

## **WAGES**

### 2022

Effective January 2, 2022 all individual employee pay rates shall be increased by 2.5%.  
\$500 recognition pay to all employees employed 01/02/2022

### 2023

Effective January 1, 2023 all individual employee pay rates shall be increased by 2.5%.

### 2024

Effective December 31, 2023 all individual employee rates shall be increased by 2.5%.

The GSA will also be applied to the max and the min of each job class each year as indicated above.

## **PROGRESSION - 2022, 2023, 2024**

As awarded by the Arbitrator, employees not at the maximum of their salary range are eligible for a 5% progression increase on their anniversary date, provided the employees work performance evaluation is “valued” or higher.

## **MARKET ADJUSTMENTS - 3 CLASSES**

A market adjustment (above and beyond the general increases listed above) will be made to 3 job classes with a market, retention or pay equity (gender) issue as defined by the County. Minimum and maximum rates will be adjusted prior to the application of the 2022 GSA. Unless an adjustment is needed to move an individual to the new minimum rate, individuals’ pay will not be immediately increased but, instead, will move toward the new maximum rate through the standard increase processes (general salary adjustments and progression).

### **HCSDA CLASSES receiving a market adjustment:**

Sheriffs, Deputy  
Sheriffs Crime Scene Investigator  
Sheriffs Detective

## **HEALTH INSURANCE**

### **Employee Contributions toward Health Premiums, 2022, 2023, 2024**

- Health Insurance Plan Design Changes, 2022 The Labor Management Health Care Committee (LMHCC) unanimously recommended minimal plan design changes this year and a 4.2% total premium increase.
- Health Insurance Premium and Plan Design Changes, 2023, 2024, 2025. Under the terms of the prior contract, the Labor Management Health Care Committee (LMHCC) unanimously recommended the continuation of the consensus process for the purpose of setting plan design and premium for the years 2023, 2024, 2025.

- Commitment not to enact a premium holiday in either 2022 or 2023.

## **OTHER BENEFITS**

**PAID PARENTAL LEAVE** - **Increased** from 3 weeks to 12 weeks.

**SICK LEAVE** – Language change to allow employee to utilize sick leave balances for mental health status.

**TRANSIT SUBSIDY** - The transit subsidy will increase from 50% to 70% for both the Metro Pass and the Go To Card.

## **ENHANCED PTO PROGRAM** – Effective 1/1/2023

- All employees in PTO Schedule 1 move to Schedule 2. This adds 2 days of PTO
- New employees beginning 1/1/23 must choose PTO (and not vacation/sick)
- Effective with Open Enrollment 2022 (for cash out in 2023), up to 50 hours of vacation/PTO cash out allowed. The decision to provide cash-out each year remains discretionary with the County Administrator.
- Related changes to the Vacation/ PTO and Severance articles

## **OTHER MISCELLANEOUS CHANGES INCLUDE**

- Juneteenth Holiday MOU language officially added to the contracts, as well as the Leave Day with Pay which is deposited the pay period including Christmas Eve.
- Update all gendered language throughout contract to gender-neutral language.
- Change calendar year to payroll year in military reserve training article for consistency with current practice.

## **MEET AND CONFER**

The parties will *meet and confer* on the following topics during the term of the agreement:

- Article 7 – Seniority – Squad Bidding
- Random and Mandatory Drug Tests
- Uniform Issues

## **PAST PRACTICES ENDED**

- Vacation/PTO Run out before retirement ended 12/31/2021 as previously communicated.