

TO: County Office Employees

FROM: Larry Oshodi, Assistant Superintendent – Personnel Services

DATE: November 1, 2022

RE: SEIU Contract Negotiations Update

DocuSigned by:
Larry Oshodi
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On Tuesday, October 31, 2022, the County Office and SEIU bargaining teams met and exchanged proposals on outstanding articles.

The County Office maintained the proposal of a two-year contract with a 10% pay increase for 2022/2023 and a 5% pay increase for 2023/2024. The County Office also maintained the proposal to further increase salaries by extending the salary schedule for all positions from 5 steps to 7 steps, as well as increasing all longevity pay rates.

The County Office continues to propose increases specifically for paraeducators and custodians by adding an extra 2.5% pay increase for all positions on the Paraeducator salary schedule for a total increase of 12.5% for this year. For custodians, a new Custodian II position will be established thereby providing a professional growth pathway and a pay increase for our current and future custodians. The Custodian II proposed pay will be an increase of about 7% (per hour). Also, another Lead Custodian position will be established to provide a promotional opportunity for one of our current custodians.

Regarding benefits, the County Office also maintained the proposal to increase the Office's medical contribution to \$1,588.00 per month for the 2022/2023 benefit year, and \$1,620.00 per month for the 2023/2024 benefit year. Due to the increase in the employer contribution towards the medical plans, the employee cost for all medical plan options will decrease significantly, making 4 of the 6 plan options available with no additional employee contributions for full-time employees.

The parties are in the process of scheduling their next bargaining session. The County Office values and appreciates all employees and remain committed to working expeditiously to bring these negotiations to a successful conclusion.