

SEIU: NEW CONTRACT IMPLEMENTATION PLAN

Following the ratification of the new 2-year contract with SEIU, changes to unit members' medical benefits and salaries will be implemented according to the plan outlined below. This plan is based on our operational capacity and to make sure unit members are paid accurately.

MEDICAL BENEFIT INCREASE:

1. Special Open Enrollment (SOE) – **2/6/2023 to 2/24/2023.**
 - a. The effective date for medical plan changes will be **4/1/2023.**
2. New Contributions –
 - a. The increased County Office contribution amounts will be on the **2/28/2023** paychecks for unit members.
 - b. Refund of excess payments to eligible unit members will be on the **2/28/2023** paychecks.

SALARY INCREASES:

Items processed effective upon ratification and Superintendent's approval (**February 28, 2023**):

1. Walden West overnight stipend.
2. SOC sub coverage

Items to be processed for payment on **March 31, 2023**:

1. 10% increase for the OTBS and OSS units.
2. 12.5% increase for the Para unit.
3. Retros on the salary increases for all 3 units.
4. Addition of Steps 6 and 7 to all salary schedules, and retro step payment for eligible staff based on anniversary dates.
5. Increased Longevity payment for all units.
6. Increased OT/PT Lead and Certification stipends.
7. Increased stipend for Environmental Education Specialists
8. Increased allowances for (a) Safety shoes, (b) Pants, (c) Smocks/Lab Shirts for eligible staff.
9. Timesheets submitted with March payroll will be processed with the new hourly rates.

Items to be processed for payment on **April 30, 2023**:

1. Retro payments for timesheets that were submitted for the period 9/1/22 - 2/25/23.

Items to be processed for payment on **September 1, 2023**:

1. 5% increase for the OTBS and OSS units.
2. 7.5% increase for the Para unit.