

**SUBMITTAL TO THE FLOOD CONTROL AND WATER CONSERVATION DISTRICT BOARD
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**

234B



FROM: General Manager-Chief Engineer

SUBMITTAL DATE:

January 10, 2006

SUBJECT: Approval of the 2006 - 2009 Memorandum of Understanding with Service Employees International Union (SEIU), Local 1997

RECOMMENDED MOTION:

That the Board of Supervisors approve the tentative agreement for the 2006 - 2009 Memorandum of Understanding between the Service Employees International Union (SEIU) and the County of Riverside (Attachment A). We recommend that the Board approve the flexible benefit contributions effective December 22, 2005, and the wage increase effective January 19, 2006, respectively, pending ratification by the represented members.

BACKGROUND:

See page 2.

FINANCIAL:

Sufficient funds are available in the District's current year budget and will be appropriated in future fiscal year budgeting.

Warren D. Williams

**WARREN D. WILLIAMS
General Manager-Chief Engineer**

FINANCIAL DATA

Current F.Y. District Cost:	\$120,000.00	In Current Year Budget:	No
Current F.Y. County Cost:	\$0.00	Budget Adjustment:	Yes
Annual Net District Cost:	\$120,000.00	For Fiscal Year:	2005/06

SOURCE OF FUNDS: Flood Control General Administration Fund
 \$80,000.00 15100 947200 510040 General Fund Regular Salaries
 \$40,000.00 15100 947200 518100 General Fund Budgeted Benefits

Positions To Be Deleted Per A-30	<input type="checkbox"/>
Requires 4/5 Vote	<input checked="" type="checkbox"/>

C.E.O. RECOMMENDATION:

APPROVE

County Executive Office Signature

S. Siggard

- Dep't Recomm.: Policy
- Per Exec. Ofc.: Policy
- Consent
- Consent

Prev. Agn. Ref.:

District: All

Agenda Number:

11.8

**FLOOD CONTROL AND WATER CONSERVATION DISTRICT BOARD SUBMITTAL
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**

SUBJECT: Approval of the 2006-2009 Memorandum of Understanding with Service Employees International Union (SEIU), Local 1997

SUBMITTAL DATE: January 10, 2006

Page 2

BACKGROUND

SEIU, which represents approximately 4,800 employees, asked to open negotiations for a new Memorandum of Understanding. Discussions started on August 11, 2005, and sixteen (16) bargaining sessions were held. A tentative agreement for a new forty-two (42) month Memorandum of Understanding, covering 2006 through 2009, was reached on December 19, 2005, and the cost of the contract does not exceed the parameter given by the Board of Supervisors. SEIU has advised that they plan to have this agreement ratified by ballot of the represented members on January 13, 2006.

A summary of the key elements of the tentative agreement is attached (Attachment B).

The Memorandum of Understanding provides the employees in the SEIU represented bargaining units parity in flexible benefit contributions with other represented units. Additionally, the agreement provides for subsidization by the County of the family and two-party premiums of \$100 and \$25, respectively, to assist employees with families to pay for the increased costs of medical insurance. At a time when the cost of health care is rising dramatically, granting increases in medical benefits to provide employees with the ability to pay for medical coverage is a prudent and cost effective course of action. The Memorandum of Understanding also provides reasonable salary enhancements for county employees represented by SEIU and adjusts various special pays to correspond with market and workplace conditions.

The parties also agreed to setup a subcommittee to cooperate in a non-substantive cleanup of the Memorandum of Understanding pertaining to language, spelling, grammar, and formatting following the approval/ratification of the successor Memorandum of Understanding. We will return to the Board with any amendments to the Memorandum of Understanding that result from this cooperative effort.

We recommend approval of the Memorandum of Understanding. Costs for the contract will be borne by operating Departments.

Tentative Agreement

Between

County of Riverside

And

SEIU, Local 1997

Date: December 19, 2005

**ARTICLE 1
TERM**

Section 1. Term.

Amend to reflect: January 1, 2006, to midnight, June 30, 2009.

**ARTICLE IV
WORKWEEK, OVERTIME AND PREMIUM PAY**

Section 2. Overtime

A. Overtime Work Defined. Overtime work is authorized work in excess of the maximum hours of the established FLSA work week or work performed when the employee is called back to meet an emergency on a holiday or is in a stand-by or call duty status. It does not include regularly scheduled work on a paid holiday.

B. Overtime Provisions of the Fair Labor Standards Act. Except as set out in paragraph C below, employees in classifications that are not exempt from the Fair Labor Standards Act (herein referred to as "FLSA") shall be compensated for overtime consistent with the Act. The Human Resources Director and County Counsel shall determine which classes of positions are exempt from the FLSA.

C. Double Time Employees in the following classifications shall be eligible to receive overtime credit at two times such actual hours for authorized overtime subject the qualifying factors set out below.

