



## **005 Tentative Agreement**

### 1. Salary Increases:

- a. Effective 6/19/2022 – 4%
- b. Effective 6/18/2023 – 4%
- c. Effective 6/30/2024 – 2 – 4% based on Consumer Price Index
- d. “me too” on general salary increases / COLA if another miscellaneous bargaining group receives a higher salary increase.

### 2. Equities:

- a. Effective 6/19/2022
  - i. UBSR, Senior UBSR, Paralegal – 2%
  - ii. OA Lv I/II, Claims Assistant Specialist, Collection Services Agent Lv I/II, Communication Operator Dispatch, Imaging Specialist, Sheriff Records Specialist, Senior Imaging Specialist, Senior Veterans Claims Representative, Veteran’s Claim Representative, Assessment Technician – 1.5%
- b. Effective 6/18/2023
  - i. UBSR, Senior UBSR, Paralegal – 2%
  - iii. OA Lv I/II, Claims Assistant Specialist, Collection Services Agent Lv I/II, Communication Operator Dispatch, Imaging Specialist, Sheriff Records Specialist, Senior Imaging Specialist, Senior Veterans Claims Representative, Veteran’s Claim Representative, Assessment Technician – 1.5%
- c. Effective 6/30/2024
  - i. UBSR, Senior UBSR – 1%

3. 2.5% Longevity differential for regular members with 10 years continuous service effective 6/19/2022

4. Establish up to 40-hour annual vacation cash-out provision for all eligible members consistent with current County practice.

5. Increased Bilingual Pay to \$1.00/hr. for Oral/Written and \$0.80/hr. for Oral

6. Increased the Correctional Facility differential to 5% and added additional facilities for all employees at RCC and Main Jail.
7. Increased the Correctional Facility differential for employees on the secured side of YDF to 5%.
8. Added additional classifications to Section 14.8 Education and Certification Incentive Pay, including; GIS Technician I/II/III, Paralegal, Communication Operator Dispatch, & Estate Inventory Specialist to the Education and Certification Incentive Pay eligibility list.  
Clarified section 14.8 b 2) (b) Recognized certificates to include those offered at the following institutions: California State University system, University of California system, the Community College system, or other similar accredited, recognized college or university.
9. Maintained the DHA CalWIN app reg differential thru June 30, 2025
10. Added a new section to 7.11 Out of Class which establishes a 5% training differential in circumstances when a supervisor or a lead worker is unavailable to train staff
11. 7.20 Classification Review/Salary Survey-reviews seven classifications and guarantees salary adjustments if deemed below the median
12. 17.31 Removal from Departmental Reemployment Lists Extend to 3 years
13. 17.32 Removal from Countywide Reemployment Lists – Extend to 3 years
14. Section 6.11, 9/80 Work Schedules-Strengthens current language and requires a response if denied
15. Modifies timeline in Section 6.4 Notice of Changes in Hours or Work Location
16. 7.13 Wellness Incentive - modifies criteria for certificate
17. 16.1 Letter of Reprimand - streamlines the process
18. Protected Family Death Leave - no changes
19. Protected Overtime - no changes
20. New section to establish process for electronic New Employee Orientation
21. Essential Worker LOU - requires the County to meet with UPE if any members are deemed essential during an emergency to discuss safety and other impacts
22. Miscellaneous clean-up language
23. Term: Contract expires June 30, 2025.