

**COUNTY OF SACRAMENTO PROPOSAL #2  
TO  
SACRAMENTO COUNTY ADMINISTRATIVE PROFESSIONALS ASSOCIATION  
(Administrative Unit)**

Formatted: Normal, Centered, Level 2, Keep with next

*Add new Section 11.5 and renumber Article XI accordingly:*

**11.5 RETIREMENT CONTRIBUTION**

a. Effective July 13, 2014, employees will pay one-quarter of the difference, if any, between the present employee contribution and 50% of the combined employee and employer normal cost as defined in the County Employees' Retirement Law of 1937 (1937 Act).

b. Effective July 12, 2015, employees will pay one-half of the difference, if any, between the present employee contribution and 50% of the combined employee and employer normal cost as defined in the County Employees Retirement Law of 1937 (1937 Act).

c. Effective July 10, 2016, employees will pay three-quarters of the difference, if any, between the present employee contribution and 50% of the combined employee and employer normal cost as defined in the County Employees' Retirement Law of 1937 (1937 Act).

d. Effective July 9, 2017, all employees will pay 50% of the combined employee and employer normal cost as defined in the County Employees' Retirement Law of 1937 (1937 Act).

**COUNTY OF SACRAMENTO COUNTER PROPOSAL  
TO  
SACRAMENTO COUNTY ADMINISTRATIVE PROFESSIONALS  
ASSOCIATION  
PROPOSAL ON REEMPLOYMENT**

*Amend Section 13.23 as follows:*

**13.23 ENTITLEMENT**

With respect to classes covered by this article, reemployment entitlements shall be as follows:

- a. A person who held permanent status in the class from which the person was laid off, shall during the two-year period following the effective date of layoff be entitled to be appointed from a departmental reemployment list to a vacancy authorized to be filled in that class within the department from which the person was laid off, pursuant and subject to the provision set forth in this division.
- b. A person who held permanent status in the class from which he or she was laid off, shall also, during the two-year period following the effective date of layoff, be entitled to certification from a County-wide reemployment list for a vacancy in the class from which the person was laid off, which is authorized to be filled, pursuant and subject to the provisions set forth in this division.
- c. Upon Mutual agreement of the parties, the term of a reemployment list may be extended beyond two years.

**COUNTY OF SACRAMENTO COUNTER PROPOSAL  
TO  
SACRAMENTO COUNTY ADMINISTRATIVE PROFESSIONALS  
ASSOCIATION  
PROPOSAL ON MILEAGE REIMBURSEMENT**

*Add new Section 14.4 as follows:*

**14.4 Mileage Reimbursement**

The County shall reimburse employees who agree mutually with the County to provide their private cars for use on official business in lieu of using a County-owned car. The reimbursement shall be paid monthly upon the filing of a claim by the employee. The employee shall be reimbursed for any mileage traveled at a rate based upon the Internal Revenue Service business mileage deduction rate, for the first 600 miles of reimbursement. For over 600 miles, the reimbursement would be at the Internal Revenue Service business mileage deduction rate less \$0.15 per mile.

At the discretion of the appointing authority, an employee may opt to receive the monthly minimum mileage claim of \$48 per month in lieu of submitting a claim of \$48. This option is not intended to compensate individuals who do not use a private vehicle for work, nor is it intended to increase the amount the employee would receive if actual miles were claimed.

**COUNTY OF SACRAMENTO COUNTER PROPOSAL  
TO  
SACRAMENTO COUNTY ADMINISTRATIVE PROFESSIONALS  
ASSOCIATION  
PROPOSAL ON TRANSIT PASS**

*Add new Section 14.5 as follows:*

**14.5 TRANSIT PASS**

Effective July 1, 2014, the transit subsidy shall be increased to \$75 per month.

**COUNTY OF SACRAMENTO COUNTER PROPOSAL-Revised  
TO  
SACRAMENTO COUNTY ADMINISTRATIVE PROFESSIONALS  
ASSOCIATION  
PROPOSAL ON MILEAGE REIMBURSEMENT**

*Add new Section 14.6 as follows:*

**14.6 SAFETY SHOES OR PRESCRIBED WORK BOOT**

a. Effective following approval by the Board of Supervisors but no sooner than July 1, 2014, when it is determined by the County that the wearing of safety shoes/boots is required of certain employees, the County will provide a reimbursement up to \$250.00 per year for the purchase and maintenance of a prescribed shoe/boot. The employees will be required to provide proof of purchase or repair cost of the safety shoes/boots prior to reimbursement. The County will make a reasonable effort to reimburse employees no later than thirty (30) calendar days after the employees provide proof of purchase or repair cost of the safety shoe/boot. Any amount of purchase or repair costs of the safety shoe/boot that exceeds \$250.00 in the fiscal year shall be the responsibility of the employees and not eligible for reimbursement.

b. The prescribed shoe/boot must meet the American National Standards Institute (ANSI) Standard Z41.1 Rating 75 and/or whatever local revisions the issuing Division or Section may prescribe.

c. Employees receiving the reimbursement are required to wear the prescribed shoe/boot whenever on-duty the department deems they must be worn for safety reasons or be subject to disciplinary action.

**COUNTY OF SACRAMENTO COUNTER PROPOSAL  
TO  
SACRAMENTO COUNTY ADMINISTRATIVE PROFESSIONALS  
ASSOCIATION  
PROPOSAL ON TIME OFF FOR EXAMS**

*Add Section 14.7 as follows:*

**14.7 TIME OFF FOR PROMOTIONAL EXAMINATIONS**

Employees shall be released from duty without loss of compensation while competing in County promotional examinations that are scheduled during duty hours. Such release time shall include reasonable travel time to the examination site and return to work.

