

TENTATIVE AGREEMENT # 1

GLOBAL ECONOMICS

**SERVICE EMPLOYEES' INTERNATIONAL UNION LOCAL 521 UNITS F H J K
AND COUNTY OF MONTEREY**

JUNE 30, 2011

Term: 2 Years July 1, 2011 – June 30, 2013	
Year 1	Year 2
<p>PERS: Effective upon completion of ERP payroll programming, F H J K Unit employees shall pay 3.5% (three and one-half percent) of the 7% (seven percent) employee contribution toward PERS. This 3.5% shall not be retroactive.</p>	<p>PERS: 3.5% continues</p>
<p>Signing Rebate: All F H J K Unit employees shall receive a one-time signing rebate equivalent to 1% of one year of the 7th step of the employee's classification as listed in the County's current, published salary schedule in the pay period following the implementation of the 3.5% PERS employee contribution.</p>	///
<p>Winter Recess: In the first year of this Agreement, departments that are able to close (or Division(s) if entire Department is unable to close) between December 25, 2011 and January 1, 2012, shall close for four (4) days to minimize the County's carbon footprint.</p> <p>a) Four paid days (which is equivalent to thirty-two [32] hours for a full-time employee) will be made available to F H J K Unit employees to use during the Winter Recess.</p> <p>b) If a Department and/or Division is unable to close during this period, four paid days will be made available to Unit F, H, J, and K employees to use by December 24, 2012. Any time not used by December 24, 2012 shall be forfeited.</p> <p style="padding-left: 40px;">i. Employees in unpaid leave of absence status as of this date shall also be entitled to these</p>	<p>Winter Recess: In the second year of this Agreement, departments that are able to close (or Division(s) if entire Department is unable to close) between December 25, 2012 and January 1, 2013, shall close for four (4) days to minimize the County's carbon footprint. The four (4) days shall be administered as described in Year 1 above.</p>

<p>hours once the employee returns to active paid status.</p> <ul style="list-style-type: none"> ii. These days shall be scheduled in the same manner as vacation, unless the policy of the employee's department is to schedule vacation per a vacation sign-up list, in which case these days shall be utilized as floating holidays. iii. Employees must use these days prior to using accrued vacation, PTO, or compensatory time off. iv. No payment for unused Winter Recess time shall be permitted. v. This leave may be taken only during the timeframe in which it is granted and no carry over of unused Winter Recess time to future years is allowed. <p>c) Prorating</p> <ul style="list-style-type: none"> i. Employees hired on a permanent basis after January 1, 2012 shall be given a pro rata amount -- to the full hour of Winter Recess time based on the number of pay periods remaining in the year in which they were hired . ii. Employees whose regularly scheduled shift is less than 80 hours per pay period shall receive Winter Recess time on a pro rata basis according to their regularly scheduled hours. 					
<p>Vacation Accrual: Vacation Accrual shall be standardized across the F H J K contracts: Years of Completed Continuous County Service</p> <table border="0"> <tr> <td>Zero to 2 years of service</td> <td>12 days</td> </tr> <tr> <td>Over 2 years and up to 5 years of service</td> <td>15 days</td> </tr> </table>		Zero to 2 years of service	12 days	Over 2 years and up to 5 years of service	15 days
Zero to 2 years of service	12 days				
Over 2 years and up to 5 years of service	15 days				

Over 5 years and up to 10 years of service	18 days
After 10 years of service	20 days
After 18 years of service	23 days
After 21 years of service	24 days
After 25 years of service	25 days
<p>Contract Language: The parties will continue to use Interest-Based Bargaining to meet and confer in good faith with the individual bargaining units to address contract language and return to the Board with TA's for each unit no later than October 14, 2011 for approval. In addition, the parties will use IBB to develop a labor-management committee to address workload issues.</p>	
<p>Side Letters: The side letters listed in Attachment 1 shall be incorporated into the successor agreement.</p>	
<p>Adding back positions: The County agrees to extend the effective date of layoff notices to July 16, 2011 pending ratification and approval of this Agreement. The County agrees to rescind layoff notices (and restore positions) for as many F, H, J, and K positions as possible utilizing funds available by the FY 11/12 California State Budget. In addition, upon ratification and approval of this Agreement, the County agrees to rescind lay off notices (and restore positions) utilizing a dollar amount not to exceed 1% total base wages of bargaining units F, H, J, and K. Positions restored shall include positions identified in Attachment 2, as well as two (2) Animal Control Officers and one (1) Physical Therapist in the Health Department. The County shall provide to SEIU a final list of positions restored with itemized costs.</p>	
<p>The County will ensure that the employee contribution to medical insurance premiums remains at the current benefit level of \$0.00 (employee only); \$61.00 (employee plus one); and \$100.00 (employee plus family) for CalPERS</p>	

Choice.

