

From the
County of Santa Clara
To the
Service Employees International Union, Local 521
Probation Counselor Safety Unit
Bargaining Proposal No. 8
June 28, 2023

The County does not agree to the Union's PCSU proposal emailed on 6.26.2023 12:21pm. The County offers the following counterproposal as a package proposal. The union must accept or reject the package proposal in its entirety:

1. **Salaries - CCL**

Salaries shall be identified by job code on the salary table (Appendix A):

Job Code	Job Title
X55	Probation Assistant I
X54	Probation Assistant II
X23	Probation Counselor I
X22	Probation Counselor II

2. **Probationary Periods - CCL**

Probation Assistant I and Probation Counselor I shall serve a one-year probationary period, which shall be counted as 25 complete pay periods. Probation Assistant II and Probation Counselor II shall serve a one-year probationary period for initial entry into the classification; six month probationary period, which shall be counted as 13 complete pay periods, if promoted in the series after serving a one year probationary period in the Probation Assistant I or Probation Counselor I.

3. **Salary Alignments - CCL**

a) The following classifications, during the term of this Agreement, shall continue the existing alignment with the appropriate classes in the Deputy Probation Officer series, except as set forth in (c) below:

Probation Counselor I
Probation Counselor II

b) The following classifications, during the term of this Agreement, shall continue the existing alignment with the appropriate classes in the Group Counselor series, except as set forth in (c) below:

Probation Assistant I
Probation Assistant II

c) The 4% wage increase effective 12/23/13 through June 22, 2014 which decreases to a 2% ongoing general wage increase effective at 11:59PM on June 22, 2014, is excluded from this provision and shall not be considered as a basis for alignment adjustments under this section.

4. **Safety Retirement - County holds to CP May 31**

Classic Members:

For Classic PERS Members (Classic Member), ~~w~~orkers in the classifications of

From: SCCo To: SEIU June 28, 2023

This proposal includes all previous proposals unless specifically modified herein.

All TAs subject to ratification by the BOS.

New language is underlined.

Deleted language is ~~struck through~~.

Current Contract language is CCL.

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Probation Counselor and Probation Assistant shall remain within the Safety Retirement System and shall refer to workers who are eligible for and placed in the 3% at 50 retirement tier. In consideration for continuing the 3% at 50 Retirement Plan, the Union agrees that each Classic Safety worker covered under this benefit shall contribute to PERS, through payroll deduction, effective on [insert effective date of MOA] an amount equal to 2% of PERS reportable gross pay. --Effective July 12, 1999, the County shall pay on behalf of the worker seven percent (7%) of the actual base salary for the required worker contribution to PERS as well as an additional 0.49% which is attributable to reporting Employer Paid Member Contribution (EPMC) as special compensation. Taking into consideration the agreement between the parties as a result of the prior implementation of 2% at 55 Plan, the County is entitled to add 7.49% to the base wage for effective wage.

Commented [GM1]: SEIU would like this deleted, we opted to leave in should the classification ever do a class study we need this language to have an accurate calculation.

In accordance with Government Code § 20636, subsection (c)(4) of the Public Employees' Retirement Law, the County and SEIU Local 521 agree that the County shall report the EPMC as special compensation concurrent with the effective date of PERS single highest year.

PEPRA Members:

Pursuant to the Public Employees' Pension Reform Act (PEPRA) of 2013, effective January 1, 2013, PEPRA safety employees shall refer to those employees who are eligible for and placed in the 2.7% at age 57 retirement tier. PEPRA safety employees shall pay half of the total annual normal cost of their pension benefit. The PERS contribution rate for PEPRA safety employees shall be determined by CalPERS actuarial valuations each fiscal year pursuant to the Public Employees' Pension Reform Act of 2013. The current member contribution rate for PEPRA safety employees is 11.750%. This percentage amount may fluctuate as set forth immediately above.

Effective Pay Period [insert effective date of MOA] and then each year thereafter on pay period XX/13, the percentage of Classic Safety workers covered under PERS Safety will be rounded to the nearest tenth of one percent (0.1%), then multiplied by 7.49%. The percentage will be rounded to two (2) decimal places and the resulting percentage will be used for the following twenty-six (26) pay periods for purposes of effective wage. (Ex: 47.5% Classic Safety workers multiplied by 7.49% is expressed as $0.475 * 0.0749 = 0.035575$ with a resulting effective wage of 3.56%.) A courtesy notice will be provided to SEIU

Commented [GM2]: SEIU would like this deleted - which we could live with.

This paragraph is intended to state the existing benefits of PCSU bargaining unit employees as of June 26, 2023. Nothing herein is intended to change retirement benefits or cost-sharing of PCSU bargaining unit employees or to change the County's practices for calculating the effective wage.

The County agrees that the subject of retirement shall be negotiated at the Master Table.

Commented [GM3]: SEIU would like this language included.

