



County of Santa Cruz

0057

PERSONNEL DEPARTMENT

701 OCEAN STREET, SUITE 310, SANTA CRUZ, CA 950604073

(831) 454-2600 FAX: (831) 454-2411 TDD: (831) 454-2123

DANIA TORRES WONG, DIRECTOR

October 19, 1999

Agenda: October 26, 1999

Board of Supervisors
County of Santa Cruz
701 Ocean Street
Santa Cruz, CA 95060

APPROVE MEMORANDUM OF UNDERSTANDING FOR THE GENERAL REPRESENTATION UNIT, ADOPT RESOLUTIONS TO IMPLEMENT PROVISIONS OF AGREEMENT, AND AUTHORIZE ACTING PERSONNEL DIRECTOR TO SIGN MEMORANDUM OF UNDERSTANDING.

Dear Members of the Board:

Tentative agreement has been reached between the County Negotiation Team and the SEIU Local 415 Negotiation Team for the General Representation Unit. The agreement is within parameters unanimously established by your Board and covers the period of September 15, 1999 through September 13, 2002. The tentative agreement was ratified by the SEIU membership on October 14, 1999.

The agreement provides amongst other things:

- Salary adjustments of 4% effective October 30, 1999; 2% effective September 16, 2000; 2% effective March 17, 2001; 2% effective September 15, 2001; and 2% effective March 16, 2002.
- Special salary adjustments and range simplification actions effective March 4, 2000, September 30, 2000 and September 29, 2001 for various classifications as described in Exhibit 1 of the Memorandum of Understanding.
- Increasing the reimbursement for required and certain specified licenses/certificates from \$200 to \$600 per calendar year commencing January 1, 2000 and a maximum of \$800 per calendar year for required medical narcotic certificates for physicians.
- \$16,000 for tuition reimbursement for the term of the agreement.
- Amending the contract PERS to allow buy back of military service credits at no cost to the County.

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- Implementing a vision open enrollment in conjunction with PERS open enrollment beginning in September 2000.
- Increasing the life insurance benefit from \$10,000 to \$20,000.
- Establishment of an Institutional Supervisor, Agricultural Biologist Aide Lead and Child Psychiatrist differentials.

Finally, the Personnel Department will return to your Board to request authorization to sign a contract amendment with PERS once PERS has approved the language.

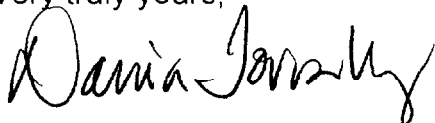
The following chart describes the cost of implementing the new agreement by major element and fiscal year.

Cost Summary SEIU Memorandum of Understanding by Major Element and Fiscal Year				
Item	1 st Year	2nd Year	3rd Year	Total
Cost of Living Adjustments	\$2,768,212	\$2,078,811	\$2,768,212	\$7,615,235
Special Adjustments	410,546	1,317,746	775,474	\$2,503,766
All Other Costs	364,692	519,597	418,214	\$1,302,503
Totals	\$3,543,450	\$3,916,154	\$3,961,900	\$11,421,504

It is THEREFORE RECOMMENDED that your Board:

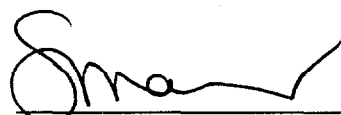
1. Approve a Memorandum of Understanding for the General Representation Unit (Attachment 1);
2. Authorize the Personnel Director to sign the Memorandum of Understanding on behalf of the County and to take the appropriate administrative actions to implement the agreement;
3. Adopt a resolution to amend Resolution No. 279-75 to implement salary actions of the Memorandum of Understanding (Attachment 2); and
4. Adopt a resolution in conformance with PERS requirements to amend the PERS employer's contributions as negotiated in the SEIU contract (Attachment 3).

Very truly yours,



Dania Torres Wong
Personnel Director

RECOMMENDED:



SUSAN A. MAURIELLO
County Administrative Officer

cc: Auditor-Payroll (2); SEIU, Local 415; all Departments; Personnel (3)

0059

BEFORE THE BOARD OF SUPERVISORS
OF THE COUNTY OF SANTA CRUZ, STATE OF CALIFORNIA

RESOLUTION NO.

On the motion of Supervisor
duly seconded by Supervisor
the following resolution is adopted:

RESOLUTION AMENDING SALARY RESOLUTION NO. 279-75
BY CHANGING STEPS IN SALARY RANGES AND CHANGING SALARY RANGES
(Amendment No.)

WHEREAS, this Board of Supervisors on June 25, 1975 adopted Resolution No. 279-75 establishing the compensation of County officers, deputies, assistants and employees; and

WHEREAS, the Board of Supervisors has approved a Memorandum of Understanding for the General Representation Unit which provides for changes in salary steps over the term of the agreement; and

WHEREAS, the Memorandum of 'Understanding for the General Representation Unit provides for specified special wage adjustments for certain classes during the term of the agreement, and for the standardization of salary ranges for those classes receiving such special wage adjustments; and

WHEREAS, it is now desirable and necessary to amend said resolution to effect said changes.

NOW, THEREFORE, BE IT RESOLVED AND ORDERED that Resolution No. 279-75 be amended effective October. 30, 1999, at 12:01 a.m. by increasing each of the hourly rates in the salary ranges for classes in the General Representation Unit by 4.0%.

