

**2006-11 AGREEMENT
SACRAMENTO COUNTY PROBATION ASSOCIATION
NON-SUPERVISORY PROBATION UNIT
(019)
CONTRACT IMPLEMENTATION SCHEDULE**

Summary	Effective Date	Responsibility For Implementation
<p><u>Article II: Association Rights</u></p> <p>Add subsection allowing Association incidental use of the email system to provide representation to individual bargaining unit members (2.2.e)</p>	<p style="text-align: center;">7/1/06</p>	<ul style="list-style-type: none"> • Department
<p><u>Article VI: Grievance and Arbitration Procedure:</u></p> <p>Modify language to provide for joint selection of arbitrator— replaces permanent panel (Section 6.14.a)</p>	<p style="text-align: center;">7/1/06</p>	<ul style="list-style-type: none"> • Labor Relations
<p><u>Article VIII: Salaries</u></p> <p>3% salary increase for all classes in the unit (8.1 a.)</p> <p>Add a new top step to the class of Probation Assistant titled step 9, with the previous step 9 becoming step 8, previous step 8 becoming step 7, etc. The new entry step will be step 4. (Section 8.1 g)</p> <p>2-5% salary increase based on the average of the averages for CPI from April 2006-March 2007 plus 2% equity increase for all classes (donning and doffing) (Section 8.1 b.)</p>	<p style="text-align: center;">9/3/06</p> <p style="text-align: center;">2/18/07</p> <p style="text-align: center;">6/24/07</p>	<ul style="list-style-type: none"> • Personnel Actions • Labor Relations • Departments

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<p><u>Article VIII: Salaries (Con't.)</u></p> <p>2-5% salary increase based on the average of the averages for CPI from April 2007-March 2008 plus 2% equity increase for all classes (Kaiser tie) (Section 8.1c)</p> <p>2-5% salary increase based on the average of the averages for CPI from April 2008-March 2009 plus 2% equity for all classes (Kaiser tie) plus 2% equity for all classes (donning and doffing) (Section 8.1 d.)</p> <p>2-5% salary increase based on the average of the averages for CPI from April 2009-March 2010 plus 2% equity increase for all classes (Kaiser tie) (Section 8.1 e.)</p>	<p>6/22/08</p> <p>6/21/09</p> <p>6/20/10</p>	
<p><u>Article X: Leaves:</u></p> <p>Modify family death leave to clarify that the maximum number of hours are 40, clarify proration of the leave for part-time employees and include domestic partners and specified relatives of domestic partners (Section 10.3)</p> <p>Modify Leaves of absence to incorporate Chapter 2.78 of the County code into the agreement (Section 10.10)</p> <p>Modify parental leave to include domestic partners (Section 10.12)</p>	<p>7/1/06</p> <p>7/1/06</p> <p>7/1/06</p>	

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<p><u>Article XI: Health and Welfare:</u></p> <p>Establish a Tier A for employees hired prior to January 1, 2007. Tier A employees are eligible to receive cash back up to \$894.52 per month. Starting in 2008, County's maximum contribution will be reduced in 5% increments each year until the County's maximum contribution is 80% as of January 1, 2011 (Section 11.2 a.)</p> <p>Establish a Tier B for new employees and for employees in Tier A who elect to participate in Tier B (Section 11.2 b)</p> <p>Limit 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 11.2 c)</p> <p>Eliminates catastrophic health plan and requires initial proof of comparable group coverage to waive County coverage (Section 11.1 c)</p> <p>Establish a Retiree Health Savings Plan and contribute \$25 per pay period to the Plan (Section 11.3)</p>	<p>1/1/07</p> <p>1/1/07</p> <p>1/1/08</p> <p>1/1/08</p> <p>12/24/06</p>	<ul style="list-style-type: none"> • Benefits • Personnel Actions • Labor Relations
<p><u>Article XIII: Allowances and Reimbursements (Con't.)</u></p> <p>Increase bilingual from 26 cents per hour to \$0.40/hr for oral</p>	<p>2/18/07</p>	<ul style="list-style-type: none"> • Personnel Actions

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<p><u>Article XIII: Allowances and Reimbursements (Con't.)</u></p> <p>skills and \$0.50/hr for oral/written skills (Section 13.6)</p> <p>Increase the overtime compensation for canine handlers from one-and-one-half the rate of 19.70/hr to one-and-one-half times the employees hourly rate (Section 13.7)</p> <p>Employees in the classes of Deputy Probation Officer and Senior Deputy Probation Officer who possess a Standards and Training for Corrections certificate will be eligible for a 3% differential (Section 13.8)</p> <p>Incorporate the Transit subsidy into the agreement and increase subsidy from \$35/month to \$65/month (Section 13.9)</p>	<p>2/18/07</p> <p>2/18/07</p> <p>5/1/07</p>	<ul style="list-style-type: none"> • Department • Labor Relations
<p><u>Article XVIII: Miscellaneous:</u></p> <p>Add Automatic Termination section if an employee fails to report for work and has given no notification (Section 18.7)</p>	<p>7/1/06</p>	<ul style="list-style-type: none"> • Labor Relations • Department
<p><u>Article XIX: Discipline and Discharge:</u></p> <p>Add Discipline and Discharge language to the agreement with binding arbitration. Employee or his/her representative can appeal. Costs are shared by County and SCPA if the employee is represented by</p>	<p>7/1/06</p>	<ul style="list-style-type: none"> • Labor Relations • County Counsel • Department

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<p><u>Article XIX: Discipline and Discharge: (Con't.)</u></p> <p>SCPA. If not, the County will pay all costs. (Sections 19.1 - 19.18)</p>		
<p><u>Article XX: Seniority, Layoffs and Reemployment:</u></p> <p>Modify language to provide for joint selection of arbitrator— replaces permanent panel (Section 20.20)</p>	7/1/06	<ul style="list-style-type: none"> • Labor Relations
<p><u>Article XXI: Term:</u></p> <p>Five-year term expiring June 20, 2011 (Section 21.1)</p>	7/1/06	<ul style="list-style-type: none"> • Labor Relations
<p><u>LOU: STC Certificate</u></p> <p>Grandfather four bargaining unit employees who were hired before the STC course requirement, so that they will receive the 3% incentive</p>	2/18/07	<ul style="list-style-type: none"> • Labor Relations • Personnel Actions