

Tentative Agreement Between Contra Costa County and the Union Coalition

Presented on: 7/28/2022

This Tentative Agreement is between Contra Costa County and the following members of the 2022 Union Coalition: AFSCME PEU Local 1, AFSCME 2700, AFSCME 512, CCC Defenders' Association, Deputy District Attorneys' Association, IFPTE Local 21, SEIU Local 1021, Teamsters Local 856, Western Council of Engineers.

1. Duration

The duration of the MOU of each participating union shall be July 1, 2022 through June 30, 2026.

2. Salaries*

The following language will be added to each participating union's MOU:

- A. Effective August 1, 2022, or the first day of the month during which adoption of the MOU by the Board of Supervisors occurs, whichever is later, the base rate of pay for all classifications represented by each individual union in the Union Coalition will be increased by five percent (5%).
- B. Effective July 1, 2023, the base rate of pay for all classifications represented by each individual union in the Union Coalition will be increased by five percent (5%).
- C. Effective July 1, 2024, the base rate of pay for all classifications represented by each individual union in the Union Coalition will be increased by five percent (5%).
- D. Effective July 1, 2025, the base rate of pay for all classifications represented by each individual union in the Union Coalition will be increased by five percent (5%).

*Specific MOU language will be adjusted for each individual union. The County's proposal does not include any classifications normally excluded from across-the-board salary adjustments, as outlined in the respective MOUs. For example, IFPTE Local 21 classifications listed in 5.1.A.3 are excluded from the above salary increases.

3. Medical, Dental & Life Insurance – Dental Plan Design

The County shall amend the Delta Dental Plan Design as follows:

- A. Delta Dental PPO
 - a. Diagnostic and Preventative Services covered at 100%
- B. Delta Dental Premier
 - a. Diagnostic and Preventative Services covered at 100%

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The above plan adjustments will be made without any increases in premiums for the 2023 plan year. Plan design changes may necessitate changes to future premiums based on the overall health of the plan trust. Costs of such increases would be shared by participating employees according to the current cost sharing model. Any savings realized by the trust due to premium costs, employee usage or change in plan participation will remain allocated towards the plan trust for the term of the 2022–2026 MOU.

4. Medical, Dental and Life Insurance – Health Savings Account with High Deductible Health Plan

A. Amend existing language for each union’s corresponding sub-section:

For the 2020-2022 Plan Years, the County will contribute six hundred and twenty-five dollars (\$625) annually into the HSA for active employees who are enrolled in the Kaiser Permanente High Deductible Health Plan and have an HSA. The contribution will be made with the February 10 pay for the plan year.

B. Add the following new sub-section:

For the 2023 Plan Year and each year thereafter, the County will contribute seven hundred and fifty dollars (\$750) annually into the HSA for active employees who are enrolled in the Kaiser Permanente High Deductible Health Plan and have an HSA. The contribution will be made with the February 10 pay for the plan year.

5. Medical, Dental, & Life Insurance -- Medical Plan Cost Sharing for Active Employees:

In June of 2024, once the premium rates for the 2025 Plan Year are known, the Union may request to reopen negotiations on the subject of health care. Unless otherwise agreed by the parties, the topics for the reopener will be limited to the medical and dental plan design, as well as County and employee subsidies.

6. Medical, Dental & Life Insurance – Joint Labor/Management Benefit Committee

During the term of the 2022-2026 MOU, the parties will utilize the existing Joint-Labor Management Benefits Committee as a forum for exploring the options for a healthcare trust or savings vehicle for retirement. The County Benefits Manager, Human Resources Director, and relevant benefits consultants will participate in these discussions.

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7. COVID Pandemic Service Relief Payment

In recognition of the services County employees performed as essential workers during an extraordinary public health emergency, the County will pay a one-time lump sum COVID Pandemic Service Relief Payment (PSRP) to the following County employees who meet the listed criteria:

Permanent Employees. Permanent full-time employees, including project employees, who meet all of the following criteria will be paid a one-time, lump sum COVID Pandemic Service Relief Payment (PSRP) of two thousand five-hundred dollars (\$2,500) on the 10th of the month following approval of this MOU by the Board of Supervisors. Permanent part-time employees, including part-time project employees, who meet all of the following criteria will be paid a prorated one-time, lump sum payment. The prorated lump sum payment will be calculated by multiplying two thousand five-hundred dollars (\$2,500) by the percentage that the employee's approved position hours are to forty (40) hours (for example: $\$2,500 \times (20/40) = \$1,250$).

Temporary Employees. Temporary employees who meet all of the following criteria will be paid a one-time, lump sum COVID Pandemic Service Relief Payment (PSRP) of one thousand two hundred and fifty dollars (\$1,250) on the 10th of the month following approval of this MOU by the Board of Supervisors. Employees who met the criteria as a temporary employee but achieved permanent status by the date of the approval of this MOU by the Board of Supervisors will receive the PSRP in accordance with the formula set forth for permanent employees.

Criteria:

- a. The employee must be employed with the County on the date the MOU is approved by the Board of Supervisors.
- b. The employee must have been in paid status and actively working for at least twelve (12) months during the time period of April 1, 2020 through December 31, 2021.
- c. The COVID PSRP will be subject to any required deductions and/or withholdings.
- d. Per diem employees are not eligible for the payment.

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8. Compensation Study.

