

Comparison of County and SLOCEA Proposals

	County Proposal to SLOCEA	SLOCEA Proposal to the County
Financial Proposals		
Wage Market Position	Class: All SLOCEA benchmark classes <u>Market Position:</u> Current: Average of benchmark classes: -3.5% Lowest: -16.8% End of MOU (projected*): Average of benchmark classes: +1.40% Lowest: -2.2%	Class: All SLOCEA benchmark classes <u>Market Position:</u> Current: Average of benchmark classes: -3.5% Lowest: -16.8% End of MOU (projected*): Average of benchmark classes: +11.8% Lowest: -3.0%
Term	Three Years (7/1/25 – 6/30/28)	Three Years (7/1/25 – 6/30/28)
Wages	<ul style="list-style-type: none"> Pay period after BOS approval <ul style="list-style-type: none"> 2% Across the Board 3.85% for Equity increases Pay period including July 1, 2026 <ul style="list-style-type: none"> New Step 7 Pay period including July 1, 2027 <ul style="list-style-type: none"> Add Step/Drop Step (as with all other MOUs with Add/Drop step: EEs at bottom step and top step for a year or more get a 5% increase; wages for EEs in steps 2-5 remain the same until their next step increase) 	<ul style="list-style-type: none"> Pay period including July 1, 2025 <ul style="list-style-type: none"> 6% Across the Board Add Step/Drop Step (employees maintain step-level (equivalent to additional 5% Across the Board increase)) Pay period including July 1, 2026 <ul style="list-style-type: none"> 5% Across the Board New Step 7 Pay period including July 1, 2027 <ul style="list-style-type: none"> 5% Across the Board
Pension	<ul style="list-style-type: none"> All tiers - No Increases 	<ul style="list-style-type: none"> All tiers - 5% pension reduction effective the pay period after BOS approval All tiers - No Increases
Health Insurance Benefits	<ul style="list-style-type: none"> January 2026 Cafeteria <ul style="list-style-type: none"> EE only: increase to \$954/mo. EE+1 and EE+2: Increase cafeteria to \$1,399 (EE+1), and \$1,727 (EE+2), AND, If premiums increase, increase cafeteria by same percentage as the premium increase, up to 10%. Increases above 10% will be shared 50/50 (e.g. 14% medical premium increase = 12% cafeteria increase) January 2027 and 2028 Cafeteria <ul style="list-style-type: none"> EE only, EE+1 and EE+2: If premiums increase, increase cafeteria by same percentage as the premium increase, up to 10%. Increases above 10% will be shared 50/50, on a % basis. 	<ul style="list-style-type: none"> July 2025 Cafeteria <ul style="list-style-type: none"> EE only: increase to \$856/mo. EE+1: increase to \$1,500/mo. EE+2: Increase to \$1,950/mo. January 2026 Cafeteria <ul style="list-style-type: none"> EE only: increase to \$954/mo. EE+1 and EE+2: If premiums increase, increase cafeteria by same percentage as the premium increase, up to 10%. Increases above 10% will be shared 50/50, on a dollar basis. January 2027 and 2028 Cafeteria <ul style="list-style-type: none"> EE only, EE+1 and EE+2: If premiums increase, increase cafeteria by same percentage as the premium increase, up to 10%. Increases above 10% will be shared 50/50, on a dollar basis.
County Health Savings Account Contribution	<ul style="list-style-type: none"> January 2026 <ul style="list-style-type: none"> Increase EE only to \$1,000/yr Increase EE+1 and EE+2 to \$2,000/yr 	<ul style="list-style-type: none"> January 2026 <ul style="list-style-type: none"> Increase EE only to \$1,000/yr Increase EE+1 and EE+2 to \$2,000/yr
Healthcare for PT Employees	<ul style="list-style-type: none"> The County does not support this proposal 	<ul style="list-style-type: none"> Remove the pro-ration of part-time employee benefits. Part-time employees would receive the same cafeteria contribution as full-time employees
Uniforms	<ul style="list-style-type: none"> Increase Uniform allowances by \$100 Increase Boot allowance by \$100 	<ul style="list-style-type: none"> Increase Uniform allowances by \$100 Increase Boot allowance by \$100
Wellness Reimbursement Program	<ul style="list-style-type: none"> Add Wellness Reimbursement of up to \$180 per year 	<ul style="list-style-type: none"> Add Wellness Reimbursement of up to \$500 per year
Differentials	<ul style="list-style-type: none"> The County agrees to the 5% differential for the Trades employees with an Arborist Certification, it does not, 	<ul style="list-style-type: none"> Add 5% differentials for Certified Arborists and Crane Operator Certifications for the Trades Unit

*Projections are based on proposed wage increases, and factor in estimated wage increases for the County's comparator agencies.