Classification:

Qualifying Factors:

1. Working at an RCRMC campus, Public Health, or Detention Health:

- Physician Assistant-Adult Detention
- Licensed Vocational Nurse I and II
- Licensed Psychiatric Technician
- Surgical Technician
- Assistant Nurse Manager

- all hours worked after 12 hours of continuous duty, and/or
- all hours worked on an extra weekend shift

- Institutional Nurse
- Interim Permit Nurse
- Nursing Education Instructor
- Nurse Practitioner I, II and III
- Pre-Hospital Liaison Nurse
- Registered Nurse I, II, III, IV or V
- Senior Institutional Nurse
- Supervising Institutional Nurse

2. Working at an RCRMC campus, Public Health, or Detention Health:

- Licensed Vocational Nurse – Adult Detention
- Respiratory Technician I and II
- Respiratory Care Practitioner I, II
- ~~Senior Respiratory Therapist~~
- Utilization Review Supervisor

- all hours worked on an extra weekend shift

A "weekend shift" for the purposes of this section means a shift starting on or after 3:00 p.m. Friday and ending on or before 7:30 a.m. Monday. An "extra" weekend shift means a weekend shift actually worked in addition to the required weekend shifts that were actually worked in the pay period. To qualify for double time on an extra weekend shift employees must have also actually worked their regular schedule that week.

All classifications listed above as eligible for double time on an extra weekend shift are required - unless specifically excluded by the Department Head - to work two non-premium weekend shifts during the bi-weekly pay period. An extra weekend shift for any employee exempted, in whole or in part, from the mandatory weekend requirement by the Department Head is a weekend shift in addition to his/her normal schedule as established by the Department Head, provided that the employee actually worked his/her normal schedule that week.

This weekend requirement does not apply to Registered Nurses in the RN-W classifications who work only weekend shifts and do not qualify under this section for double time on an extra weekend shift.

Nurses in the RN-W classifications shall receive a weekend premium of \$5.00 per hour for each weekend hour actually worked. A weekend nurse who works 72 weekend hours every pay period shall be considered a full-time employee for purposes of flexible benefit entitlement.

Section 3 Premium Pay

A. Call Duty - General. Except as set out below, when placed by the department head specifically on on-call duty, an employee otherwise off duty shall be paid one (1) hour pay for eight (8) hours of such duty beyond the regular work period in addition to the regular salary. For all employees, notwithstanding any prior work practice to the contrary, said compensation shall cease when said employee reports to work.

Any Social Services Worker or Children's Social Services Worker employed by the Department of Public Social Services who is placed by the department head specifically on on-

call duty, while otherwise off duty shall be paid one (1) hour pay for four (4) hours of such duty beyond the regular work period in addition to the regular salary. For all such employees, notwithstanding any prior work practice to the contrary, said compensation shall cease when said employee reports to work.

B. Minimum Overtime on Call-Back. Except as set out below, an employee called back to work to meet an emergency on an overtime basis, whether or not he/she is in an on-call duty status, shall receive minimum credit for one (1) hours' work.

Exceptions:

- Children's Social Services Worker I, II, III, IV, and V minimum credit for three (3) hours' work
- Licensed Vocational Nurse
- Licensed Psychiatric Technician
- Physician Assistant I, II
- Registered Nurse I, II, III, IV, and V working at an RCRMC campus:
- Radiologic Specialist I and II, and
- Radiologic Technologist I and II
- Respiratory Care Practitioner I, II
- Respiratory Technician I and II
- ~~Senior Respiratory Therapist~~
- Social Services Worker III, IV, and V
- Surgical Technician

C. Shift Differentials

Applicability of Shift Differentials. Shift differentials do not apply to vacation, sick leave, holiday pay, call or standby duty. The hourly rate for each shift differential is payable in tenths of an hour. Employees who work day shift between the hours of 7:00 a.m. to 6:00 p.m. shall not be entitled to a shift differential.

Classes not eligible for shift differentials. Employees in positions of all the following classes shall not be paid a night shift differential:

Physician I, II, III Psychiatrist I, II, III Psychiatrist IM, IIM, IIIM

Evening Shift - General. County employees whose classes are not specifically mentioned below, working their regularly scheduled shift that ends after 6:00 p.m. and who perform work between the hours of 3:00 p.m. and 11:30 p.m., shall be paid a night differential of \$.60 per hour for the time actually worked between 3:00 p.m. and 11:30 p.m.

Exceptions:	Rate:
(a) employees in the classifications of: <ul style="list-style-type: none"> • Assistant Chief of Respiratory Therapy ♦ • Clinical Lab Scientist I, II, and Q.C. • Electroencephalographic Technician • Electroencephalographic Technician Registered 	\$1.00 per hour ♦ For employees in these classifications the evening premium starts at 5:00 p.m.

