

**SEIU Local 620 and City of Santa Barbara General Unit 2018
PROPOSAL: #4**

Item #	Article #	SEIU LOCAL 620	CITY OF SANTA BARBARA
1	52	Term: Open	Term: 18 Months: March 31, 2018 to September 30, 2019
2	19	<p>JOB SAFETY: 1. City open to further discussion about addressing threats of violence to employees from members of the public (regardless of housed status). The City shall have a comprehensive draft plan and present to the Union by March 31, 2018 addressing employee safety in the field. In order to address issues related to the City owned and operated buildings, parking lots, parks and other facilities where the transient population assemble or reside, proper safety measures need to be addressed for the protection of all City employees who work around or within these areas. Sworn Law Enforcement should be made available to assist with the removal of the individuals who could pose a threat to unarmed non-sworn City employees who would not be able to defend themselves if and when a threat might occur.</p>	<p>Job Safety: All employees who are identified as working in the field or at a public counter with frequent interaction with the public, and who have not received workplace security training within the last year, will receive workplace security training within the first year following ratification. Training will be provided to all such employees every two years thereafter. Such training will include assignment-specific guidance on safety protocols for handling interactions with aggressive or potentially violent individuals.</p>
3	44	BOOT CARDS: Agree to work in IBN model.	<p>Boot Cards: Eliminate boot cards. City will bring in boot vendor(s) not fewer than two times per year and employees may purchase one pair of qualifying steel - toed safety shoes annually from said vendor(s) with up to a cumulative cost of \$230. [Propose to this issue in IBN model]</p>

4	49	SICK LEAVE CAP: No change to 2080 hour (one year) cap Same as supervisors and managers(No Cap), but not to go below current general bargaining unit sick leave cap (2080).	SICK LEAVE CAP: : No change to 2080 hour (one year) cap
5	62	VACATION CAP: No change to 296 hour (7.4 weeks) cap Same as supervisors and managers(392 hours), but not to go below current general bargaining unit vacation cap (296 hours).	VACATION CAP: No change to 296 hour (7.4 weeks) cap
6	65	WORK SCHEDULE: Reject.	WORK SCHEDULE: 1.Remove the requirement that employee work schedules include two consecutive days off, for Library Staff only.
7	42 (G)	Retirement-Deferred Comp: 457 match for all PEPRA employees; City will pay \$200 one-time matching funds for PEPRA employees who start 457 plan.	Retirement-Deferred Comp: 457 match no change.
8	62	Vacation Rollover to 457: No change. After using 80 hours of vacation (prorated for part-time employees), once a year rollover up to 100 hours in increments of 10.	(City Renamed) Vacation Cash-out: No change.
9	NA	Effects of Class A License: Work in IBN model.	Effects of Class A License: City will be requiring all existing Streets Maintenance Worker II and above to have a Class A driver's license by July 1, 2019. City will provide on - duty driver training and reimburse employees for DMV fees related to getting the license. (Note: department confirms that new paving equipment will require a Class A) Work in IBN model.
10		Change City's HSA contribution as follows: Employee only: \$287.50/total(current HSA limit of \$3,450), not a match Employee +1: to \$125/month total	Change City's HSA contribution as follows: Effective January 1, 2019 employee in the PPO option coordinated with the Health Saving Account (HSA) will be eligible for a City paid contribution to the HSA:

		<p>match Family: to \$100/month total match Effective upon ratification of contract</p>	<p>Employee only: To \$287.50 per month total (current HSA limit of \$3,450), not a match. Notwithstanding the above, the combined cost of the City's contribution to the Insurance premium plus the City's HSA contribution will not exceed the \$1,110 City-Paid maximum contribution per month.</p>
11		<p>Salary Increase: 3.7% per year of the contract.</p>	<p>Total Compensation Changes: City proposes the following: Salary increase costs July 7, 2018: 0.5% total cost January 5, 2019: 0.5% total cost</p>
12		<p>Inequities: Update inequities and bring them up to current market value. All employee's below market to be brought to market. Not to be part of the total comp package.</p>	<p>Inequities:City proposes not to address labor market in this agreement, as Inequities were already addressed in FY 2017. However, if labor market is considered, the cost of any inequities addressed would be part of, and not in addition to, the above cost increase proposal.</p>