conversion, health care reimbursement account, and/or dependent care reimbursement account. In the absence of a cafeteria plan election form, the County contribution shall be used for health insurance premium conversion.

The County contribution (\$50/\$80) shall sunset at the end of the pay period which includes October 21, 2022 ~~the expiration of the 2017 2019 collective bargaining agreement.~~

<u>Maximum Salary of:</u>	<u>For \$80.00 Monthly Contribution as of:</u>
<u>\$6,682.00</u>	<u>On the same date of the wage increase in Appendix B paragraph 2</u>
<u>\$6,882.00</u>	<u>On the same date of the wage increase in Appendix B paragraph 3</u>
<u>\$7,020.00</u>	<u>On the same date of the wage increase in Appendix B paragraph 4</u>
<u>\$7,090.00</u>	<u>On the same date of the wage increase in Appendix B paragraph 5</u>
<u>\$7,161.00</u>	<u>On the same date of the wage increase in Appendix B paragraph 6</u>

- C. An employee may use the County's contribution to the cafeteria plan toward the medical insurance plan for which s/he has elected to enroll.

An employee who has unused (unspent) cafeteria plan contributions shall retain those contributions as additional earnings (wages) but only to a maximum of three hundred thirty-four dollars and fifty-eight cents (\$334.58) per month.

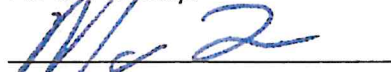
- D. An employee who waives health insurance because the employee demonstrates to the County that s/he has alternate insurance coverage shall receive five hundred dollars (\$500.00) per month minus the PEMHCA MEC.
- E. A regular part-time or limited term part-time employee shall receive a pro-rata amount of the total sum of the PEMHCA MEC and the cafeteria plan contribution of the full-time employee in proportion to the relationship their basic workweek bears to forty (40) hours. That total amount shall first be allocated to the PEMHCA MEC and any remaining employer contribution shall then be allocated to the cafeteria plan.
- F. During an annual open enrollment period (normally November), an employee may

ML
1059

elect to enter into a salary reduction agreement with the County whereby the County will direct the amount of the salary reduction on a pre-tax basis into to the employee's Health Care Reimbursement Account (HCRA). The employee's election is irrevocable until the next open enrollment period, except on the occurrence of a qualifying event specified in the County's Plan Document. The employee will forfeit all unused funds remaining in his or her HCRA at the end of the plan year or at the end of the grace period, if any, allowed under the County's Plan Document, whichever is later. During the period allowed under the Plan Document, the employee may use the funds in his or her HCRA to obtain reimbursement for otherwise unreimbursed eligible medical expenses.

- G. During the annual open enrollment period (normally November), an employee may elect to enter into a salary reduction agreement whereby the County will direct the amount of the salary reduction on a pre-tax basis into the employee's Dependent Care Reimbursement Account ("DCRA") account. The employee's election is irrevocable until the next open enrollment period, except on occurrence of a qualifying event specified in the County's Plan Document. The employee will forfeit all unused funds remaining in his or her DCRA account at the end of the plan year or at the end of the grace period, if any, allowed under the County Plan Document, whichever is later. During the period allowed under the Plan Document, the employee may use the funds in his/her DCRA to obtain reimbursement eligible dependent care expenses.

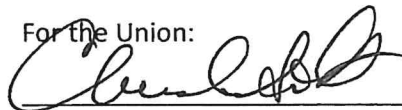
For the County:



Mark Love, Chief Spokesperson

6/30/19

For the Union:



Charlie Solt, Chief Spokesperson

Date and Time: 7/30/19
1:08pm

County Counterproposal to Union Proposal #9

8.11 Equipment Mechanics Incentive Pay

- A. Employees in the class of Equipment Mechanic will become eligible for incentive pay up to a maximum of 4% for Automotive Service Excellence (ASE) certification as listed below. Eligibility will be determined upon submission of evidence of the certification to the appointing authority.