<ul style="list-style-type: none"> • Interim Permit Psychiatric Technician • Interim Permit Vocational Nurse • Occupational Therapist I, II • Physical Therapist I, II • Radiologic Specialist • Radiologic Specialist I • Radiologic Technologist I, II • Radiologic Technologist Supervisor • Respiratory Care Practitioner I, II ♦ • Respiratory Technician I and II ♦ • Senior Radiologic Technologist • Senior Respiratory Therapist ♦ 	
<p>(b) employees in the classifications set out below working for RCRMC:</p> <ul style="list-style-type: none"> • Licensed Vocational Nurse I, II ♦ • Licensed Psychiatric Technician • Surgical Technicians 	<p>\$1.10 per hour ♦ Evening premium starts at 5:00 p.m. for LVN's working in RCRMC outpatient clinics.</p>
<p>(c) employees in the classifications set out below working for RCRMC or Detention Health</p> <ul style="list-style-type: none"> • Nursing Education Instructor • Nurse Practitioner I, II and, III • Physician Assistant-Adult Detention 	<p>\$1.60 per hour</p>
<p>(d) employees in the classifications set out below working in any Riverside County outpatient clinic:</p> <ul style="list-style-type: none"> • Registered Nurse I, II, III, IV or V 	<p>\$1.60 per hour NOTE: Evening premium starts at 5:00 p.m. for employees in these classifications working at an RCRMC outpatient clinic.</p>
<p>(e) employees in the classifications of:</p> <ul style="list-style-type: none"> • Clinical Pharmacist • Pharmacist • Senior Clinical Pharmacist • Senior Pharmacist 	<p>\$1.70 per hour</p>
<p>(f) employees in the classifications set out below working for RCRMC Main Campus or Detention Health</p> <ul style="list-style-type: none"> • Assistant Nurse Manager • Institutional Nurse • Interim Permit Nurse • Nurse Practitioner I, II, and III • Pre Hospital Liaison Nurse • Registered Nurse I, II, III, IV, and V • Senior Institutional Nurse • Supervising Institutional Nurse 	<p>\$2.00 per hour</p>

(g) employees in the classifications set out below working at the RCRMC Arlington Campus: <ul style="list-style-type: none"> • Assistant Nurse Manager • Interim Permit Nurse • Registered Nurse I, II, III, IV, and V 	\$4.00 per hour
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Night Shift - General. County employees whose classes are not specifically mentioned below working their regularly scheduled shift that ends after 11:00 p.m. and who perform work between the hours of 11:00 p.m. and 7:30 a.m. shall be paid a night differential of \$1.20 per hour for the time actually worked between 11:00 p.m. and 7:30 a.m.

Exceptions:

(a) employees in the classifications set out below: <ul style="list-style-type: none"> • Interim Permit Psychiatric Technician • Interim Permit Vocational Nurse • Licensed Vocational Nurse I, II • Licensed Psychiatric Technician • Surgical Technicians • Assistant Chief of Respiratory Therapy • Senior Respiratory Therapist • Respiratory Care Practitioner I, II • Respiratory Technician I and II • Electroencephalographic Technician • Electroencephalographic Technician Registered • Radiologic Specialist • Radiologic Specialist I • Radiologic Technologist I, II • Radiologic Technologist Supervisor • Senior Radiologic Technologist • Clinical Lab Scientist I, II, and Q.C. 	\$1.55 per hour
(b) employees in the classifications set out below working for RCRMC or Detention Health <ul style="list-style-type: none"> • Nursing Education Instructor • Nurse Practitioner I, II and, III • Physician Assistant-Adult Detention 	\$2.45 per hour
(c) employees in the classifications set out below working in any Riverside County outpatient clinic: <ul style="list-style-type: none"> • Registered Nurse I, II, III, IV or V 	\$2.45 per hour
(d) employees in the classifications set out below: <ul style="list-style-type: none"> • Pharmacist • Senior Pharmacist • Clinical Pharmacist • Senior Clinical Pharmacist 	\$2.75 per hour

(e) employees in the classifications set out below working for RCRMC or Detention Health <ul style="list-style-type: none"> • Nurse Practitioner I, II, and III 	\$3.00 per hour
(f) employees in the classifications set out below working at any RCRMC campus or Detention Health: <ul style="list-style-type: none"> • Assistant Nurse Manager • Interim Permit Nurse • Registered Nurse I, II, III, IV, and V • Institutional Nurse • Pre Hospital Liaison Nurse • Senior Institutional Nurse • Supervising Institutional Nurse 	\$5.00 per hour

E. Special Assignments. All Registered Nursing personnel assigned to a specialty care area as a primary unit must meet the unit certification requirements within twelve (12) months after assignment to a specialty unit, unless otherwise indicated.

1. Specialty Requirements. To be eligible for a specialty differential an employee (a) must work in specialty areas as follows: ICU, PACU, Peds ICU, Emergency Room, Operating Room, Neonatal Intensive Care Nursery, Labor and Delivery, PCU and Psychiatry; and (b) must have completed the course(s) required to qualify for critical care differential. Course requirements for each unit are indicated below.