BE IT FURTHER RESOLVED AND ORDERED that Resolution No. 279-75 be amended effective September 16, 2000, at 12:01 a.m., by increasing each of the hourly rates in the salary ranges for classes in the General Representation Unit by 2.0%.

BE IT FURTHER RESOLVED AND ORDERED that Resolution No. 279-75 be amended effective March 17, 2001, at 12:01 a.m. by increasing each of the hourly rates in the salary ranges for classes in the General Representation Unit by 2.0%.

BE IT FURTHER RESOLVED AND ORDERED that Resolution No. 279-75 be amended effective September 15, 2001, at 12:01 a.m. by increasing each of the hourly rates in the salary ranges for classes in the General Representation Unit by 2.0%.

BE IT FURTHER RESOLVED AND ORDERED, that Resolution No. 279-75 be amended effective March 16, 2002, at 12:01 a.m. by increasing each of the hourly rates in the salary ranges for classes in the General Representation Unit by 2.0%.

BE IT FURTHER RESOLVED AND ORDERED that Resolution No. 279-75 be amended effective at 12:01 a.m. on March 4, 2000, September 30, 2000, and September 29, 2001, by authorizing the Personnel Director to establish standardized salary ranges for specified classes in conjunction with special wage adjustments in accordance with Article 7.1 B, Exhibit 1, of the General Representation Unit Memorandum of Understanding.

BE IT FURTHER RESOLVED AND ORDERED that Resolution No. ____ be adopted fixing the Employer's Contribution, effective January 1, 2000, as described in the Memorandum of Understanding for the General Representation Unit as required by the Public Employee's Medical and Hospital Care Act and filed with the Board of Administration of the Public Employee's Retirement System; and

FINALLY, BE IT FURTHER RESOLVED AND ORDERED that the Personnel Director take the necessary administrative actions to effectuate these changes.

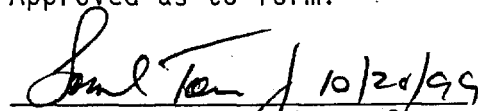
PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Cruz, State of California, this _____ day of _____, 1999, by the following vote:

AYES: SUPERVISORS
NOES: SUPERVISORS
ABSENT: SUPERVISORS

JEFF ALMQUIST, Chairperson of the Board

ATTEST: _____
Clerk of the Board

Approved as to form:



Assistant County Counsel

cc: Auditor-Payroll, All Departments, SEIU Local 415, Personnel (2)

0061

BEFORE THE BOARD OF SUPERVISORS
OF THE COUNTY OF SANTA CRUZ, STATE OF CALIFORNIA

RESOLUTION NO.

On the motion of Supervisor
duly seconded by Supervisor
the following resolution is adopted:

FIXING THE EMPLOYER'S CONTRIBUTION UNDER THE
PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT

WHEREAS, Government Code Section 22825.6 provides that a local agency contracting under the Public Employees' Medical and Hospital Care Act shall fix the amount of the employer's contribution at an amount not less than the amount required under Section 22825 of the Act, and

WHEREAS, Government Code Section 22857 provides that a contracting agency may fix the amount of the employer's contribution for employees and the employer's contribution for annuitants at different amounts provided that the monthly contribution for annuitants shall be annually increased by an amount not less than 5 percent of the monthly contribution for employees, until such time as the amounts are equal; and

WHEREAS, the County of Santa Cruz, hereinafter referred to as Public Agency, is a local agency contracting under the Act for participation by members of the General Representation Unit; now, therefore be it

RESOLVED, that the employer's contribution for each employee in the General Representation Unit shall be the amount necessary to pay a portion of the cost of his/her enrollment, including the enrollment of his/her eligible family members, in a health benefits plan up to a maximum of \$180.00 per month with respect to an employee enrolled for self alone, \$270.00 per month for an employee enrolled for self and one family member, and \$359.00 per month for an employee enrolled for self and two or more family members and Contingency Reserve Fund assessments.

BE IT FURTHER RESOLVED AND ORDERED that the Board of Supervisors appoint and direct, and it does hereby appoint and direct Mary Jo Warley to file with the Board of Administration of the Public Employees' Retirement System a verified copy of this Resolution, and to perform on behalf of said Public Agency all functions required of it under the Act and Regulations of the Board of Administration; and

BE IT FURTHER RESOLVED AND ORDERED that the coverage under the Act shall be effective for coverage for January 1, 2000, for employees in and annuitants from the

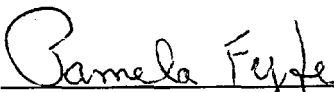
General Representation Unit.

PASSED AND ADOPTED BY THE Board of Supervisors of the County of Santa Cruz,
State of California, this rd day of October, 1999, at a regular meeting by the following
vote:

AYES: SUPERVISORS
NOES: SUPERVISORS
ABSENT: SUPERVISORS

ATTEST: _____
Clerk of the Board

Approved as to form:



Assistant County Counsel

cc: Auditor-Payroll
Personnel (2)
Public Employees Retirement System - Health Benefit Services Division
Post Office Box 942714
Sacramento, CA 94229 - 2714