

**2006-11 AGREEMENT
GENERAL SUPERVISORY UNIT, TEAMSTERS, LOCAL 228
(001)
CONTRACT IMPLEMENTATION SCHEDULE**

Summary	Effective Date	Responsibility For Implementation
<u>Article I: Coverage and Union Rights</u> Revises section to allow re-distribution of shop stewards. (Section 1.3) Adds Agency Shop provisions. (Section 1.5 – 1.15)	7/1/06	Labor Relations Personnel Actions
<u>Article III: Grievance and Arbitration Procedure</u> New Article provides for arbitration of grievances beyond Step 3. (Sections 3.1 – 3.18)	7/1/06	Labor Relations Departments
<u>Article V: Salaries</u> 3% salary increase for all classes in the unit (Section 5.1-a) 2-5% increase based on the average of the averages for CPI from April 2006-March 2007 (Section 5.1-b) 2-5% increase based on the average of the averages for CPI from April 2007-March 2008 (Section 5.1-c) 2-5% increase based on the average of the averages for CPI from April 2008-March 2009 (Section 5.1-d) 2-5% increase based on the average of the averages for CPI from April 2009-March 2010 (Section 5.1-e) Various equity increases for selected classes (Section 5.2 a)(see attachment)	6/25/06 6/24/07 6/22/08 6/21/09 6/20/10 6/25/06	Personnel Actions Labor Relations

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Various equity increases for selected classes (Section 5.2 a) (see attachment)	6/24/07	
Various equity increases for selected classes (Section 5.2 a) (see attachment)	6/22/08	
Various equity increases for selected classes (Section 5.2 a) (see attachment)	6/20/10	
Provides for a minimum of a 10% salary spread between Step 9 of the supervisory class and Step 9 of the highest paid subordinate class; this provision sunsets, June 30, 2011. (Section 5.3 a)	6/25/06	
Provides for a minimum of a 20% salary spread between Step 9 of the Wastewater Treatment Plant Operations Supervisor and Step 9 of the Senior Wastewater Treatment Plant Operator; this provision sunsets, June 30, 2011. (Section 5.3 b)	6/25/06	
<p><u>Article VIII: Leaves</u></p> <p>Family Death Leave Modifies family death leave to clarify that the maximum number of hours are 40, clarifies proration of the leave for part-time employees and includes domestic partners and specified relatives of domestic partners. (Section 8.6)</p> <p>Parental Leave Modifies parental leave to include domestic partners. (Section 8.9)</p>	<p>7/1/06</p> <p>7/1/06</p>	<p>Labor Relations Departments</p>

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<p><u>Article IX: Health and Welfare</u></p> <p><u>Tier A – Status Quo for 1/1/07</u> Effective 12/1/06, 80% County contribution, up to \$615 cash back and \$150 PSI. Effective 1/1/08, freezes contribution rates at 2007 levels, freezes cash back at \$535 and PSI at \$150 and notices employees of the option to irrevocably move from Tier A to Tier B effective 1/1/08. (Section 9.2-a)</p> <p><u>Tier B</u> Establishes a Tier B with 80% tie for employee and family rates. (9.2-b.)</p> <p><u>All</u> Limits health care plans offered to Kaiser traditional HMO, one non-Kaiser traditional HMO and up to two high deductible health plans featuring a voluntary Health Savings Account. [Section 9.2-c(1)]</p> <p>Eliminates catastrophic health plan and requires initial proof of comparable group coverage to waive County coverage. [Section 9.2-c(2)]</p> <p>Establishes default medical plan enrollment at the lowest premium high deductible health plan. (Section 9.2-d.)</p> <p>Increases basic life insurance benefit from \$15,000 to \$18,000 for employees and reduces dependent life insurance benefit from \$5,000 to \$2,000. (Section 9.5).</p> <p>Establishes a Retiree Health Savings Plan with contributions of \$25 per pay period to the Plan. (Section 11.3)</p>	<p>12/1/06</p> <p>1/1/07</p> <p>1/1/08</p> <p>1/1/08</p> <p>1/1/08</p> <p>1/1/08</p> <p>12/24/06 or as soon as administratively possible</p>	<p>Benefits Payroll Personnel Actions Labor Relations</p>

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<u>Article XI: Allowances & Reimbursement</u>		
Increase transit subsidy from \$35 to \$65 per month. (Section 11.1)	6/25/06	Employee Transportation Program Manager
Revise Confined Space Team Hazard Pay to a 4% differential (Section 11.8 b)	6/25/06	Labor Relations Personnel Actions
Revise language for working out of class to change criteria and extend time period to five (5) months and twenty-nine (29) calendar days (Section 11.10)	6/25/06	Personnel Actions Labor Relations Departments
Revise language for water and wastewater certification examination reimbursement to include CWEA Level 1 Maintenance Certificate (Section 11.13).	6/25/06	Departments (Water Quality/Water Resources)
Revise language for water and wastewater certification renewal reimbursement to include CWEA Level 1 Maintenance Certificate. (Section 11.14)	6/25/06	Departments (Water Quality/Water Resources)
Eliminate the cap on the number of Mechanical Maintenance Supervisors at the SRWTO who are assigned as Assistant Process Team Coordinators. (Section 11.16)	6/25/06	Department of Water Quality
Provide education and certification incentive pay for supervisors in the following classes: Assessment Supervisor Accounting Technician Clerical Supervisor 1/2 Data Entry Supervisor Elections Supervisor Medical Records Supervisor Sheriff's Records Supervisor Supervising Communications/Operations Dispatcher	11/12/06	Labor Relations Personnel Actions Departments

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<p>Supervising Legal Secretary Supervising Utility Billing Services Supervisor</p> <p>This differential will include 2.5% incentive pay differential for completion of 30-59 undergraduate semester units and an additional 2.5% for 60 or more undergraduate semester units. This also includes pay for certification. Maximum of all pays is 5%. Policy and procedure still in development. (Section 11.19)</p> <p>Add a 5% differential for Communications/Operations Supervisor until completion of the class study. (Section 11.20)</p> <p>Add new differential for Special Duty Pay – Commercial Class A License and Endorsements 1% differential to employees in specific classes who must maintain a Class A License, Hazardous Material Endorsement or Tanker Endorsement as a condition of employment when it is not required of all positions in their class. (Section 11.21)</p> <p>New 2% differential for Wastewater Treatment Plant Operations Supervisors who obtain a Treatment Plant Operator Grade V Certificate. (Section 11.22)</p> <p>Add new differential for Wastewater Incentive Pay (<u>C</u>alifornia <u>W</u>ater <u>E</u>nvironment <u>A</u>ssociation) to provide a 2% incentive pay to employees in the classes of Mechanical Maintenance Supervisor, Underground Construction and Maintenance Supervisor, and Wastewater Treatment Plant Operations Supervisor who possess a CWEA Plant Maintenance Grade III certificate. (Section 11.23 b(1) non cumulative)</p>	<p>6/25/06</p> <p>6/25/06</p> <p>6/25/06</p> <p>6/25/06</p> <p>6/25/06</p>	<p>Personnel Actions Labor Relations Departments</p> <p>Personnel Actions Labor Relations Departments</p> <p>Personnel Actions Labor Relations Departments</p> <p>Personnel Actions Labor Relations Departments</p> <p>Personnel Actions Labor Relations Department of Water Quality MSA-HR</p>

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<p>Add new differential for Wastewater Incentive Pay (<u>California Water Environment Association</u>) to provide a 4% incentive pay to employees in the classes of Mechanical Maintenance Supervisor, Underground Construction and Maintenance Supervisor, and Wastewater Treatment Plant Operations Supervisor who possess a CWEA Plant Maintenance Grade IV certificate. (Section 11.23 b(2) non cumulative)</p>	6/25/06	<p>Personnel Actions Labor Relations Department of Water Quality MSA-HR</p>
<p>Add new differential for Wastewater Incentive Pay (<u>California Water Environment Association</u>) to provide a 2% incentive pay to employees in the class of Water Quality Control Systems Supervisor who possess a CWEA Plant Maintenance/Electrical/Instrumentation Grade III Certificate. (Section 11.23 b(3) non cumulative)</p>	6/25/06	<p>Personnel Actions Labor Relations Department of Water Quality MSA-HR</p>
<p>Add new 2% incentive pay differential for employees in the classes of Mechanical Maintenance Supervisor and Underground Construction and Maintenance Supervisor who possess a Collection Systems Grade III Certificate issued by CWEA. (Section 11.23 c(1) non cumulative)</p>	6/25/06	<p>Personnel Actions Labor Relations Department of Water Quality MSA-HR</p>
<p>Add new 4% differential to employees in the classes of Mechanical Maintenance Supervisor and Underground Construction and Maintenance Supervisor who possess a Collection Systems Grade IV Certificate issued by CWEA. (Section 11.23 c(2) non cumulative)</p>	6/25/06	<p>Personnel Actions Labor Relations Department of Water Quality MSA-HR</p>
<p>Add new 2% differential to employees in the class of Water Quality Laboratory Supervisor who possess a Laboratory</p>	6/25/06	<p>Personnel Actions Labor Relations Department of Water</p>

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Analyst III Certificate issued by the CWEA. (Section 11.23 d (1) non cumulative)		Quality MSA-HR
Add new 4% differential to employees in the class of Water Quality Laboratory Supervisor who possess a Laboratory Analyst IV Certificate issued by the CWEA. (Section 11.23 d (2) non cumulative)	6/25/06	Personnel Actions Labor Relations Department of Water Quality MSA-HR
Add new 2% differential to employees in the class of Mechanical Maintenance Supervisor who obtain a Plant Maintenance Grade III Certificate issued by CWEA. (Section 11.24 b (1) non cumulative)	6/25/06	Personnel Actions Labor Relations Department of Water Resources MSA-HR
Add new 4% differential to employees in the class of Mechanical Maintenance Supervisor who obtain a Plant Maintenance Grade IV Certificate issued by CWEA. (Section 11.24 b (2) non cumulative)	6/25/06	Personnel Actions Labor Relations Department of Water Resources MSA-HR
Add new 2% differential to employees in the class of Water Quality Control Systems Supervisor who obtain a Plant Maintenance Electrical/Instrumentation Grade III Certificate issued by CWEA. (Section 11.24 b (3) non cumulative)	6/25/06	Personnel Actions Labor Relations Department of Water Resources MSA-HR
Add new 4% differential to employees in the class of Water Quality Control Systems Supervisor who obtain a Plant Maintenance Electrical/Instrumentation Grade IV Certificate issued by CWEA. (Section 11.24 b (4) non cumulative)	6/25/06	Personnel Actions Labor Relations Department of Water Resources MSA-HR

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<p>Add new 2% differential to employees in the class of Natural Resource Supervisor who obtain a Wildlife Biologist Certification issued by the Wildlife Society. (Section 11.25 b)</p>	<p>6/25/06</p>	<p>Personnel Actions Labor Relations Department of Water Quality MSA-HR</p>
<p>Add new 2% differential for employees in the classes of Mechanical Maintenance Supervisor and Underground Construction and Maintenance Supervisor who obtain a T4 (Water Treatment) Certificate issued by the California Department of Health Services. (Section 11.26 b(1) non-cumulative)</p>	<p>6/25/06</p>	<p>Personnel Actions Labor Relations Department of Water Resources MSA-HR</p>
<p>Add new 5% differential for employees in the classes of Mechanical Maintenance Supervisor and Underground Construction and Maintenance Supervisor who obtain a T5 (Water Treatment) Certificate issued by the California Department of Health Services. (Section 11.26 b(2) non cumulative)</p>	<p>6/25/06</p>	<p>Personnel Actions Labor Relations Department of Water Resources MSA-HR</p>
<p>Add new 1% differential for employees in the classes of Highway Maintenance Supervisor I and Highway Maintenance Supervisor II who obtain a Grade D3 (Water Distribution) Certificate issued by the California Department of Health Services. (Section 11.26 c (1) non cumulative)</p>	<p>6/25/06</p>	<p>Personnel Actions Labor Relations Department of Water Resources MSA-HR</p>
<p>Add new 2% differential for employees in the classes of Mechanical Maintenance Supervisor and Underground Construction and Maintenance Supervisor who obtain a Grade D4 (Water Distribution) Certificate issued by the California Department of Health Services. (Section 11.26 c. (2)non cumulative)</p>	<p>6/25/06</p>	<p>Personnel Actions Labor Relations Department of Water Resources MSA-HR</p>