Specialty Requirements

UNIT	REQUIREMENTS
Emergency	BCC, ACLS, Triage Certification, Non-Violent Crisis Intervention, PALS/ENPC, and MICN* (MICN is to be obtained within the first 2 years of hire or 3 years if a new graduate – during this time employee is eligible for critical care premium but not MICN premium)
ICU	BCC, ACLS, Hemodynamic Monitoring
OR	Operative Room Certification (RCRMC) or CNOR (either every 5 years)
PACU	BCC, ACLS
L&D	ACLS, NRP, Fetal Monitoring
NICU	High Risk Neonate Parts 1 & 2, NRP
Trauma Services	ATCN, TNCC, ACLS and PALS
PICU	BCC for Peds, Basic Pediatric Course, PALS and Hemodynamic Monitoring
PCU	BCC and ACLS LVNs require: BCC and IV Certification
Chemotherapy	Chemotherapy Course (RCRMC)
Psychiatry	Behavior Assaultive Management (BAM), Specialized LPS Legal in-service training by in-house staff/County Counsel/Public Defender, Fifty-one Fifty Designation Training, Six (6) months of Psychiatric Nursing experience

- BCC- Basic Coronary Care
- ACLS-Advanced Coronary Life Support
- NRP-Neonatal Resuscitation Program
- PALS-Pediatric Advanced Life Support
- ENPC – Emergency Nurse Pediatrics Course
- MICN-Mobile Intensive Care Nursing
- CNOR- Certified Nurse Operating Room
- ATCN – Advanced Trauma Care Nursing
- TNCC – Trauma Nurse Core Curriculum
- ...

2. Specialty Rates Any employee meeting the critical care requirements and working in the designated units shall receive the indicated specialty care differential:

Unit	Classification	Specialty Rate/Hour
<p><u>RCRMC:</u></p> <ul style="list-style-type: none"> • Mobile Intensive Care area (If employee has a Mobile Intensive Care Nurse (MICN) certificate.) 	<ul style="list-style-type: none"> • Assistant Nurse Manager • Interim Permit Nurse • Nurse Practitioner I, II, and III • Register Nurse I, II, III, IV and V • Pre-Hospital Liaison Nurse 	<p>\$1.00</p>
<p><u>RCRMC:</u></p> <ul style="list-style-type: none"> • Intensive Care Unit* • Emergency Room • Neonatal Intensive Care Unit • Labor and Delivery • Operating Room • Pediatric Intensive Care Unit* • Recovery Room • Progressive Care Unit 	<ul style="list-style-type: none"> • Interim Permit Nurse • Nursing Education Instructor • Nurse Practitioner I, II, and III • Licensed Vocational Nurse <p>(* LVN does not receive premium in this unit)</p>	<p>\$1.10</p>
<ul style="list-style-type: none"> • Emergency Room / Trauma Services ♦♦ • Intensive Care Unit ♦♦ • Labor and Delivery ♦ • Neonatal Intensive Care Unit ♦♦ • Operating Room ♦ • PACU • PCU • Pediatrics • Pediatric Intensive Care Unit ♦♦ • Psychiatry 	<ul style="list-style-type: none"> • Assistant Nurse Manager • Respiratory Care Practitioner I, II • Registered Nurse I, II, III, IV, and V • Pre Hospital Liaison Nurse <p>♦ & ♦♦ To qualify for the additional premium above the basic \$2.00 premium an RN I – V or Assistant Nurse Manager in these areas (Pre-Hospital Liaison Nurse in Trauma Services) must:</p> <ol style="list-style-type: none"> 1. be assigned to the area on a full-time basis; and 2. have 4 years of recent clinical experience in the field of specialty 	<p>\$2.00</p> <p>♦\$3.00</p> <p>♦♦\$4.00</p>

4. In-Charge - Other Medical Classes. ...

Any Respiratory Care Practitioner II, Registered when temporarily assigned overall Riverside County Regional Medical Center respiratory therapy responsibilities by the Chief or Assistant Chief of Respiratory Therapy shall be compensated at \$1.50 per hour higher for actual time assigned.

F. Training/Preceptor.

Any regular full-time employee in the designated classifications selected to perform the duties and responsibilities of a preceptor shall be compensated during such assignment at the designated rate of for the time actually worked and assigned as a preceptor.

(a) working for an RCRMC campus: <ul style="list-style-type: none"> • Registered Nurse I, II, III, IV or V * • Assistant Nurse Manager 	\$5.00 per hour
(b) working at RCRMC Operating Room: <ul style="list-style-type: none"> • Licensed Vocational Nurse † • Surgical Technician 	\$1.00 per hour
(c) working at RCRMC main campus: <ul style="list-style-type: none"> • Radiologic Specialist • Radiologic Specialist Supervisor • Radiologic Technician • Radiologic Technologist Supervisor • Respiratory Care Practitioner I, II • Senior Radiologic Technician 	\$1.00 per hour

* To qualify for preceptor pay, the Registered Nurse must complete a 16 hour training program after the selection process.

† Selected by the Operating Room Nurse Manager to precept a Registered Nurse in the Operating Room.

L. Electronic Pay Advice – The County is currently transitioning to an electronic pay advice system. Once the transition is complete the County shall no longer mail pay advices. The electronic pay advice system will permit employees to view/print current and previous bi-weekly pay advice/stubs. Prior to implementation the County will review security and access issues with the Union at the County-wide labor/management meeting. The Union and employees will be given at least three pay periods notice of final implementation of the electronic pay advice system.

ARTICLE V
PAY PRACTICES

Section 1

C. Denial of Step Increase: The department head may disallow a scheduled step increase provided a performance evaluation is first reviewed and approved by the Human Resource Director or a designee. If the increase is disallowed, the employee will be provided the reasons therefore in writing.

