

TENTATIVE AGREEMENT

ARTICLE 5: SALARIES

5.3 Salary Increases

5.3.1 Salary-Market Adjustments

Effective the pay period that begins ~~July 30, 2019~~ May 30, 2023, contingent on Board adoption by June 6, 2023: The County will increase the A-I Steps of each ESC represented benchmark classification by the percentage specified in Appendix A.1. The County will concurrently increase the A-I Steps of each ESC represented non-benchmark classification salary scale based on the County's internal salary administration alignments.

~~Effective the pay period that begins March 24, 2020: The County will increase the A-I Steps of each ESC represented benchmark classification by the percentage specified in Appendix A.1. The County will concurrently increase the A-I Steps of each ESC represented non-benchmark classification salary scale based on the County's internal salary administration alignments.~~

No salaries will be reduced as a result of these adjustments.

5.3.2 Cost of Living Adjustments

During the three-year Agreement, the County will provide three salary adjustments for ESD represented classifications. The effective dates and amounts of the cost of living adjustments are as follows:

Effective June 13, 2023: The County will increase by five percent (5%) the A-I Step of each scale in the Salary Table specified in Appendix A and attached to this Agreement.

Effective April 2, 2024: The County will increase by four percent (4%) the A-I Step of each scale in the Salary Table specified in Appendix A and attached to this Agreement.

Effective April 1, 2025: The County will increase by four percent (4%) the A-I Step of each scale in the Salary Table specified in Appendix A and attached to this Agreement.

The following language is for historical reference only and does not apply to salary increases in the 2023-2026 Agreement. Any future application of the formula below will be subject to negotiations between the parties.

During the ~~four-year 2019-2023~~ Agreement, the County ~~will provided~~ will provide four salary adjustments for ESC represented classifications. The effective dates and

amounts of the cost of living adjustments ~~are~~were as follows:

Effective August 13, 2019: The County ~~will~~increased by three percent (3%) the A-I Step of each scale in the Salary Table specified in Appendix A and attached to this Agreement.

Effective April 7, 2020: The County ~~will~~increased by three percent (3%) the A-I Step of each scale in the Salary Table specified in Appendix A and attached to this Agreement.

Effective April 6, 2021 and March 22, 2022: For salary increases for years 3 and 4 of the 2019-2023 Agreement, the County ~~will~~increased the A-I Step of each scale in the Salary Table by at least two percent (2%) and not more than four percent (4%). The actual amount of the increase each year within 2% and 4% ~~will be~~was determined by the lesser amount of the two following calculations:

- The San Francisco-Oakland-Hayward All Urban Annual Consumer Price Index (CPI-U) issued by the Bureau of Labor Statistics in January 2021 and January 2022 for the preceding December percentage change from December of the prior year.
- The County's actual annual growth percentage of secured property taxes collected between fiscal years 2018-19 and 2019-20 for year 3 salary adjustment; and between fiscal years 2019-20 and 2020-21 for year 4 salary adjustment, divided by 1.5, respectively.

5.3.3 Additional Salary Adjustments – Staff Psychiatrist

~~Effective the pay period that begins March 24, 2020, the County will provide an additional salary adjustment by increasing the adjusted A-I step of the Staff Psychiatrist classification by seventeen cents (\$0.17) per hour.~~

~~Effective the pay period that begins March 23, 2021, County will provide an additional salary adjustment by increasing the adjusted A-I step of the Staff Psychiatrist classification by seventeen cents (\$0.17) per hour.~~

~~The additional salary adjustments provided for in Section 5.3.3 are reflected in Appendix A.1.~~

5.4 Hourly Cash Allowance

The County shall pay each permanent full and part time employee, in addition to their hourly regular earning rate from the salary schedule, a cash allowance of \$3.45 per pay status hour that the employee is in paid status excluding overtime, up to a maximum of eighty (80) hours in a pay period (or approximately a maximum of \$600.00 per month).

Such hourly cash allowance is compensation for services rendered in that pay- period and shall be taken into account for the purposes of computing employees' final compensation for pension purposes, as well as all usual taxation as their regular earning rate from the salary schedule. It

shall not be included on the salary schedule and shall not be impacted by future increases on the salary schedule. It is not intended as a supplement toward medical, dental, or any other insurance or benefit.

Effective the pay period that begins July 11, 2023, the County will increase the current "I" step of each job classification in the Salary Table specified in Appendix A by \$3.45/hour. The County will then recalculate each salary range/salary scale in Appendix A from the adjusted "I" step in order to maintain an approximate 2.5% differential between salary steps consistent with the definition of "Salary Scale" as defined in Article 2: Definitions.

Concurrently (i.e. effective July 11, 2023), the County will reduce the hourly cash allowance to \$0.00 per pay status hour that the employee is in paid status, excluding overtime, up to a maximum of 80 hours in a pay period.

Effective the first full pay period in July 2023 and July 2024, each regular, full-time employee hired prior to June 30, 2023, who on the last day of the pay period are in a step below the "I" step of the salary scale, shall receive a one-time, non-recurring, pensionable lump sum payment in the amount listed below:

<u>Salary Step as of June 30, 2023</u>	<u>Payment July 2023</u>	<u>Payment July 2024</u>
<u>A Step:</u>	<u>\$1,268.80</u>	<u>\$811.20</u>
<u>B Step:</u>	<u>\$1,123.20</u>	<u>\$540.80</u>
<u>C Step:</u>	<u>\$977.60</u>	<u>\$374.40</u>
<u>D Step:</u>	<u>\$832.00</u>	<u>\$208.00</u>
<u>E Step:</u>	<u>\$665.60</u>	<u>\$20.80</u>
<u>F Step:</u>	<u>\$499.20</u>	<u>N/A</u>
<u>G Step:</u>	<u>\$332.80</u>	<u>N/A</u>
<u>H Step:</u>	<u>\$166.40</u>	<u>N/A</u>



 County Signature

5/18/23
 Date:



 ESC Signature

3/18/23
 Date:

TENTATIVE AGREEMENT

ARTICLE 8: LEAVES OF ABSENCE

8.8 Elimination of Floating Holidays and Holiday Eve Hours

~~The entitlement to and accrual of floating holiday and holiday eve hours is suspended effective June 30, 2013, and eliminated effective June 30, 2014. (The 2013 savings realized by suspending the entitlement to and accrual of floating holiday and holiday eve hours was credited toward the 3% total compensation reduction negotiated in the 2013-2016 MOU. Effective July 1, 2014, the floating holiday and holiday eve hours are converted to vacation accrual, as shown in Section 8.3.) Hours accrued prior to the elimination of floating holiday hours and holiday eve hours will remain in the Compensatory Bank, and may be taken as time off on a day mutually agreeable to the employee and the Department Head and may not be cashed out. Only an employee who is separated from County service shall be entitled to payment for any remaining hours with the Compensatory Bank at the employee's base hourly rate at the time of the employee's separation.~~

Each regular, full-time employee will be granted eight floating holiday hours effective the first pay period of 2024, 2025, and 2026. The employee must be in paid status on the employee's regularly scheduled workdays before and after using the floating holiday. The timing of the employee's use of the floating holiday shall be subject to advance approval of the Department Head or designee. The floating holiday hours must be taken before the last full pay period of the year, and will not be carried over into the next year. Further, there will be no cash out of floating holiday hours. Floating holiday hours must be taken in no less than 1/10 of an hour increments. Each part-time employee shall be entitled to a prorated number of hours based on allocated FTE at the time of the annual allocation.



County Signature

5/18/23
Date:



ESC Signature

5/18/23
Date: