Date 3/10/26

Proposal from SEIU 1021 to San Joaquin County OOT and Supervisors Units

OOT Unit

Section 4.16 NEW SECTION Probation Department Background Supplement-Clerical Classifications

Employees in the below classifications who are subject to an enhanced background check will receive a supplement of 2.5%

Office Assistant

Office Assistant Specialist

Senior Office Assistant

Office Secretary

Executive Secretary

Supervisors Unit

Section 4.16 NEW SECTION Probation Department Background Supplement-Clerical Classifications

Employees in the below classifications who are subject to an enhance background check will receive a supplement of 2.5%

Office Supervisor

Senior Administrative Supervisor

For the Union_____

For the County_____

Date: 3/10/26

Proposal from SEIU 1021 to San Joaquin County OOT Unit

Salary Compaction, Communications Dispatcher Series

For the past five to six years, there has been an issue with the Salary Spread in the Communication Dispatcher Series being out of whack. This was done back when we bargained during COVID and an equity was granted within the series, but only to one specific classification. In order to address this, the Union is making the following proposal:

A five (5) percent increase to the classification of Communications Dispatch III only. This would create an equal spread between the Series II, III, IV.

This would be applied prior to any COLA/Equity applications.

For the Union_____

For the County_____

Date 3/10/26

Proposal from SEIU 1021 to San Joaquin County Para Pro Unit

NEW SECTION

Section 4.2.6.6 Forensic Autopsy Supplement

Employees in this classification, who routinely and consistently are exposed to biohazards and/or other hazardous materials in the course of their job duties shall receive a supplement of 5%:

For the Union_____

For the County_____

Date 3/10/26

Proposal from SEIU 1021 to San Joaquin County Supervisors Unit

4.2.14 MFT/LCSW License Pay NEW SECTION

Mental Health and Clinical Social Worker professionals who possess a Licensed Clinical Social Worker (LCSW) or Marriage & Family Therapist (MFT) license and oversee other trainees and associates seeking to obtain such licensure(s) shall be guaranteed one (1) hour of cash compensation per week at the rate of time and one half.

For the Union_____

For the County_____

Date 3/10/26

Proposal from SEIU 1021 to San Joaquin County SIC contract

9.2.1 New Section CORE Training

Employees in the following classifications who work at Peterson Juvenile Hall and Camp Peterson will receive a five (5%) percent base wage adjustment upon completion of the California Corrections Core Training Course. Employees currently employed who have already satisfactorily completed the course shall be adjusted upon ratification of this agreement.

_____ **Juvenile Detention Officer Assistant**

_____ **Juvenile Detention Officer**

_____ **Juvenile Detention Unit Supervisor**

_____ **Juvenile Detention Facility Supervisor**

For the Union _____

For the County _____

Date: 3/10/26

Proposal from SEIU 1021 to San Joaquin County ALL MOU'S

NEW SECTION

Section 11.1.2 Performance Evaluation Dispute Process

Within five (5) days of receiving an evaluation, an employee may meet with their direct supervisor to clarify specific ratings and provide any pertinent information that may not have been taken into consideration.

If there has not been a satisfactory outcome to the above step, the employee may give a written rebuttal, detailing the pertinent facts in dispute, to Human Resources, within five (5) days of the direct supervisor's response. Human Resources shall set a meeting with the employee within ten (10) days of receipt of the written rebuttal.

Within five (5) days of the meeting between Human Resources and the employee, a neutral third party will make a final determination if any adjustments shall be made to the evaluation in question.

All documentation submitted shall be attached to the employee's evaluation and employee's personnel file.

For the Union_____

For the County_____

Date 3/10/26

Proposal from SEIU 1021 to San Joaquin County (Amended from 2/17/26)

Safety, Investigative and Custodial MOU

4.2.14 Facility Pay (SIC)

Employees in the following classifications will receive a supplement of 3% of base salary for each hour worked in the Jail while working with or supervising inmates:

Sheriff Central Services Assistant

Sheriff Central Services Worker Sheriff

Inmate Labor Specialist I/II/III

Sheriff Material Specialist I/II/III

Inmate Case Worker

Work Program Specialist I/II

Custody Recreation Assistant

Custody Recreation Supervisor

For the Union_____

For the County_____

Date 3/10/26

Proposal from SEIU 1021 to San Joaquin County All Bargaining Units

NEW SECTION

Section 9.4

Joint Training and Education Trust Fund

To support the joint mission of a well-trained, fully staffed, workforce capable of delivering high-quality affordable care to the community, the Union and Employer agree to provide employees access to education and training programs through the SEIU-UHW and Joint Employer Education Fund (The Education Fund).

The Employer hereby agrees to contribute 0.33% of the collective bargaining unit's annual payroll, in each year of the Agreement, to the Education Fund. Said contribution payments for each year shall be payable no later than February 28 of the following calendar year and shall be based on the W-2's for the prior year. In the event of partial years, the Employer shall contribute based on a pro rata basis. The Employer further agrees to be bound by the terms of the Trust Agreement, the Plan Document, and the rules and regulations adopted by the Trustees of the Fund.

For the Union_____

For the County_____

Date 3/10/26

Proposal from SEIU 1021 to San Joaquin County Para Pro Unit

NEW SECTION

4.2.14 Facility Pay

Employees in the following classifications will receive a supplement of 3% of base salary for each hour worked in the Jail while working with or supervising inmates:

Senior Social Worker

Social Worker

For the Union_____

For the County_____

Date 3/10/26

Proposal from SEIU 1021 to San Joaquin County TLI Unit

Section 4.2.13.1 Public Works Supplement (Amended from 2/26/26)

All employees, in the classifications listed below, who routinely and consistently are exposed to biohazards and/or other hazardous materials in the course of their job duties shall receive a supplement of 5%:

Equipment Operator I, II

Equipment Operator Foreman

Equipment Service Worker I, II, III

Heavy Equipment Mechanic

Highway Maintenance Worker

Solid Waste Recovery Worker I, II

Senior Solid Waste Recovery Worker

Transfer Truck Driver

Welder

For the Union_____

For the County_____