If the department head disallows such increase, the department head shall review the matter at least quarterly, and may allow the increase effective on the first day of any pay period after that in which the increase could have been allowed. The responsibility for submitting a written allowance of increase, after disallowance, shall be with the department head. The anniversary date shall be postponed until an increase is allowed. Such salary increases shall be given unless there is an affirmative decision of the Department Head to deny the increase.

E. Seasonal Employees: With the same procedures as in the foregoing Subsection, on the first day of the pay period following the completion of one year in a paid status, not including overtime, the salary of a seasonal employee shall be increased. On the first day of the pay period following the completion of an additional one year in a paid status, not including overtime, employee's salary may again be increased, and thereafter in like intervals. The hours in a paid status need not be continuous, provided no interval of more than one year shall occur when the employee is in an unpaid status.

ARTICLE V
PAY PRACTICES

Section 2. New Employees

A. Except as otherwise ... on such advanced step. Should incumbent Registered Nurses working for an RCRMC campus or Detention Health not be advanced in the scenario outlined above, the parties agree to meet and consult on the issue to determine if advancement would be equitable in all the circumstances. When such an ... shall not change.

ARTICLE VI
GENERAL PERSONNEL PROVISIONS

Section 1

B. Length of Initial Probation: The length of the initial probationary period is twelve (12) months for all positions. Computation of the initial probationary period in a paid status does not include overtime, standby, on-call, or military leave of absence. [NOTE: Supervising Welfare Fraud Investigators must serve at least 12 months initial probation after successfully completing the academy.]

E. Probation of Permanent Employees Following Change in Class or Lateral Transfer. During the first twelve (12) months of service in a paid status following a promotion, transfer or demotion, a regular employee who held permanent status at the time of the promotion, transfer or demotion shall, upon the department head's request, be returned to a position in the previously held classification in the former employing department. If the return involves a change in classification, the salary step shall be the same step which the employee held immediately prior to the promotion, transfer or demotion, and the employee's anniversary date will be re-determined based on the number of hours of service the employee had in step at the time of promotion, transfer or demotion. Computation of the probationary period in a paid status does not include overtime, standby, on-call or military leave of absence.

Section 4. Mileage Reimbursement. Employees who are required to use their personal vehicles for County business shall be reimbursed at the Internal Revenue Service (IRS) standard mileage rate. Adjustments to the County rate, if any, shall be made pursuant to and concurrent with the IRS rate changes.

If an employee is required to use his/her personal vehicle while in the course and scope of his/her employment, the employee must, prior to using said vehicle, do the following:

A. Complete County of Riverside "Authorization to Drive Riverside County Vehicle or Private Vehicle for County Business," Form, authorizing the employee to use his/her personal vehicle which must be approved by the Department Head.

B. Insure the vehicle in minimum limits required by the State of California. In addition, employees must have their policies of insurance endorsed to reflect business use. Such insurance must be maintained at all times while employed in a position where it is required or may be required to use a personal vehicle while in the course and scope of employment. In the event of an incident or accident, the County does not assume responsibility for any physical damage to an employee's personal vehicle.

C. Provide a copy of a valid driver's license, which is appropriate for the class of vehicle to be operated. If any restrictions apply, the employee must notify his/her supervisor of the restrictions and/or any and all changes in the license (i.e. suspended, etc.).

The use of motorcycles, mopeds, and similar types of vehicles for the conduct of County business is expressly prohibited, with the exception of the Sheriff's Department sworn personnel.

ARTICLE VII LEAVE PROVISIONS

Section 1. Sick Leave

A. Accrual

Every regular employee – except registered nurses in the RN-PB classifications – shall accrue sick leave on a daily basis and computed at the rate of four (4) hours per pay period.

D. Reason for Usage. Use of accrued sick leave shall be allowed for the purpose of preventative medical, dental care, and care of the family. Family, for this purpose, is defined to mean the employee's spouse, child, parent, brother, or sister (including step-relatives of the same categories), domestic partner (registered with the Secretary of State and providing a Declaration of Domestic Partnership), and child of a domestic partner. Family shall also include grandparents and/or grandchildren if the employee is the primary care giver for such.

Every regular employee shall use accrued vacation, compensatory time, or holiday time when sick leave has been exhausted due to extended illness or injury unless they are on a medical certification program in accordance with subsection B(1.) of this section.

Section 3. Bereavement Leave. The County agrees to allow up to five working days of leave, three of which will be paid and the additional two days to be deducted from the employees' sick leave. Eligible employees must be in an active payroll status and be compelled to be absent from duty by reason of the death, or critical illness where death appears imminent, of the employee's father, father-in-law, mother, mother-in-law, brother, sister, spouse, domestic partner (registered with the Secretary of State and providing a Declaration of Domestic Partnership) child, child of a domestic partner, grandparent, grandchild, or step-relationships of the same categories. The County has the right to require proper documentation in support of the requested leave.

Under extenuating circumstances, and with the prior approval of the department, employees shall be permitted to take up to five additional working days of leave, provided the employee has sufficient vacation time, compensatory time off, or compensatory holiday time off to cover the absence.