**COUNTY OF SACRAMENTO COUNTER PROPOSAL  
TO  
SACRAMENTO COUNTY ADMINISTRATIVE PROFESSIONALS  
ASSOCIATION  
PROPOSAL ON JOINT LABOR MANAGEMENT COMMITTEE**

*Add the following to Article XIV:*

**TUITION REIMBURSEMENT**

The County will provide education reimbursement for education costs incurred by regular employees who apply for such reimbursement in accordance with the policies and procedures governing the education reimbursement program. The maximum reimbursement shall be ~~\$4,200~~ \$1,500 per year.

**COUNTY OF SACRAMENTO COUNTER PROPOSAL  
TO  
SACRAMENTO COUNTY ADMINISTRATIVE PROFESSIONALS  
ASSOCIATION  
PROPOSAL ON SALARIES**

*Amend Section 7.5 and 15.1 as follows:*

**7.5 SALARIES**

- a. 2013-14 Salaries: There will be neither salary increases nor equity adjustments.
- b. 2014-2015 Salaries: Effective June 29, 2014, salaries shall be increased based on the average percent of year-to-year change in the Consumer Price Index (U.S. City Average, Urban Wage Earners and Clerical Workers) reported for each of the twelve (12) months ending with the month of March, rounded to the nearest one-tenth of one percent (1/10%); provided, however, such increase shall not be less than two percent (2%) nor more than four percent (4%). Additionally, all employees shall receive a salary adjustment of 2.0% in lieu of the cost of living adjustment that would have been received in 2009-10 and 2010-11 absent amendment of the 2006-11 unrepresented salary plan.
- c. 2015-2016 Salaries: Effective June 28, 2015, salaries shall be increased based on the average percent of year-to-year change in the Consumer Price Index (U.S. City Average, Urban Wage Earners and Clerical Workers) reported for each of the twelve (12) months ending with the month of March, rounded to the nearest one-tenth of one percent (1/10%); provided, however, such increase shall not be less than two percent (2%) nor more than four percent (4%). Additionally, all employees shall receive a salary adjustment of 1.9% in lieu of the cost of living adjustment that would have been received in 2009-10 and 2010-11 absent amendment of the 2006-11 unrepresented salary plan.
- d. 2016-2017 Salaries: Effective June 26, 2016, salaries for all classes shall be increased by four percent (4%). Additionally, all employees shall receive a salary adjustment of 1.0% in lieu of the cost of living adjustment that would have been received in 2009-10 and 2010-11 absent amendment of the 2006-11 unrepresented salary plan.
- e. 2017-18 Salaries: Effective June 25, 2017, salaries shall be increased based on the average percent of year-to-year change in the Consumer Price Index (U.S. City Average, Urban Wage Earners and Clerical Workers) reported for each of the twelve (12) months ending with the month of March 2015, rounded to the nearest one-tenth of one percent (1/10%); provided, however, such increase shall not be less than two percent (2%) nor more than five percent (5%).

## **15.1 TERM**

- a. The provisions of this Agreement shall be effective on July 1, 2014, except as otherwise specifically provided.
- b. This Agreement shall remain in full force and effect from July 1, 2014, to and including June 30, 2018.

**COUNTY OF SACRAMENTO COUNTER-PROPOSAL  
TO  
SACRAMENTO COUNTY ADMINISTRATIVE PROFESSIONALS ASSOCIATION  
(ADMINISTRATIVE UNIT)  
UNION LEAVE BANK**

Union Leave Bank LOU

The parties agree to meet and confer over the establishment of a union leave bank, and shall endeavor to complete such negotiations by September 1, 2014. The bank shall include a minimum of 2,080 hours unless otherwise agreed to by the parties, and shall be funded by mandatory employee contributions. The hours must be used for matters related to representation, and shall not involve activities whose cost could not be included in an agency shop charge. Eligibility for use, payment to the County and other germane details will be addressed in the meeting and conferring.

\_\_\_\_\_  
Date

For Sacramento County:

\_\_\_\_\_  
Matt Connolly

For SCAPA:

\_\_\_\_\_  
Kim Gillingham

\_\_\_\_\_  
Mark Burstiner

**SACRAMENTO COUNTY  
AND  
SACRAMENTO COUNTY ADMINISTRATIVE PROFESSIONAL  
REEMPLOYMENT LISTS LOU**

The parties agree that the County shall provide SCAPA by January of each year any reemployment list in existence with the County. The reemployment list shall contain the class, name of the employee, and date the employee's name shall expire from the list.

**SACRAMENTO COUNTY  
AND  
SACRAMENTO COUNTY ADMINISTRATIVE PROFESSIONAL  
SALARY RELATIONSHIPS LOU**

The parties agree to reopen the contract January 1, 2016 for the purpose of discussing salary benchmarks and relationships. If those discussions result in an agreement to adjust wages for a specific class, such adjustment will be effective no sooner than June 26, 2016.

**COUNTY OF SACRAMENTO COUNTER-PROPOSAL  
TO  
SACRAMENTO COUNTY ADMINISTRATIVE PROFESSIONALS ASSOCIATION  
(ADMINISTRATIVE UNIT)  
POSTING OF VACANCIES PRIOR TO FILLING**

**LOU**

- Effective September 2, 2014, the Department of Health and Human Services and the Department of Human Assistance shall make a good faith effort to announce vacancies in the department prior to filling such vacancies.
- The announcement of such vacancies will be accomplished via an Announcement Bulletin.
- The departments may make exceptions to announcing some positions due to cases of sexual harassment, unlawful discrimination, violence in the workplace, or medical accommodations.
- This LOU shall not be subject to the grievance and arbitration procedure identified in Article V.