

## Santa Clara County - SEIU 521 DEBS Comparison

Settlement Comparison	
County's Opening Proposals (December 5, 2025)	What we've won (December 10, 2025) <b>Effective only upon Ratification</b>
<ul style="list-style-type: none"> <li>● Pursue timecard OT fraud investigations for hundreds of EWs</li> <li>● Rescinding telework for employees under investigation, and pursue to rescind telework in DEBS completely.</li> <li>● Elevating all current EW IIs to the EW III classification base pay scale, with a corresponding increase in compensation.</li> <li>● Complete elimination of Eligibility III Intake Differential performing Intake Function – 7.5%.</li> <li>● Eliminating the current distinction between Intake and Continuing work by replacing current Eligibility Worker series with a unified “Social Services Benefits Specialist”</li> <li>● Eliminate Caseload Standards in DEBS (Appendix G).</li> <li>● \$500,000 each FY of incentive pay, providing DEBS with the ability to award performance incentive stipends to units and/or individuals who demonstrate excellent performance. The decision to award such incentives is at <u>management's discretion</u>.</li> </ul>	<ul style="list-style-type: none"> <li>● <b>Jobs Saved &amp; No Adverse Actions:</b> A Side Letter agreement regarding Overtime Investigations: the county shall <i>immediately suspend</i> all investigations of any SEIU 521 represented worker in DEBS that occurred prior to December 8, 2025. The County shall not take adverse action of any kind, i.e., discipline, denial of transfer or promotion, adverse performance rating, or require workers to reimburse the County or incur a financial penalty based on this specific topic.</li> <li>● <b>Telework will resume</b> for those under investigation and the County shall not rescind telework on a larger scale basis for DEBS employees on the grounds of alleged timecard fraud that occurred prior to December 8, 2025. The County still has the right to rescind telework for employees based on existing County policy.</li> <li>● <b>Pay raise for EW IIs:</b> All EW IIs will receive approximately 13% pay raise (avg \$5.49 more per hour added to your current hourly pay). Effective on the first day of the second pay period following the second Board of Supervisors reading. <i>If the entire agreement is not ratified, the County will NOT offer this pay raise at our upcoming contract negotiations.</i></li> <li>● 7.5% Intake Differential Saved for the duration of your employment in DEBS: EW III who were performing Intake Function and receiving 7.5% Intake Differential as of December 5, 2025, shall continue to receive the differential, and will keep it while in the Social Services Benefits Specialist role. It ends when they leave the classification. It does NOT apply to future hires.</li> <li>● The new classifications are: Social Services Benefits Specialist Trainee, Social Services Benefits Specialist, Social Services Benefits Specialist Supervisor.</li> </ul>

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|  | <ul style="list-style-type: none"><li>● There shall not be specific caseload standards for DEBS, however, the County shall implement workloads based on what can be reasonably completed in an average workday/work week. Established a bi-weekly Labor-Management Collaborative Meeting in DEBS for two years to jointly and swiftly resolve implementation issues.<ul style="list-style-type: none"><li>○ The Union will have 30 days after ratification to review and provide feedback on the County's initial incentive pay structure and metrics. The County will also give advance notice and get feedback from the union before modifying or ending any incentive program.</li></ul></li></ul> |
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