ARTICLE VIII
VACATIONS

A. Subject to the limitations and exemptions of this section, every regular employee – except registered nurses in the RN-PB classifications – shall be entitled annually ...

ARTICLE IX
HOLIDAYS

B. Qualifying Factors

1. Only regular, probationary, and seasonal employees in a current paid status shall be eligible for paid holidays.
2. A new employee whose first working day is the day after a paid holiday shall not be paid for the holiday.
3. An employee who is terminating employment for reasons other than paid County retirement, and whose last day as a paid employee is the day before a holiday, shall not be paid for that holiday.

4. An employee who is on a leave of absence without pay for either the regularly scheduled working day before the holiday, or the regularly scheduled working day after the holiday shall not be paid for the holiday.

C. Payment for the Holiday

1. Working the Holiday Regular or seasonal full-time employees covered under the provisions of this Memorandum who actually work on a paid holiday shall be paid at their regular rate for the time actually worked. In addition, such employee shall have a choice of:

- a. Banking compensatory holiday time off - not to exceed eight (8) hours - for such holiday or;
- b. Being paid at his/her regular rate of pay – not to exceed eight (8) hours pay - for the holiday.

2. Not Working the Holiday A full-time employee whose regularly scheduled day off falls on a paid holiday and who do not actually work on the holiday shall have a choice of:

- a. Banking compensatory holiday time off - not to exceed eight (8) hours - for such holiday or;
- b. Being paid at his/her regular rate of pay – not to exceed eight (8) hours pay - for the holiday.

3. Part-Time Employees Regular part-time employees covered under the provisions of this Memorandum who actually work on a paid holiday shall be paid at their regular rate for the time actually worked. In addition, a regular part-time employee shall receive holiday pay for the holiday - or portion thereof - which coincides with their regularly scheduled working hours – not to exceed eight (8) hours pay - (e.g. a part-time employee who regularly works 4 hours each Monday shall receive 4 hours holiday pay for any holiday falling on a Monday.)

If the regular part-time employee does not have a regular shift schedule, he/she shall be receive holiday pay in an amount equivalent to the reduction in his/her regular pay for the workweek – not to exceed eight (8) hours pay - (e.g. a part-time employee with an irregular schedule who normally works 20 hours per week but who, as a result of the holiday, only works 16 hours that week shall receive 4 hours holiday pay for that week). If the regular hours of work for such employee are not reduced during the holiday week then no holiday pay is due.

4. Limitations A registered nurse in the RN-PB classifications shall not be entitled to any holiday pay – whether he/she works the holiday or not. However, he/she will be paid at his/her regular rate for the time he/she actually works on the holiday.

5. Scheduling Holiday Compensatory Time Off Holiday Compensatory Time Off shall be scheduled in the same manner as regular Compensatory Time Off and shall be granted within a reasonable time following the request.

6. Special Provisions Notwithstanding the above, any employee in the class of Sheriff's Communication Supervisor or Senior Public Safety Communications Officer whose regularly scheduled working day falls on a paid holiday, and who actually works on that holiday, shall be entitled to not more than 12 hours of compensation at the rate of one and one-half (1-1/2) times the employee's regular rate of pay in addition to their regular rate of pay for the time actually

worked. Accumulated holiday credit earned at the expiration of each prescribed pay period, upon election of the employee may be accumulated to their accumulated holiday credit up to 80 hours or be paid to the employee by County Warrant.

ARTICLE X
REIMBURSEMENT PROGRAMS

Section 7. Registered Environmental Health Specialists (REHS) – Upon successful hiring, employees in the classification of Registered Environmental Health Specialist shall receive the following reimbursements:

- REHS State Application Fee
- REHS Transcript Review Fee

Employees in the classification of Registered Environmental Health Specialists who successfully pass the State Environmental Health Specialist exam shall receive the following reimbursements:

- REHS State Exam Fee

Employees in the classification of Registered Environmental Health Specialists shall receive reimbursement for all State Bi-annual Registration Renewal Fees.

If the employee voluntarily terminates his or her employment with the County within two years of the payment of the expenses set forth herein, the employee shall be required to repay the reimbursements received under this provision as follows:

- Termination (0-12 months from payment): 100% of paid reimbursement
- Termination (12-24 months from payment): 50% of paid reimbursement

The employee agrees that by accepting the reimbursement he/she is subject to the repayment obligation outlined above and authorizes the County to deduct from his/her final pay any repayment amount owing pursuant to this subsection.

ARTICLE XXIII
FLEXIBLE BENEFIT PROGRAM

Section 2. Flexible Benefits Contributions.

