



UNITED PUBLIC EMPLOYEES

DHA CLASS STUDY

The DHA Class Study was finally released to UPE on Thursday 9/27/18, after much deferring on the part of management. Briefly, the Class Study proposes to abolish the classifications of ES and SES and also to make a new HSS classification with three levels (HSS1, HSS2 and HSS3). Your UPE team has begun analyzing the potential impacts of the study and we believe there are many errors and omissions to be addressed. Significantly, neither DHA Director Ann Edwards nor Personnel Services Director Dave Devine signed the class study, although there is a place in the document for both of their signatures.

The class study does not contain any mention of proposed salaries for the new classifications, which are to be addressed at a later step in the meet and confer process. Essentially, there are a number of steps that must occur before a classification study takes effect:

- (1) A meet and confer (negotiations) between the County and UPE regarding the proposed new classification structure/career ladder/minimum qualifications/probation period/duties of the new classes. The union will be reaching out to get representatives from each impacted classification to be part of the meet and confer team.
- (2) When either an agreement or impasse has been reached in the meet and confer step, the county must then present the DHA Class Study to the Sacramento County Civil Service Commission for their consideration. The Civil Service commission may then approve the Classification Study, disapprove the Classification Study, or send it back to the County for changes to be made. Any proposed changes must also be negotiated between the County and UPE.
- (3) When a final version of the Classification Study has been approved by the Civil Service Commission, it must then go to the Sacramento County Board of Supervisors for their consideration. They also may approve it, disapprove it, or send it back for changes.
- (4) There is a separate round of negotiations between the County and UPE regarding the appropriate pay for each new classification.
- (5) All impacted employees are then "allocated" or assigned to the classification deemed appropriate by the approved Classification Study. This should encompass a new title and any negotiated rate of pay for their new classification.

UPE has begun the first step by requesting to meet and confer on the Classification Study. We will keep you updated as further developments occur.

TOGETHER WE ARE STRONG!