FOR THE COUNTY

FOR SEIU LOCAL 521

Attachment 1

All side letters listed in Exhibit 1 and anything since, except Behavioral Health Unit Supervisors (to IBB)

Tentative Agreement

Units F, J, H

April 28, 2010

Both the County of Monterey and the Service Employees International Union (SEIU) agree to recommend to their respective constituencies the following:

1) "Roll over" current memoranda for SEIU Units F, J and H; extend to June 30, 2011. Maintain the current status quo -- no changes to the current contracts (F, J, H) except in dates. The County will insure that health benefits remain at the current benefit level of \$0.00 (employee); \$61.00 (employee plus one); and \$100.00 (employee plus family). The County will insure that there are no increases to the employee for the medical, dental and vision plans except for the dates governing the term of the agreement. There are no COLAs or other wage increases for the extended MOUs.

2) The following side letters will continue with the contract to June 30, 2011:

- a. "Healthcare Workers - NMC" - side letter between the County of Monterey and SEIU 521 Units H & F (Attachment #1 - January 12, 2009)
- b. "Reclassification at NMC" side letter between County of Monterey and SEIU 521 Units J & F (Attachment #2 - June 18, 2008)
- c. "Limited Re-Opener NMC" side letter between County of Monterey and SEIU 521 Units H & F (Attachment #3 - December 13, 2007)
- d. "Emergency Communications - Break Pay" side letter between County of Monterey and SEIU 521 Units J & F (Attachment #4 - September 5, 2007)
- e. "Parks Department Reorganization" side letter between the County of Monterey and SEIU 521 Unit J (Attachment #5 - December 17, 2007)
- f. "DSES Labor-Management Committee" side letter between County of Monterey and SEIU 521 Unit F (Attachment #6 - June 2, 2006)
- g. "Building Services and Planning Department Transfers" side letter between County of Monterey and SEIU Local 521 Units J & F (Attachment #7 - May 21, 2009)
- h. "Employee Election Official Program" side letter between County of Monterey and SEIU Local 521 Units F, J and H (Attachment #8 - February 20, 2002)
- i. "Radiologic Technologist and Senior Radiologic Technologist NMC" side letter between County of Monterey and SEIU Local 521 Unit H (Attachment #9 - October 19, 2007)
- j. "Standby Pay" settlement agreement between County of Monterey and SEIU 521 Unit J (Attachment #10 - March 2008)
- k. "Student Intern Program" side letter between County of Monterey and SEIU Local 521 Units F, J, H, & K (Attachment #11 - October 29, 2009)

IBB

For the SEIU

For the County

[Handwritten signature for SEIU]
[Handwritten signature for County]

4-30-10

April 28, 2010

add side letters

l. "Premium Holiday" side letter between Moco & Seiu 521 units J, H, K (Attachment 12)

m. "Eligibility Supervisors" side letter between Moco/Seiu Unit #3-18-2010 attachment 13

2 FTE Animal Control Officer
Physical Therapist

Health Dept. Attachment
2

Confidential

FY 2011-12 Positions to Potentially be Restored					
Position ID	Title Desc	BU	FTE	Total Cost	Notes
Auditor/Controller - 1110					
	Sr. Secretary	J	1.00	\$81,460	
	Salaries & Benefits Total		1.00	\$81,460	
	Services & Supplies Total			\$15,314	
	Total Cost			\$96,774	
Assessor/Clerk/Recorder - 1180					
80E210007	Office Assistant II	J	1.00	\$58,913	2
80J210001	Account Clerk	J	1.00	\$66,707	2
	Salaries & Benefits Total		2.00	\$125,620	
	Services & Supplies Total			\$22,486	
	Total Cost			\$148,106	
Clerk of the Board - 1300					
80E830002	BOS Clerk		0.50	\$41,729	1
	Salaries & Benefits Total		0.50	\$41,729	
	Services & Supplies Total			\$16,066	
	Total Cost			\$57,795	
Information Technology Department - 1930					
				\$0	3
District Attorney - 2240					
80B110005	Legal Typist	J	1.00	\$52,489	
80B230001	Sr Legal Secretary	J	1.00	\$83,789	
80B230002	Sr Legal Secretary	J	1.00	\$76,549	
80B240001	Supvg Legal Secretary	F	1.00	\$89,078	
	Salary & Benefits Total		4.00	\$301,905	
	Services & Supplies Total			\$32,304	
	Total Cost			\$334,209	
Child Support Services - 2250					
34G210001	Civil Process Server	J	1.00	\$67,505	2
80D230002	Legal Process Clerk	J	1.00	\$80,914	2
	Salaries & Benefits Total		2.00	\$128,419	
	Services & Supplies Total			\$16,181	
	Total Cost			\$144,600	
Public Defender - 2270					
34D400002	Public Defender Investigator III	J	1.00	\$144,495	2
	Salaries & Benefits Total		1.00	\$144,495	
	Services & Supplies Total			\$44,360	
	Total Cost			\$188,855	
Sherriff - 2300					
80A330001	Admin Secretary	J	1.00	\$72,071	