A. The County shall make the following contributions towards the County's Flexible Benefit plan:

Employees participating in a County sponsored health care plan:

Effective December 22, 2005 (pay date 1/18/06): \$568.00 per month (\$284.00 per biweek for 24 biweeks/year)

Effective November 9, 2006 (pay date 12/6/06):	\$590.46 per month (\$295.23 per biweek for 24 biweeks/year)
Effective November 8, 2007 (pay date 12/5/07):	\$612.92 per month (\$306.46 per biweek for 24 biweeks/year)
Effective November 6, 2008 (pay date 12/4/08):	\$635.40 per month (\$317.70 per biweek for 24 biweeks/year)
Employees not participating in a County sponsored health care plan:	\$465.00 per month (\$232.50 per biweek for 24 biweeks/year)

In addition, the County agrees to subsidize the family and two-party monthly medical insurance premiums chargeable to employees participating in a County sponsored health care plan on the following basis:

Employees with family coverage:	Monthly premium reduced by \$100.00
Employees with two-party coverage:	Monthly premium reduced by \$25.00

This subsidy will remain in place for the duration of the MOU.

B. Employees who fail to timely elect medical coverage will be placed in the lowest-priced employee-only PPO medical plan available.

C. Employees electing not to participate in a County sponsored health care plan must provide evidence of group hospital and medical health plan coverage from their spouse or other sources and sign a statement that they are enrolled and covered under another group hospital and medical health plan. Evidence is defined as a dated certificate of coverage, plan enrollment card, policy, etc. Notice of waiver form showing other group hospital and medical coverage shall be received by the Human Resources Department within sixty days from date of hire, and annually during Open Enrollment.

E. Part time employees who work more or less than their designated status for a fiscal year quarter shall be re-characterized at the end of that quarter based on their actual pattern of work during that quarter.

Section 3 Deferred Compensation

The County shall accept lump sum payments of accumulated vacation, sick leave, holiday and compensation time upon retirement up to the IRS approved maximum in any one calendar year in accordance with the County's approved Deferred Compensation Plan.

Section 4. Partial Benefit Nurse A registered nurse in the RN-PB classifications shall not be eligible for any flexible benefit contributions nor any other benefits outlined in this MOU except CalPERS retirement, Social Security, Medicare, and disability.

ARTICLE XXVII
JOINT LABOR/MANAGEMENT COMMITTEE

Amend Housing Authority to conduct quarterly labor management meetings.

Add Community Health Agency to conduct *ad hoc* labor management meetings.

Amend Parks Department to conduct *ad hoc* labor management meetings.

ARTICLE XXVIII
SPECIAL PROVISIONS

Section 4. Special Differentials - Hazardous Materials Management Specialist – Any Hazardous Materials Management Specialists assigned to an Emergency Response Teams shall receive \$150 per month per employee while assigned to the Emergency Response Team.

ARTICLE XXIX
COMPENSATION AND BENEFIT INCREASES

Section 1. Wage Increases

A. General Wage Increase:

Effective January 19, 2006 the positions not specifically mentioned in subparagraphs (C) to (G) below shall receive a 2.5% increase to their base salaries.

Effective October 12, 2006 the positions not specifically mentioned in subparagraphs (C)(ii)-(iii), (D), (E), (F) and (G) below shall receive a 2.0% increase to their base salaries.

Effective September 27, 2007 the positions not specifically mentioned in subparagraphs (C)(ii)-(iii), (D), (E) (F) and (G) below shall receive a 3.0% increase to their base salaries

Effective September 25, 2008 the positions not specifically mentioned in subparagraphs (C) to (G) below shall receive a 3.0% increase to their base salaries and the positions specifically mentioned in subparagraph (C) below shall receive a 2.0% increase to their base salaries.

[NOTE: The parties agree that the general wage increases for 2006 outlined above shall be applied to the base pay plus hot skill pays for IT employees represented by SEIU who are in the hot skill pay program. This is a one-year only arrangement.]

B. Retention Bonus: A full-time employee in any Nurse classification who is regularly assigned to work at the RCRMC main campus, Arlington campus or Detention Health, and who is employed by RCRMC as of the date this MOU is adopted by the County Board of Supervisors

and who is still employed as of June 30, 2009 (NOTE: this does not include nurses who regularly work for another department but who also may work at RCRMC from time to time) shall be entitled to a retention bonus on the following basis.

\$1,000 for each period of continuous full-time employment during the six month time frames set out below:

January 1, 2006 – June 30, 2006	July 1, 2006 – December 31, 2006
January 1, 2007 – June 30, 2007	July 1, 2007 – December 31, 2007
January 1, 2008– June 30, 2008	July 1, 2008 – December 31, 2008
January 1, 2009 – June 30, 2009	

An employee may include up to four (4) weeks of paid or unpaid leave during any of the periods above towards determining if he/she meets the requirement for continuous full-time employment in that time period. An employee who does not meet the requirement in any one time period may still qualify during any of the other time periods. Payment of the bonus is to be made within four (4) pay periods following June 30, 2009. The employee may elect to receive the bonus in cash or have the bonus deposited to his/her deferred compensation account.

A part-time employee in any Nurse classification who is regularly assigned to work at the RCRMC main campus, Arlington campus or Detention Health, and who is employed by RCRMC as of the date this MOU is adopted by the County Board of Supervisors and who is still employed as of June 30, 2009 (NOTE: this does not include nurses who regularly work for another department but who also may work at RCRMC from time to time) shall be entitled to the retention bonus described above on a pro-rated basis (i.e. average of 20 – 29 hours = 50% of bonus, average of 30 – 39 hours = 75% of bonus).

