

2006-11 AGREEMENT  
ENVIRONMENTAL SPECIALISTS  
SUPERVISORY AND NON-SUPERVISORY UNITS  
CONTRACT IMPLEMENTATION SCHEDULE

Summary	Effective Date	Responsibility For Implementation
<p><b><u>Section 9: Salaries</u></b></p> <p>3% salary increase for all classes in the unit. (Section 9.1-a.)</p> <p>5% equity increase for all classes in the unit. (Section 9.2-a.)</p> <p>2%-5% increase based on the average of the averages for CPI from April 2006-March 2007. (Section 9.1-b.)</p> <p>2%-5% increase based on the average of the averages for CPI from April 2007-March 2008. (Section 9.1-c.)</p> <p>5% equity increase all classes in the unit. (Section 9.2-a.)</p> <p>2%-5% increase based on the average of the averages for CPI from April 2008-March 2009 (Section 9.1-d.)</p> <p>2%-5% increase based on the average of the averages for CPI from April 2009-March 2010. (Section 9.1-e.)</p> <p>5% Equity increase all classes in the unit (Section 9.2-a.)</p>	<p>6/25/06</p> <p>6/25/06</p> <p>6/24/07</p> <p>6/22/08</p> <p>6/22/09</p> <p>6/20/10</p>	<ul style="list-style-type: none"> <li>• Personnel Actions</li> <li>• Labor Relations</li> <li>• Personnel Actions</li> <li>• Labor Relations</li> <li>• Personnel Actions</li> <li>• Labor Relations</li> <li>• Personnel Actions</li> <li>• Labor Relations</li> <li>• Personnel Actions</li> </ul>
<p><b><u>Section 9: Leaves</u></b></p> <p>Modifies family death leave to include domestic partners and specified relatives of domestic partners. (Section 8.8)</p>	<p>7/1/06</p>	<ul style="list-style-type: none"> <li>• Labor Relations</li> <li>• Departments</li> </ul>

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Summary	Effective Date	Responsibility For Implementation
<p>Modifies parental leave to include domestic partners. (Section 8.8.a)</p> <p>Incorporates Chapter 2.78 of the County Code (Section 8.11)</p>	7/1/06	<ul style="list-style-type: none"> <li>• Labor Relations</li> <li>• Departments</li> </ul>
<p><b><u>Section 10: Health and Welfare</u></b></p> <p><u>Tier A – Effective 1/1/07</u> Effective 1/1/07, 80% County contribution, up to \$615 cash back and \$150 PSI. Effective 1/1/08, freezes contribution rates at 2007 levels, freezes cashback 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 7.2.a)</p> <p><u>Tier B</u> Establishes a Tier B with 80% tie for employee and family rates. (7.2.b)</p> <p>Limits health care plans offered to Kaiser traditional HMO, 1 non-Kaiser traditional HMO and up to 2 high deductible health plans featuring a voluntary Health Savings Account. [Section 7.2.c (1)]</p> <p>Eliminates catastrophic health plan and requires initial proof of comparable group coverage to waive County coverage. [Section 7.2.c (2)]</p> <p>Establishes default medical plan enrollment at the lowest premium high deductible health plan (Section 7.2.d)</p>	<p>1/1/07</p> <p>1/1/07</p> <p>1/1/08</p> <p>1/1/08</p> <p>1/1/08</p>	<ul style="list-style-type: none"> <li>• Benefits</li> <li>• Personnel Actions</li> <li>• Labor Relations</li> </ul>

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<p>Established a retiree health savings plan (RHSP) at \$25 per payperiod (Section 7.3)</p> <p>Adjusts basic employee life insurance benefit to \$18,000 (Section 7.5.a)</p> <p>Adjusts basic dependent life insurance benefit to \$5,000 (Section 7.5.b)</p>	<p>12/24/06 or as soon as administrative feasible</p> <p>12/5/06</p> <p>12/5/06</p>	
<p><b><u>Section 12.3: Transit Pass</u></b></p> <p>Increases transit pass subsidy from \$35 to \$65 per month. (Section 12.3)</p>	<p>7/1/06</p>	<p>Employee Transportation Program Manager</p>
<p><b><u>Section 9.7: Standby Assignments</u></b></p> <p>Specifies eligibility for call back pay (Section 9.7.b)</p> <p>Specifies call back pay of minimum of one (1) hour compensation for non-office or non field visit [Section 9.7.b (2)]</p>	<p>12/5/06</p>	<ul style="list-style-type: none"> <li>• Personnel Actions</li> <li>• Departments</li> <li>• Labor Relations</li> </ul>
<p><b><u>Section 9.11: Pay Differential</u></b></p> <p>Clarify provision—employees properly assigned in writing to higher class duties to receive additional 5% compensation (Section 9.11.a)</p>	<p>12/5/06</p>	<ul style="list-style-type: none"> <li>• Personnel Actions</li> <li>• Departments</li> </ul>
<p><b><u>Section 11.20: Appointment of Arbitrators</u></b></p> <p>Revises process for selecting an arbitrator in the event of a dispute over layoff procedure. (Section 11.20.a)</p>	<p>7/1/06</p>	<ul style="list-style-type: none"> <li>• Labor Relations</li> </ul>

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<p><b><u>Section 15.1: Letters of Reprimand</u></b></p> <p>Delete subsection 15.1.d</p>	12/5/06	<ul style="list-style-type: none"> <li>• Departments</li> <li>• Labor Relations</li> </ul>
<p><b><u>Section 15.2: Safety Shoes/Boots Reimbursement</u></b></p> <p>Changes prescribed shoe/boot criteria to standards established in Departments' Injury and Illness Prevention Program plan (Section 15.2)</p>	12/5/06	<ul style="list-style-type: none"> <li>• Departments</li> <li>• Labor Relations</li> </ul>
<p><b><u>Section 15.3: Automatic Resignation</u></b></p> <p>Add new section to provide for automatic resignation for employees who are absent without leave for five (5) consecutive workdays. (Section 15.3)</p>	12/5/06	<ul style="list-style-type: none"> <li>• Departments</li> <li>• Labor Relations</li> </ul>
<p><b><u>Article 13: Discipline &amp; Discharge</u></b></p> <p>Defines "Parties" as the Union and the County (Section 13.2)</p> <p>Provides that Union and County share equally, costs of discipline arbitration (Section 13.16)</p>	12/5/06	<ul style="list-style-type: none"> <li>• Labor Relations</li> <li>• County Counsel</li> <li>• Civil Service Commission</li> </ul>
<p><b><u>Article 20: Term</u></b></p> <p>Five-year term expiring June 30, 2011. (Section 20.1)</p>	7/1/06	<ul style="list-style-type: none"> <li>• Labor Relations</li> </ul>