



---

## 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**