- A. The County shall commission a compensation study to be performed by one or more outside contractors during the term of this MOU to assess the following classifications: [only the applicable classifications will be listed for each individual union]

<u>BJWD</u>	<u>Animal Services Officer</u>
<u>NEVA</u>	<u>Assoc Capital Fac Project Manager</u>
<u>NKVC</u>	<u>Assoc Civil Engineer</u>
<u>FAVD</u>	<u>Building Inspector II</u>
<u>FRVA</u>	<u>Building Plan Checker II</u>
<u>JWHF</u>	<u>Clerical Supervisor</u>
<u>JWXB</u>	<u>Clerk-Experienced Level</u>
<u>VKVB</u>	<u>Community Health Worker II</u>
<u>GKWB</u>	<u>Custodian II</u>
<u>EBVA</u>	<u>Elections Services Specialist</u>
<u>NKXC</u>	<u>Engineer-Entry Level</u>
<u>NSTJ</u>	<u>Engineering Technician-Journey</u>
<u>REDB</u>	<u>Fire District Communications Center Manager</u>
<u>RJVB</u>	<u>Fire Inspector II</u>
<u>V4WG</u>	<u>Hazardous Materials Spec I</u>
<u>VMWD</u>	<u>Health Ed Specialist</u>
<u>LBTC</u>	<u>Health Services Info Sys Prog/Analyst</u>
<u>LBTB</u>	<u>Health Services Info Systems Spec</u>
<u>LBFA</u>	<u>HS Info Tech Manager</u>
<u>CJW2</u>	<u>Infant Toddler Assoc Teacher-Project</u>
<u>CJN2</u>	<u>Infant Toddler Teacher-Project</u>
<u>LPVA</u>	<u>Info Sys Programmer/Analyst II</u>
<u>LPNA</u>	<u>Info Sys Project Manager</u>
<u>LTVA</u>	<u>Info Sys Specialist II</u>
<u>2Y7B</u>	<u>Legal Assistant</u>
<u>PSWB</u>	<u>Maintenance Worker I</u>
<u>CJT1</u>	<u>Master Teacher-Project</u>
<u>LNSB</u>	<u>Network Administrator II</u>
<u>LBTA</u>	<u>Network Analyst II</u>
<u>5AVA</u>	<u>Planner II</u>
<u>51VB</u>	<u>Planning Technician II</u>
<u>VCXC</u>	<u>Planner/Eval-Level A</u>

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J3TF	Secretary-Journey Level
CJG1	Site Supervisor II - Project
3KTC	Sr Library Literacy Assistant
GWVC	Stationary Engineer
91VA	Storekeeper
NCSA	Structural Engineer
VHHB	Substance Abuse Program Sup
SAHJ	Supervising Accountant
CJN1	Teacher-Project
APSG	Training and Staff Dev Specialist

- B. [County Human Resources shall conduct and complete the previously identified compensation studies for the following classifications:](#)

LD7A	GIS Technician
3KVB	Library Assistant – Journey Level
VJVA	Laboratory Technician II
6NVA	Public Defender Investigator II
PEWK	Telecommunications Infrastructure Specialist
PMTC	Fire Equipment Mechanic II

- C. [The County shall complete its classification & compensation study with Koff and Associates regarding the below specified classifications in the Employment and Human Services Department.](#)

XHWA	Eligibility Worker I
XHVA	Eligibility Worker II
XHTB	Eligibility Worker III
XHHA	Eligibility Work Supervisor
XHSA	Medi-Cal Program Assistant
X0SA	Social Service Program Assistant
XDVB	Social Casework Assistant
X0VC	Social Worker
X0WB	Social Worker II
X0W2	Social Worker II – Project
X0VB	Social Worker III
X0V1	Social Worker III – Project
X0HB	Social Work Supervisor I
X0HA	Social Work Supervisor II

- D. [Comparator Agencies – The following comparator agencies will be utilized in the classification studies: Alameda County, Marin County, Napa County, City](#)

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and County of San Francisco, San Mateo County, Santa Clara County, Solano County and Sonoma County.

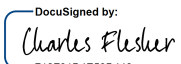
E. The contractor and County will complete the studies and the County will notify the Union of the studies' findings no later than June 30, 2023. Upon request of the Union, the County and Union will discuss the findings of the salary studies. Where a study determines that a salary for a classification is more than twelve and one-half percent (12.5%) below the median of the comparator agencies, upon request of the Union, the parties will discuss appropriate salary adjustments, taking into consideration all relevant factors including any scheduled salary increases, any current recruitment and retention problems for the classification, the overall financial condition of the County and/or Department, and the overall budgetary impacts of any salary increases. The parties may also discuss internal compaction issues that may result from any adjustments to a benchmark classification. For example, a salary adjustment to a Planner II (5AVA) may lead to consideration of an adjustment to the Planner III (5ATA), depending on the nature of the resulting salary compaction and the relationship of the classes in the Planner series. Nothing in this Section shall be construed to require the County to agree to adjust the salary of a particular classification or to adjust salaries to a specific market position.

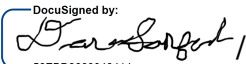
9. Complete Agreement


This package proposal is intended as a comprehensive package that will address all outstanding proposals in the Coalition bargaining for all Coalition Unions. Tentative agreements reached with each Union at the individual Union side tables will be included in this package proposal to represent the complete agreement for the successor MOU and the conclusion of MOU bargaining, subject to Union ratification and final approval by the County Board of Supervisors.

Date: 7/29/2022

CONTRA COSTA COUNTY: (Signature / Printed Name)

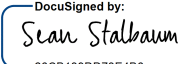
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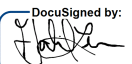
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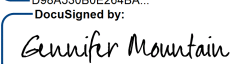
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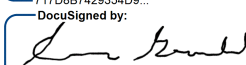
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UNION COALITION: (Signature / Printed Name & Union)

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