5. Probation Assistant Lead Differential – County not in agreement w/UP from June 22 and counters

Incumbents in the classification of Probation Assistant II/I when ~~designated assigned~~ to perform the full range of lead duties, as provided below, at a minimum security facility shall receive a differential of ~~two five dollars and seventy five cents (\$2,755.00)~~ for each hour actually worked.

a) Lead duties consist of the following:

- i. Oversee facility operations from 10:30pm to 6:30am;
- ii. Assigns, distributes and adjusts short-term workloads;
- iii. Resolves work-related problems within guidelines set by the supervisors, including written counseling. Leads shall not issue verbal or written counseling without supervisory approval for each occurrence. Supervisor approval shall be reflected on the documented counseling;
- iv. Keeps appraised of the progress of the work;
- v. Answers procedural and work-related questions;
- vi. Assists the supervisor in reviewing the work;
- vii. May train new workers by providing general orientation to office, instruction on specific tasks, and review of task performance;
- viii. May assist the supervisor in t/he interview process for new workers-- such input shall be advisory;
- ix. Peer to peer leads within the same classification shall not issue verbal or written counseling to each other;
- x. All leads shall be trained on the principles of counseling;
- xi. Prepare and exchange shift reports;
- xii. Lead team of Probation Assistants;
- xiii. Makes work assignments;
- xiv. Maintains the security of the facility at all times; inspects windows, keeps doors locked when not in use, keeps count of all persons in custody, as required, and is constantly alert for attempts to escape;
- xv. The Lead will not issue personnel actions as outlined in Section 6.1, 6.4b, 6.5, 6.6 or 6.7 of the Master Agreement;
- i. Leads will not conduct investigations that may lead to disciplinary action.
- ii. Performs related work as required.

b) Workers represented in the PCSU unit are excluded from Section 20.2 Lead Worker of the Master Agreement.

6. Employee Contribution Toward Retiree Medical Obligation Unfunded Liability - CCL

Workers in the classifications of Probation Counselor and Probation Assistant shall contribute toward retiree medical obligation unfunded liability in accordance with Section 13.2 of the Master agreement.

7. Workers' Compensation, Public Safety Members - CCL

Those workers governed by the Public Safety Members provision of the Public Employees' Retirement System, when entitled to benefits under Section 4850 of the Workers' Compensation Act, shall be entitled to disability leaves of absence for a period not to exceed one (1) year as provided in the Act, without loss of salary or related benefits. When an injured worker covered by these provisions has received the maximum benefits allowed by Section 4850, he/she shall be entitled to use sick leave and vacation accruals as provided for under subsection (b) of this Article. Retirement ends the benefits listed in this Section except for the rights to receive vacation and sick leave payoffs under this Agreement.

8. Equipment - CCL

The Department will select and issue flashlights to workers. Workers are required to carry and department issued safety equipment while on duty.

9. Uniforms – County holds to CP May 31

~~Effective Fiscal Year 2017 (July 1, 2016-June 30, 2017, a yearly uniform allowance of five hundred (\$500.00) shall be payable annually in the month of March. Departments may provide the uniform allowance through voucher process. The uniform allowance will be prorated for new hires and for any worker on an unpaid leave of absence of one or more full pay periods. Uniforms allowance shall be payable to the following classes:~~

~~X55 ————— Probation Assistant I
X54 ————— Probation Assistant II
X23 ————— Probation Counselor I
X22 ————— Probation Counselor II~~

~~a. In addition to department required uniforms, uniform allowance may include the purchase of the following items:~~

- ~~• Zero G-Plate style belts~~
- ~~• Badge Wallets~~
- ~~• Equipment backpacks and bags~~
- ~~• Rain galoshes~~
- ~~• Athletic Dry-Fit undershirts~~
- ~~• Gloves~~
- ~~• Fleece Sweatshirts~~

~~a. Classifications in PCSU shall be subject to Section 9.1(a) of the Master Agreement~~

~~b. Workers will be required to wear uniforms in accordance with department policy.~~

~~c.b. Workers represented in the PCSU unit are excluded from Section 9.1 Uniforms of the master agreement.~~

10. Safety Shoe Allowance -TA

Workers represented by PCSU shall be able to utilize the allotted safety shoe allowance provided for in Section 9.3(a) of the Master Agreement to purchase one (1) or more pairs of County approved safety shoes from designated vendors. Workers shall not be entitled to an amount greater than the amount specified in Section 9.3(a) of the Master Agreement.

11. Training

In addition to the 24 hours of required training per year, the County and the Union shall mutually agree on up to eight additional hours of annual training during a Labor-Management meeting, subject to the following conditions:

- a. The worker must complete the 24 hours of required training before being allowed to take any additional trainings each year. **The County agrees to the extent possible, that the required training(s) shall be offered at various times throughout the year. Some specialized trainings or those only offered by outside vendors may be limited and only held on a specific date.**
- b. The worker will only be allowed to take additional trainings if it does not result in overtime.

12. Labor Management Collaborative Meeting(s)

The Department and the Union agree to establish regular Labor-Management meetings at a mutually agreed upon schedule. Agenda items will be presented no later than 48 hours prior to the agreed upon labor management meeting. Both parties may present and discuss agenda items for consideration at the Labor-Management meetings.