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	however, support adding the differential for the Crane Operator Certification or increasing the standby pay <ul style="list-style-type: none"> The County is currently reviewing SLOCEA's Article 43 proposal 	<ul style="list-style-type: none"> Increase standby pay from \$5 to the federal minimum wage (currently \$7.25) Edit Article 43 of the Supervisory unit MOU by adding in BU01 and BU13 in addition to BU02 that all supervisors are eligible for the allowances and differentials of the employees they supervise
Overtime	<ul style="list-style-type: none"> The County does not support this proposal 	<ul style="list-style-type: none"> Proposed changes to the Overtime procedures include: <ul style="list-style-type: none"> All County holidays would be considered hours worked for the purpose of calculating overtime Employees who work 16 hours or more in a 24-hour period may take leave and this leave will be considered hours worked for the purpose of calculating overtime Increase in compensatory time maximum accrual from 120 hours to 225 hours
Ongoing Cost	<ul style="list-style-type: none"> The County's proposal above represents an ongoing annual cost of \$33.4 million 	<ul style="list-style-type: none"> SLOCEA's proposal above represents an ongoing annual cost of \$72.8 million
Non-Financial Proposals		
Healthcare Committee	<ul style="list-style-type: none"> The County rejected this proposal 	<ul style="list-style-type: none"> Increase the number of Public Services (BU01) representatives from 1 to 3
Holidays	<ul style="list-style-type: none"> The County rejected this proposal. The County's paid-time off program is generous and consistent with comparable counties 	<ul style="list-style-type: none"> Add 3 personal leave days Holiday pay at time and a half for all County holidays
Unit Modifications	<ul style="list-style-type: none"> Provide written notice when any filled bargaining unit position is removed from the Position Allocation List 	<ul style="list-style-type: none"> The County shall provide written notice when any bargaining unit position is removed from the Position Allocation List
Full Understanding, Modification, Waiver	<ul style="list-style-type: none"> County proposes to modify the Trades Unit language to match the Big Unit language. The Trades Unit language states that issues not addressed in the MOU can be discussed outside of successor contract negotiations 	<ul style="list-style-type: none"> Modify the Big Unit Language to match the Trades Unit language
Independent Hearing Officer	<ul style="list-style-type: none"> The County rejected this proposal as it circumvents the authority of the Civil Service Commission 	<ul style="list-style-type: none"> Provide the option of neutral hearing officer in lieu of the Civil Service Commission during a grievance or appeal of employment related disputes
Progressive Discipline	<ul style="list-style-type: none"> The County rejected this proposal as disciplinary procedures are well defined 	<ul style="list-style-type: none"> New article that states progressive discipline must be followed unless misconduct warrants otherwise
Telework	<ul style="list-style-type: none"> Employees will normally be provided two-weeks advance notice before an established telework schedule is changed 	<ul style="list-style-type: none"> Employees will be provided two-weeks advance notice before an established telework schedule is changed, except in emergencies. Employees shall be entitled to a minimum of 4 scheduled telework days in a biweekly pay period
Performance Evaluation Appeals	<ul style="list-style-type: none"> The County rejected this proposal as the appeal process is outlined in the Civil Service Commission rules 	<ul style="list-style-type: none"> Employees who receive a needs improvement on their performance evaluation may request a review by the Human Resources Director
Voluntary Time Off	<ul style="list-style-type: none"> The County rejected this proposal as the use of voluntary time off is a management right to implement 	<ul style="list-style-type: none"> Employees may request up to 120 hours of unpaid, voluntary time off per fiscal year
Language Proposals	<ul style="list-style-type: none"> The following MOU Articles are currently being discussed by both the County and SLOCEA for language clarity. <ul style="list-style-type: none"> Non-Discrimination Sick Leave Pay on Promotion Vacation Time Callback/Call in Jury Duty Vacation Leave for Permanent Part-Time Employees Holiday Leave for Permanent Part-Time Employees Sick Leave Accrual and Payoff 	