

SUMMARY OF SPMG MOU CHANGES
EFFECTIVE JULY 1, 2022

Article 1, Recognition:

- Term of the agreement begins July 1, 2022.

Article 2, Duration:

- Agreement terminates on June 30, 2025.

Article 10, Discipline and Dismissal:

- Added language regarding OC San's handling of "no call/no show" for employees who fail to provide any notice to their supervisor and fail to report to work for three (3) or more consecutive days, to include discipline up to and including termination.

Article 11, Grievance Procedure:

- Language to specify that a copy of the grievance documentation must be submitted to the Director of Human Resources in addition to the Department Head.

Article 13, Salary Adjustments and Compensation:

Salary: Year 1 – 4.5% Salary Increase
 Year 2 – 4.0% Salary Increase
 Year 3 – 3.5% Salary Increase

Lump Sum Payment: One-time lump sum payment of \$1500 for each member of the group hired or promoted as of the last day of the first full pay period in July 2022.

Article 14, Severance Pay

- Removed language that employees are expected to give a minimum of two weeks written notification when terminating employment with the OC San. (This language was moved to Article 51 – Resignation.)

Article 15, Deferred Compensation:

- Effective the first full pay period in July 2022, employees covered by OCERS Plans B and U and who participate in the deferred compensation plan, are eligible to receive up to a \$235 per month matching OC San contribution.

Article 16, Holidays:

- Added Martin Luther King, Jr. holiday, and removed Lincoln's birthday holiday.
- Updated floating holiday language to say employees will be granted each calendar year "hours equal to and no less than one (1) regular workday", which may be used in quarter hour increments rather than full day.

Article 17, Hours of Work:

- OC San may provide the option of telecommuting, as set forth in the Telecommuting Policy.

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Article 20, Insurance:

- Inclusion of the previously negotiated Health Reimbursement Arrangement reopener language.
- Effective the last full pay period in October 2022, OC San will contribute \$50 per month to each employee's HRA account.
- Language to specify calculation of benefits for retiring employees is based on continuous service for benefitted employment only, time worked as an intern or in a non-benefitted status will not count.

Article 23, Probationary Period:

- Change from six months to one year (Development Pay eligibility remains at 6 months).
- Added language clarifying at-will status of probationary employees.

Article 27, Leaves of Absence with Pay:

- Add language to support HRA contributions based on applicable accrued leave banks.

Article 25, Retirement

- Removed language associated with Plan G as it is no longer applicable.

Article 28, Leave-Of-Absence Without Pay

- Updated language as it relates to new CFRA laws.

Article 29, Classification Studies:

- Added language to clarify that employee reclassification request decisions made by the Human Resources Department are final and not subject to appeal, problem-solving, or the grievance processes.
- Added language for a re-opener to meet and confer regarding the comparison agencies used for any classification and compensation studies.

Article 51, Resignation:

- Added clarifying language about the requirement for employees to give a minimum of two (2) weeks advanced written notification prior to leaving OC San, and irrevocability provisions.

Minor administrative changes and language updates throughout.