



Details Concerning County Offer to SLOCEA and Increases Imposed by County

County Offer to SLOCEA

The offer below was a tentative agreement between the County and SLOCEA representatives, but failed ratification by SLOCEA members in September 2018.

1. Trades Unit (Bargaining Unit 02)

- Term: 2 Years
- Base wage increase:
 - 2018: 0.5% effective July 1, 2018
 - 2019: 2.0% effective July 1, 2019
- Cafeteria Contribution Increase:
 - Employees enrolled in "Employee only" medical: \$500 one-time Flexible Spending Account (healthcare savings account) contribution
 - Employees enrolled in "EE+1 dependent" medical: \$329.05/month increase
 - Employees enrolled in "EE+2 dependents (Family)" medical: \$554.05/month increase
- Standby pay: Increase rate from \$2.75/hr to \$3.00/hr
- Various MOU language provisions, including a clarification on the 2-hour callback provision to establish a new 30 minute minimum for such instances to cover instances in which employees perform work by phone or computer remotely.

Total: \$587,590 (4% of total Trades payroll) annual ongoing cost

2. Big Unit (Bargaining Units 01, 13, 05)

- Term: 2 Years
- Base wage increase:
 - 2018: 0.5% effective July 1, 2018
 - 2019: 2.0% effective July 1, 2019
- Equity wage increase: For classes 10% or more below market; parity for Property Transfer Techs; differential pay for hazard incident response team
- Cafeteria Contribution Increase:
 - Employees enrolled in "Employee only" medical: \$500 one-time Flexible Spending Account (healthcare savings account) contribution
 - Employees enrolled in "EE+1 dependent" medical: \$274.42/month increase
 - Employees enrolled in "EE+2 dependents (Family)": \$499.42/month increase
- Standby pay: Increase rate from \$2.75/hr to \$3.00/hr

- Various MOU language provisions, including a clarification on the 2-hour callback provision to establish a new 30 minute minimum for such instances to cover instances in which employees perform work by phone or computer remotely.
Total: \$5,443,700 (4% of total Big Unit payroll) annual ongoing cost

Terms County Imposed

The County can only impose the first year of the County's final offer. The County imposed wage increases and increases to various health benefits in October 2018.

1. Trades Unit

- Base wage increase:
 - 2018: 0.5% effective July 1, 2018
- Cafeteria Contribution Increase:
 - Employees enrolled in "Employee only" medical: \$500 one-time Flexible Spending Account contribution
 - Employees enrolled in "EE + 1 dependent" medical: \$329.05/month increase
 - Employees enrolled in "EE + 2 dependents (family)" medical: \$554.05/month increase
- Standby pay: Increase rate from \$2.75/hr to \$3.00/hr
- Various MOU language provisions, including a clarification on the 2-hour callback provision to establish a new 30 minute minimum for such instances to cover instances in which employees perform work by phone or computer remotely.

2. Big Unit

- Base wage increase:
 - **2018:** 0.5% effective July 1, 2018
- Equity wage increase: For classes 10% or more below market; parity for Property Transfer Techs; differential pay for hazard incident response team
- Cafeteria Contribution Increase:
 - Employees enrolled in "Employee only" medical: \$500 one-time Flexible Spending Account contribution
 - Employees enrolled in "EE+1 dependent" medical: \$274.42/month increase
 - Employees enrolled in "EE+2 dependents (family)": \$499.42/month increase
- Standby pay: Increase rate from \$2.75/hr to \$3.00/hr
- Various MOU language provisions, including a clarification on the 2-hour callback provision to establish a new 30 minute minimum for such instances to cover instances in which employees perform work by phone or computer remotely.

Total Cost of Increases: \$2,855,278 (1.9% of total SLOCEA payroll) annual ongoing cost