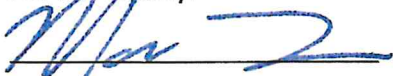
Automotive Service Excellence (ASE) Certification Incentive pay shall be paid at the rate of 0.5% for each category listed below, up to a maximum of 4%.

- Engine Repair (Test A1)
- Automatic Transmission/Transaxle (Test A2)
- Manual Drive Train and Axles (Test A3)
- Suspension and Steering (Test A4)
- Brakes (Test A5)
- Electrical/Electronic Systems (Test A6)
- Heating and Air Conditioning (Test A7)
- Engine Performance (Test A8)
- Diesel Engines (Test T2)
- Drive Trains (Test T3)
- Brakes (Test T4)
- Suspension and Steering (Test T5)
- Electrical/Electronic Systems (Test T6)
- Heating, Ventilation, and Air Conditioning (Test T7)
- Preventive Maintenance and Inspection (Test T8)
- Electronic Diesel Engine Diagnosis Specialist (Test L2)

For the incentive pay to continue, the employee must continuously maintain valid certification.

B. One (1) Equipment Mechanic, at the discretion of the appointing authority, shall be eligible for incentive pay of 0.5%. Eligibility will be determined upon submission of evidence of a valid welding certification to the appointing authority. For the incentive pay to continue, the employee must continuously maintain a valid certification.

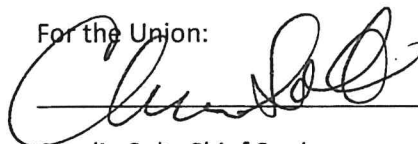
For the County:



Mark Love, Chief Spokesperson

07/30/19

For the Union:



Charlie Solt, Chief Spokesperson

7-30-19

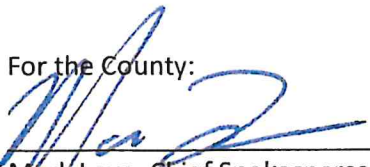
Time and Date: 7/26/19 1:11

County Counter Proposal to Unit 10, Proposal #15

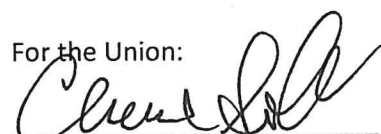
APPENDIX B. SALARY SCHEDULE

1. The present approximate monthly pay rate for the represented classifications are:
<Insert Table>
2. ~~Effective the beginning of the first pay period following Board of Supervisors' adoption of the collective bargaining agreement, the base wage rates set forth in this Appendix B, paragraph 1 above, will increase by four percent (4.0%) of the base wage rates in effect the day before such increase takes effect.~~
3. ~~Effective with pay period 14 of 2018 (presently payable on July 6, 2018), all active employees shall receive a one time lump sum payment equivalent to eight (8) hours of base pay, with said payment not subject to CalPERS reporting of benefits.~~
2. Effective the latter of November 3, 2019 or the beginning of the first pay period following the Board of Supervisors' adoption of the collective bargaining agreement, the base wages rates set forth in this Appendix B, paragraph 1 above, will increase by three (3%) of the base wage rates in effect the day before such increase takes effect.
3. Effective the beginning of the twenty-sixth (26th) pay period following the wage increase set forth in this Appendix B, paragraph 2 above, the base wage rates will increase by three (3%) of the base wage rates in effect the day before such increase takes effect.
4. Effective the beginning of the twenty-sixth (26th) pay period following the wage increase set forth in this Appendix B, paragraph 3 above, the base wage rates will increase by two percent (2%) of the base wage rates in effect the day before such increase takes effect.
5. Effective the beginning of the thirteenth (13th) pay period following the wage increase set forth in this Appendix B, paragraph 4 above, the base wage rates will increase by one percent (1%) of the base wage rates in effect the day before such increase takes effect.
6. Effective September 4, 2022 the base wage rates set forth in this Appendix B, paragraph 5 above, will increase by one (1%) of the base wage rates in effect the day before such increase takes effect.

For the County:


Mark Love, Chief Spokesperson
07/29/19
30

For the Union:


Charlie Solt Chief Spokesperson
7-30-19