

Web Posting Transmittal Sheet

Meeting Date: 9/9

✓	BU #	NAME OF UNIT
	6	Health and Welfare Supervisors <i>SHAPE</i>
	10	Skilled Craft and Service Maintenance <i>Stationary Engineers, Local 39</i>
	3	Law Enforcement Employees
	4	Law Enforcement Supervisors <i>Deputy Sheriff's Association</i>
	12	Probation Employees
	15	Probation Supervisors <i>Probation Peace Officer Association</i>
	13	Correctional Officers <i>Sheriff's Custody Association</i>
	14	Correctional Supervisors <i>Teamsters, Local 856</i>
	17	Law Enforcement Management
	18	Law Enforcement Management <i>Law Enforcement Management Association</i>
	2	Nurses
	7	Regulatory, Technical and General Services
	9	Clerical Employees
	5	Health and Welfare Service Employees
	8	General Services Supervisors
	82	EH Nurses
	87	EH Regulatory, Technical, & General Services
	89	EH Clerical Employees
	90	EH Probation Employees <i>SEIU</i>
	1	Attorneys <i>Teamsters, Local 150</i>
X	11	Psychiatrists, Physicians and Dentists <i>Union of American Physicians & Dentists</i>
	16	Mid Management <i>AAIMPS</i>
	19	Executive and Senior Management <i>Professional & Technical Engineers, Local 21</i>

County Proposal(s) to Union

Union Proposal(s) to County

Proposal(s) attached.

9/9
12:51 pm

UAPD Proposals of September 9, 2019

22.6 Continuing Education Hours

~~With the approval of the Deputy Director of Health and Social Services—Health Officer, Deputy Director of Health and Social Services—Mental Health Director of the Mental Health Medical Director, or other appropriate departmental authority, a~~ ^{Effective July 1, 2020 and each July 1st thereafter, a regular full-time physician, psychiatrist or dentist may shall be granted up to fifty eighty (580) hours per fiscal year every July 1st (pro-rated for regular part-time employees) to participate in continuing education courses required for licensing as accepted by the appropriate state board Patricia Hernandez Page 1 9/9/2019 9/19 which includes requested time to take a medical examination and online courses. The continuing education hours granted will be for continuing education hours and travel time only.}

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~~Requests for continuing education time (which includes requested time to take a medical examination and online courses) must be made at least two three (23) weeks in advance, of the course or scheduled examination on forms approved by the Director of Health and Social Services and a copy of the course brochure must accompany the request. Requests will not be unreasonably denied.~~

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Continuing Education Hours (CEH) may be carried over to the next fiscal year if the employee is denied the opportunity to use his/her CEH leave during the fiscal year. Employees must request to use CEH leave for it to be considered denied. No more than one year CEH leave may be carried over to the next year and total CEH leave carry over may not exceed one hundred (100) hours at any time.

~~Effective the first full pay period including July 1, 2018 and each Effective July 1, 2020 and each July 1st thereafter, employees shall receive cash payment of two thousand Dollars (\$2,000) four thousand five hundred Dollars (\$4,500). This payment is to partially offset tuition and/or registration fees, professional membership fees, and the cost of course related materials for continuing education requirements. This payment shall be made in advance. Employees who start County employment after July 1st, shall receive within the employees first two full pay-period paychecks following date of hire, the pro-rata amount based on the number of full pay periods remaining in the fiscal year from the date of hire. This payment shall be prorated for less than full-time employees.~~

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~~Effective the first full pay period including July 1, 2018 and each July 1st thereafter, employees shall be reimbursed for up to \$550 per fiscal year for cost associated with membership in their preferred professional organization. This payment shall be prorated for less than full-time employees.~~

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8. **INCENTIVES AND DIFFERENTIALS**

8.1 **Bilingual Pay Differential**

A. Eligibility

1. Any bilingual person employed in a designated public contact position, which has been assigned duties involving regular and frequent use of bilingual skills, shall be eligible to receive the additional compensation.
2. Regular and frequent use shall mean using the skill on the average of once per workday and/or fifty percent (50%) of the time. However, exceptions can be made at the discretion of the Department and concurrence of the Director of Human Resources for unique circumstances.
3. Any bilingual employee who has been assigned duties involving the use of bilingual skills (e.g., interpreter) may be eligible to receive the additional compensation provided in this Section.
4. ~~The provisions of this Section shall be limited to those employees occupying permanent, probationary or limited term full-time positions.~~
5. The provisions of this Section shall not apply to supervisory positions with the exception of working supervisors who spend at least fifty percent (50%) of their time in direct contact with the public.
6. The compensable second languages shall be limited to those required in the delivery of public services to the various target groups within the County (e.g., Spanish, Chinese, Filipino).

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B. Bilingual Pay Differential

1. Designated employees shall be eligible to receive additional compensation at the rate of ~~\$65.00~~ \$200 per pay period prorated for part-time employees. ~~(approximately \$1,690.00 per year).~~
2. Such compensation shall be effective the first day of the payroll period following certification by the Human Resources Department that the employee is eligible to receive the bilingual differential.

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C. Termination of Bilingual Compensation

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The bilingual differential allowance shall cease when any of the following occurs:

1. The employee terminates his/her employment with the County
2. The employee is released from County employment.
3. The position is determined to no longer require bilingual skills.
4. The employee is assigned to a position not requiring the bilingual ability.

An employee who is on leave-of-absence without pay during a pay period shall receive the bilingual differential in proportion to the relationship the time worked during that pay period bears to eighty (80) hours.

D. Procedures for Requesting the Bilingual Differential Allowance

1. Recommendations for bilingual appointments shall be submitted by Department Heads to the Human Resources Department and shall include:
 - a. Name and class of each employee recommended for duties requiring bilingual skills.
 - b. A description of the bilingual duties to be performed by each employee in sufficient detail to indicate second language to be utilized, purpose, nature and frequency of use.
 - c. Location of assignment.
2. An employee may appeal the recommendation of the department head to the Director of Human Resources who shall evaluate the recommendation and approve or deny the request. The Director of Human Resources or his/her designee's decision shall be final.

8.2 Standby Pay Differential

Standby is any time other than time when the employee is actually on duty and during which an employee is not required to be on county premises but to stand ready to immediately report for duty and must arrange so that program staff can reach him/her on ten minutes notice or less. If an employee is placed on standby duty, such employee shall be compensated for the time spent on assigned standby at ~~four (\$4.00) dollars per hour~~ the rate of 1.0 times his/her base rate of pay for each four (4) hours of call (1:40).

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