June 24, 2011

70N100001	Inmate Services Specialist	J	1.00	\$62,561	
80J200002	Sheriff's Record Sup	F	1.00	\$89,112	
80B220001	Legal Secretary	J	1.00	\$76,038	
60S21UF01	Crime Prevention Specialist	J	1.00	\$71,976	
34E220001	FmnsC Evid Tech	J	1.00	\$96,475	
	Salaries & Benefits Total		6.00	\$468,233	
	Services & Supplies Total			\$95,988	
	Total Cost			\$564,221	
Probation - 2550					
60F020003	Probation Aide	J	0.50	\$22,851	2
60F020004	Probation Aide	J	0.50	\$24,429	2
60F020009	Probation Aide	J	0.50	\$29,337	2
60F020011	Probation Aide	J	0.50	\$26,297	2
60F020007	Probation Aide	J	1.00	\$69,899	2
60F020013	Probation Aide	J	1.00	\$74,000	2
60F020001	Probation Aide	J	1.00	\$51,918	2
60F020001	Probation Aide	J	1.00	\$53,117	2
60F020002	Probation Aide	J	1.00	\$70,285	2
60F020002	Probation Aide	J	1.00	\$70,285	2
80E210001	Office Assistant II	J	1.00	\$50,202	2
80E210003	Office Assistant II	J	1.00	\$57,169	2
80E210001	Office Assistant II	J	1.00	\$56,343	2
80E210003	Office Assistant II	J	1.00	\$59,793	2
	Salaries & Benefits Total		12.00	\$705,925	
	Services & Supplies Total			\$117,889	
	Total Cost			\$823,814	
Agricultural Commissioner - 2810					
				\$0	4
Resource Management Agency - 3000					
34P260001	Code Enforcement Officer II	J	1.00	\$107,305	
43C010001	Land Use Tech	J	1.00	\$85,096	
43C010002	Land Use Tech	J	1.00	\$73,267	
43C010003	Land Use Tech	J	1.00	\$82,332	
43C010004	Land Use Tech	J	1.00	\$76,877	
80E210008	Office Assistant II	J	1.00	\$52,987	
	Salaries & Benefits Total		6.00	\$477,864	
	Services & Supplies Total			\$207,871	
	Total Cost			\$685,735	
Health Services - 4000					
34H340002	Dep Pub Admin/Guardina/Conserv II	J	1.00	\$93,579	2
	Salaries & Benefit Total		1.00	\$93,579	
	Supplies & Services			\$14,754	
	Total Cost			\$108,333	
Department of Social & Employment Services - 5010					
20B110002	Accountant II	J	1.00	\$14,852	2
16C870001	BTAII	J	1.00	\$16,881	2
60H210034	E&T Worker	K	1.00	\$34,997	2

60H210035	E&T Worker	K	1.00	\$34,997	2
60H210037	E&T Worker	K	1.00	\$34,997	2
80E210032	Office Asst II	J	1.00	\$23,993	2
80E210054	Office Asst II	J	1.00	\$9,175	2
80E210065	Office Asst II	J	1.00	\$5,405	2
70N010001	Office Mnt Wrkr	J	1.00	\$63,672	2
60D110039	SCL SVC Aide II	K	1.00	\$7,758	2
60C220008	Social Worker III	K	1.00	\$34,589	2
60C220009	Social Worker III	K	1.00	\$34,589	2
60C230001	Social Worker IV	K	1.00	\$11,897	2
60C240007	Social Worker V	K	1.00	\$61,643	2
60C240031	Social Worker V	K	1.00	\$12,710	2
60C240033	Social Worker V	K	1.00	\$12,710	2
60C240034	Social Worker V	K	1.00	\$12,710	2
	Sr Dept Info Sys. Coord	J	1.00	\$13,202	2
14H700009	Staff Trainer II	F	1.00	\$15,593	2
14H700010	Staff Trainer II	F	1.00	\$15,593	2
60C810006	SW Spvsr II	F	1.00	\$14,330	2
60G210024	WIB EP Rep II	J	1.00	\$22,071	2
	Salaries & Benefits Total		22.00	\$508,364	
	Supplies & Services Total			\$84,897	
	Total Cost			\$593,261	
County-Wide Totals					
	Salaries & Benefits Total		57.50	\$3,077,593	
	Supplies & Services Total			\$668,110	17.84%
	Total Cost			\$3,745,703	

1 - based on possible restoration of an AAB processing fee.

2 - source - department head

3 - Positions could be refilled with suitable demand from other departments.

4 - There is insufficient demand to restore these positions.