

Δ Proposal
6/30/23 @ 7:10 PM

**APPENDIX C – PUBLIC HEALTH NURSING UNIT
Cover Letter**

C.2 – Public Health Nurses Voluntary Reduced Work Hours: In the parties' June 30, 2023, bargaining session, the County and PHN teams discussed the logistics required for implementation of a seven- and one-half percent (7.5%) VRWH option. The parties agree that the County cannot guarantee the date upon which a seven- and one-half percent (7.5%) VRWH option will be available, with the understanding that the County will endeavor to complete the implementation no later than August 2024 and will try to make it available by February 2024.

TA
06/10/23
6/30/23 @ 8:13P



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CMM
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The County reserves the right to amend, modify, and/or make additional proposals as discussions during bargaining sessions commence. All agreements are tentative until full and final agreement is reached.

**County's Counter Proposal #8 to SEIU-June 30, 2023
Appendix C-Public Health Nursing Unit**

APPENDIX C – PUBLIC HEALTH NURSING UNIT

Package Proposal: C.1 and Classification Study – PHN Classification Series

C.1 – Job Classifications – County Not in Agreement w/ UP from June 26, 2023, and County modifies CP dated June 28, 2023, on June 30, 2023

The following job classifications will be represented by the Public Health Nurse Unit:

Job Code	Job Title
S50	Public Health Nurse I
S48	Public Health Nurse II
S47	Public Health Nurse III
S45	Public Health Nurse Specialist

The salary shall be identified by job code and listed in Appendix A.

Salary Adjustments:

Consistent with the County Classification Report for the Public Health Nurse Classification Series dated June 28, 2023, the County and Union agree to the terms of the Classification Study, including but not limited to, PHN job specifications and County-recommended salary adjustments. Effective after adoption by the Board of Supervisors (salary ordinance amendment effective the first pay period after the second reading by the Board of Supervisors), the following classifications shall receive realignments as listed below:

JOB CODE	CLASSIFICATION	SALARY ADJUSTMENT
S50	Public Health Nurse I	5.00%
S48	Public Health Nurse II	5.00%
S47	Public Health Nurse III	5.00%
S45	Public Health Nurse Specialist	6.50%

From: SCCo To: SEIU June 30, 2023

This proposal includes all previous proposals unless specifically modified herein.

All TAs subject to ratification by the BOS.

New language is underlined.

Deleted language is ~~struck through~~.

Current contract language is CCL.

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Handwritten signatures and initials in blue ink. Includes 'JA', 'CMM', 'NN', 'KS', and 'AA'.

The County reserves the right to amend, modify, and/or make additional proposals as discussions during bargaining sessions commence. All agreements are tentative until full and final agreement is reached.

Salary realignment proposals for the Public Health Nurse Unit may be submitted during Public Health Nurse Unit negotiations.

Realignments:

Effective after adoption by the Board of Supervisors (salary ordinance amendment effective the first pay period after the second reading by the Board of Supervisors), the following classifications shall receive realignments as listed below:

JOB CODE	CLASSIFICATION	REALIGNMENT
S50	Public Health Nurse I	5.00%
S48	Public Health Nurse II	5.00%
S47	Public Health Nurse III	5.00%
S45	Public Health Nurse Specialist	5.00%

C.2 – Public Health Nurses Voluntary Reduced Work Hours

All classes within the Public Health Nursing Bargaining Unit shall have a right to elect the five percent (5%) option of the Voluntary Reduced Work Hours (VRWH) Program as described in Article 8, Section 8.13.

Once the County implements a seven and one half (7.5%) VRWH option, PHNs may elect the seven and a half (7.5%) VRWH option, subject to management approval, in accordance with Article 8, Section 8.13.

C.3 – Accumulated Time Earned – PHN I-III and PHN Specialist shall receive a 2.5% wage increase in exchange for deletion of section C.3 – Accumulated Time Earned.

~~Public Health Nurses I, II, III, and Public Health Nurse Specialist(s) shall be provided six and one-half (6.5) additional days of vacation per year to be used in accordance with prescribed vacation scheduling procedures. The parties recognize that this program is extended to those classifications which have an alternate pay plan two and one-half percent (2 1/2%) below the regular pay or two and one-half percent (2 1/2%) below the regular pay for those workers on the Voluntary Reduced Work Hours Program.~~

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