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**ENGINEERS AND SCIENTISTS of CALIFORNIA**

**ESC Local 20 – Sonoma County**

**Tentative Agreement Information**

**2023-2026 Memorandum of Agreement**

1. **TERM:** 3-year term of agreement with an expiration date of March 25, 2026
2. **COLAS: 5% in Year 1, 4% in Year 2, 4% in Year 3**

**5.3.2 Cost of Living Adjustments:**

* + Year 1: **5%** (Effective June 13, 2023)
  + Year 2: **4%** (Effective April 2, 2024)
  + Year 3: **4%** (Effective April 1, 2025)

1. **EQUITY: Equity Adjustment increases on top of COLAs**

**5.3.1 Market Adjustments:** Effective May 30, 2023

|  |  |
| --- | --- |
| Benchmark Classification | Salary Increase |
| AODS Counselor II | 4.1% |
| Behavioral Health Clinician | 3.8% |
| Biostatistician | 5.8% |
| Clinical Psychologist | 5.4% |
| Environmental Health Specialist II | 5.3% |
| Health Information Specialist II | 1.6% |
| Nutritionist | 4.7% |
| Physical Therapist II CTP | 2.2% |
| Public Health Microbiologist II | 6.5% |
| Public Health Nurse II | 9.1% |
| Senior Client Support Specialist | 8.6% |
| Staff Psychiatrist | 15.9% |

1. **$600 monthly Cash Allowance roll-in to wage scale**

**5.4 Hourly Cash Allowance**

* + **Roll-In**
  + Roll-in $3.45/hour cash allowance at the I-Step for permanent employees (Effective June 27, 2023)
  + **Lump Sum**
  + Annual lump sum payment(s) to permanent employees, hired on or before June 30, 2023, in A-H step to offset the difference between cash allowance roll-in and the $3.45/hour (Effective July 1, 2023 and July 1, 2024)

|  |  |  |  |
| --- | --- | --- | --- |
| Salary Step as of 6/30/23 | Hourly Roll-In\* | Payment  July 2023 | Payment  July 2024 |
| A-step | $2.84/hr | $1,268.80 | $811.20 |
| B-step | $2.91/hr | $1,123.20 | $540.80 |
| C-step | $2.98/hr | $977.60 | $374.40 |
| D-step | $3.05/hr | $832.00 | $208.00 |
| E-step | $3.13/hr | $665.60 | $20.80 |
| F-step | $3.21/hr | $499.20 | N/A |
| G-step | $3.29/hr | $332.80 | N/A |
| H-step | $3.37/hr | $166.40 | N/A |

*\*Hourly roll-in may vary by a few cents in either direction due to the 2.5% differential between steps*

1. **AODS Specialist Salary Differential**

Effective May 30, 2023, the salary differential between the benchmark classification AODS Counselor II and AODS Specialist will be increased to 7.5%

1. **Medical Benefits**

9.2.2 – County contribution increases of 5% in years 2 and 3 and contribution to cover costs of Year 1’s increase (2% in year 1). Total 12% overall increase for the 3 years in County Contributions.

1. **New Benefit – Deferred Compensation**

**Deferred Compensation**

* + April 2025: $1,000 into 401(a) of permanent employees hired on or before April 17, 2023
  + March 2026: $1,000 into 401(a) of permanent employees hired on or before April 17, 2023

1. **Added 1 Floating Holiday**

Permanent employees hired on or before April 17, 2023, receive one 8-hour floating holiday January 1 of each year of the contract (i.e. 2024, 2025, 2026) to be used prior to the last full pay period of each respective year.

1. **Retiree Medical Portability**

Expand eligibility for retiree medical benefits to pre-2009-hired retirees who move out of service areas. The current $500 benefit would be portable.

1. **Staff Development & Wellness – Staff Development Allowance (PT/OT)**

Additional $1,500/year reimbursement for continuing competency activities for Physical Therapists and Occupational Therapists

1. **Required Licenses and Certifications – BHS, EHS, AODS**

**13.19 Required Licenses and Certifications – expanded benefit**

EHS Trainee, Behavioral Health Clinician Intern, and AODS Counselor I/II/Specialists eligible for reimbursement for initial license/certification

1. **Regional Parks Passes**

**Regional Parks General Parks Membership**

Yearly passes for all permanent employees for the 3 years of this current contract

1. **Holiday Compensation – Language improvement**

**8.10 Holiday Compensation**

Expand options for compensation for holidays on a regular day-off

1. **Bilingual Pay Premium Increase**

**13.13 Bilingual Premium**

Establish “fluent” bilingual premium of $1.50 per hour

1. **Shift Differential Premium – Night Shift**

**13.2 Shift Differential Premium**

Expand eligibility for night shift premium.

1. **Safety Shoes/Boots – Improvement**

**19.5 Safety Shoes/Boots**

EHS Trainees in Well and Septic Section at Permit Sonoma and Environmental Health Services in DHS eligible for voucher/reimbursement

1. **State Disability Insurance – Side Letter**

Side Letter for reopener discussion to explore integration of SDI by 10/31/24

**Other Language improvements:**

**Leaves:**

* **8.12 Sick Leave Usage** 
  + Increased qualifying family members for usage of sick leave.
* **8.26 Vacation Savings Plan** 
  + Expand eligibility to employees with 2-5 in-service years.

**Various Articles/Sections:**

* **2.1 Domestic Partnership** 
  + Align definition with California Family Code (grandfather in all current DP under previous standards)
* **6.5 Changes in Work Schedule** 
  + Added language to give more flexibility on advance notice for changes to work schedule.
* **8.13 Sick Leave- Required Documentation** 
  + Add clarification of language regarding first 48 hours of sick leave
* **9.2.1 County Offered Health Plan(s)** 
  + Close County Health Plan PPO and EPO to new enrollment
* **9.8 Continuation of Health Benefits During Non-Medical LWOP** 
  + Transition to COBRA when more than 50% unpaid absence or LWOP
* **12.1 Employee Records**
  + Improved language added on the intent of Performance Reviews/Evaluations
* **13.20 Remote Response Compensation** 
  + Updated language that expands on this benefit (remote work vs. when on a call)
* **Consumer Protection Program for Environmental Health Specialists** (Side Letter)
  + DHS will determine criteria for district rotation following employee input
* **Senior Client Support Specialist Classification Study** 
  + Classification study will follow submission of Class Study Request Form