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<p><u>Side Letter: Elimination of Past Practice</u></p> <p>County will standardize practice to be followed for employees who work when time is changed from Pacific Standard Time to Daylight Savings Time and vice verse.</p>	7/1/06	Departments Labor Relations
<p><u>Side Letter: Fire Operations Supervisor Paychecks</u></p> <p>County will begin to develop a process for assisting Fire Operations Supervisors in identifying, for each pay period, the number of regular hours paid vs. the number of overtime hours paid including distinguishing FLSA overtime from non-FLSA overtime.</p>	Within 60 days after Board approval	Labor Relations Personnel Actions
<p><u>Letter of Understanding</u></p> <p>Chief Storekeeper, Range B</p> <p>Parties agree that no incumbent employee in the class of Chief Storekeeper, Range B will be reallocated to the Chief Storekeeper, Range A</p>	7/1/06	Personnel Actions Departments Labor Relations
<p><u>Letter of Understanding</u></p> <p>Special Duty Pay-Commercial Class A License & Endorsements</p> <p>Parties agree to add the class of Senior Equipment Mechanic to Section 11.2.</p>	6/25/06	Personnel Actions Departments Labor Relations
<p><u>Letter of Understanding</u></p> <p>Minimum Salary Spread</p> <p>Parties agree that in the interpretation of Section 5.3-a, the 5% retention differential provided to selected classes in the ETTI unit, will be used in determining the 10% minimum salary spread for certain supervisory classes.</p>	11/25/06	Personnel Actions Departments Labor Relations

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<p>Also, parties agree that the 5% plan check differential granted to selected classes in the ETTI unit will also be used in determining the minimum salary spread for the two Supervisor Building Inspectors who supervise the plan checking unit in the Construction Management & inspection Division.</p>		
<p><u>Letter of Understanding</u></p> <p>Education and Certification Incentive Pay</p> <p>Adds the classes of Supervising Legal Secretary and Sheriff Records Supervisor to section 11.19, Education and Certification Pay</p>		<ul style="list-style-type: none"> • Departments • Personnel Actions
<p><u>Letter of Understanding</u></p> <p>Health and Welfare</p> <p>Clarifies that the one non-Kaiser traditional HMO under section 8.2b will be selected from one of the current three non-Kaiser HMO providers</p>	<p>1/1/08</p>	<ul style="list-style-type: none"> • Benefits
<p><u>Letter of Understanding</u></p> <p>Addition to Exhibit "C"</p> <p>Adds the class of Wastewater Treatment Plant Operation Supervisor to Exhibit "C"</p>	<p>6/25/06</p>	<ul style="list-style-type: none"> • Labor Relations
<p><u>Letter of Understanding</u></p> <p>Agency Shop</p> <p>Adds indemnification and payroll authorization language to Article I, Coverage and Union rights</p>	<p>6/25/06</p>	<ul style="list-style-type: none"> • Labor Relations • Personnel Actions

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<p><u>Letter of Understanding</u></p> <p>Instrument Society of America</p> <p>Employees possessing an Instrument Society of America (ISA) certificate prior to June 25, 2006, shall continue to receive a 2% differential in lieu of the CWEA differentials in sections 11.23 and 11.24. Subsequent receipt of a CWEA differential under those sections cancels the 2% ISA differential.</p>	<p>6/25/06</p>	<ul style="list-style-type: none"> • Labor Relations • Personnel Actions • Department