



Key Changes Associated with the Tentative Agreement Between the County and SLOCEA Trades Unit.

Note: These provisions are not effective until successful ratification and approval by the County Board of Supervisors.

- Term
 - Three years: July 1, 2019 – June 30, 2022
- Salaries
 - 3.00% wage increase for all members effective the pay period following Board approval
 - Equity increases for certain classes below market. This impacts about 40% of the SLOCEA membership effective the pay period following Board approval (click [here](#) for information on the equity increases)
 - One-time payment of \$500 per person for all members effective the pay period following Board approval
 - 2.00% wage increase for all members effective the pay period including July 1, 2020
 - 2.00% wage increase for all members effective the pay period including July 1, 2021
- Retirement
 - Employees and the County will split pension increases 50/50, except that the employees' share of the increases shall not exceed 3% during the term of the MOU only
- Healthcare
 - For employees with employee only medical coverage:
 - \$14.05/mo. increase effective the pay period following Board approval (increase from \$695.95/mo. to \$710.00/mo.)
 - \$15.00/mo. increase effective the first paycheck of January 2021 (increase from \$710.00/mo. to \$725.00/mo.)
 - \$15.00/mo. increase effective the first paycheck of January 2022 (increase from \$725.00/mo. to \$740.00/mo.)
 - For employees with employee + 1 dependent medical coverage
 - \$25/mo. increase effective the pay period following Board approval (increase from \$1,025/mo. to \$1,050/mo.)
 - \$25/mo. increase effective the first paycheck of January 2021 (increase from \$1,050/mo. to \$1,075/mo.)
 - \$25/mo. increase effective the first paycheck of January 2022 (increase from \$1,075/mo. to \$1,100/mo.)
 - For employees with employee + 2 or more dependent medical coverage
 - \$30/mo. increase effective the pay period following Board approval (increase from \$1,250/mo. to \$1,280/mo.)

- \$30/mo. increase effective the first paycheck of January 2021 (increase from \$1,280/mo. to \$1,310/mo.)
 - \$30/mo. increase effective the first paycheck of January 2022 (increase from \$1,310/mo. to \$1,340/mo.)
- For employees enrolled in a High Deductible Health Plan the County will provide a Health Savings Account match of \$750 per employee per year starting the first paycheck of January 2022
- Call back/Call in
 - Restore the 2-hour minimum for remote call back work, but only for time between 10:00pm and 6:59am effective the pay period following Board approval
 - Maintain the call back of 30-minute increments for hours between 7:00am and 9:59pm effective the pay period following Board approval
- Uniforms
 - Airports Terminal Services Workers will be eligible for the \$145/yr. uniform allowance and the \$200/yr. boot allowance, paid on the first pay period of each fiscal year
- Tool Allowance
 - Facility Maintenance Mechanics will receive a \$600/yr. tool allowance instead of the current \$300/yr. Payment will be made in two equal installments the pay period including August 1 and February 1
- Facility Maintenance Mechanic/Maintenance Painter Differential
 - No change to the amount of the differential, but changes were made to the certifications required for employees to receive the differential
- EMT Differential
 - Employees will get paid for training required to maintain EMT certification
 - Revise language so that employees can only receive either the \$0.25/hr. for EMT duties or \$150/mo. for the triple certification. Employees cannot receive both differentials
- Annual Leave Program
 - Part-time employees will take annual leave on the same pro rate basis as their part-time schedule bears to the full work schedule of their department
- Consultation Standby
 - Employees will be paid \$100/mo. when assigned to consultation standby, and will be paid regular pay for work associated with a call effective the pay period following Board approval
- Mileage Reimbursements and Travel Time for Temporary Work Location Changes and Travel on County Business
 - MOU language now refers to the County Travel Policy
- Use of Personal Cell Phones
 - Clarification of use of personal cellphones while conducting County business