In addition, a full-time or part-time employee in any Nurse classification who is hired after the date this MOU is adopted by the County Board of Supervisors shall be eligible to accrue the retention bonus during the periods outlined above but shall not be paid such accrued bonus until after the Nurse has completed five (5) years of continuous employment with the County.

Annual Bonus

In addition to the foregoing, any nurse with five (5) or more years of consecutive full-time service with RCRMC (Main Campus, Arlington Campus, or Detention Health) as of January 1, 2006 shall qualify for a retention bonus as follows:

- \$1,000 to be paid within four (4) pay periods following January 1, 2006.
- \$1,000 to be paid within four (4) pay periods following January 1, 2007.
- \$1,000 to be paid within four (4) pay periods following January 1, 2008.

The maximum available bonus under this heading shall be \$3,000. To qualify for the annual bonus the employee cannot have missed more than six (6) weeks of actual work during the preceding year unless on a qualifying FMLA leave, in which case the employee cannot have missed more than twelve (12) weeks of actual work during the preceding year. The employee may elect to receive the bonus in cash or have the bonus deposited to his/her deferred compensation account.

ARTICLE XXIX
COMPENSATION AND BENEFIT INCREASES

C. Recruiting/Retention Issues

i. To address recruiting/retention issues effective January 19, 2006 the following classifications shall receive a 5.5% increase to their base salaries:

Job Code	Classification
78312	Dietitian II
78345	Nutritionist
79811	Children Social Services Supervisor I
79812	Children Social Services Supervisor II
79808	Children Social Services Worker III
79809	Children Social Services Worker IV
79810	Children Social Services Worker V
54422	Correctional Food Services Supervisor
98710	Clinical Lab Scientist I
98712	Clinical Lab Scientist II
98715	Clinical Lab Scientist Q.C.
98731	Cytotechnologist
98713	Senior Clinical Lab Scientist
74323	Senior Appraiser
74324	Supervising Appraiser
78740	Public Health Microbiologist Trainee
78745	Public Health Microbiologist I
78750	Public Health Microbiologist II
78755	Supervising Public Health Microbiologist
98733	Radiologic Specialist I
98734	Radiologic Specialist II
98736	Radiologic Supervisor
98723	Radiologic Technologist I
98724	Radiologic Technologist II
98726	Radiologic Technologist Supervisor
98753	Respiratory Care Practitioner I – Registered Eligible
98757	Respiratory Care Practitioner II - Registered
79879	Social Services Supervisor I
79880	Social Services Supervisor II
79875	Social Services Worker III
79876	Social Services Worker IV
79878	Social Services Worker V
73445	Physical Therapist I
73446	Physical Therapist II
73438	Occupational Therapist I
73436	Occupational Therapist II
73611	Pharmacist
73613	Senior Pharmacist
73616	Clinical Pharmacist

73608	Senior Clinical Pharmacist
73617	Supervising Pharmacist

- ii. To address recruiting/retention issues effective January 19, 2006 the following classifications shall receive a 6.0% increase to their base salaries:

Job Code	Classification
73540	Environmental Health Specialist II
73545	Environmental Health Specialist III
73548	Environmental Health Specialist IV
73550	Supervising Environmental Health Specialist
73585	Hazardous Materials Management Specialist I *
73586	Hazardous Materials Management Specialist II *
73587	Hazardous Materials Management Specialist III *
73588	Hazardous Materials Management Specialist IV *
73582	Supervising Hazardous Materials Management Specialist *

* unless assigned to the emergency response team, employees in this classification will no longer receive the hazardous materials differential pay.

- iii. To address recruiting/retention issues effective October 12, 2006 the following classifications shall receive a 6.0% increase to their base salaries:

Job Code	Classification
73540	Environmental Health Specialist II
73545	Environmental Health Specialist III
73548	Environmental Health Specialist IV
73550	Supervising Environmental Health Specialist
73585	Hazardous Materials Management Specialist I *
73586	Hazardous Materials Management Specialist II *
73587	Hazardous Materials Management Specialist III *
73588	Hazardous Materials Management Specialist IV *
73582	Supervising Hazardous Materials Management Specialist *

- iv. To address recruiting/retention issues effective September 27, 2007 the following classifications shall receive a 6.0% increase to their base salaries:

Job Code	Classification
73540	Environmental Health Specialist II
73545	Environmental Health Specialist III
73548	Environmental Health Specialist IV
73550	Supervising Environmental Health Specialist
73585	Hazardous Materials Management Specialist I *
73586	Hazardous Materials Management Specialist II *
73587	Hazardous Materials Management Specialist III *
73588	Hazardous Materials Management Specialist IV *

73582	Supervising Hazardous Materials Management Specialist *
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D. Registered Nurses Effective January 19, 2006 the current wage structure for Registered Nurses shall be abandoned and the following substituted therefore:

- Interim Permit Nurse: Rate is two steps (5.5%) below step 1 of the new RN I wage scale.
- RN I: A six-step scale starting at the equivalent of step 9 of the existing RN I pay scale.
- RN II: A nine-step scale starting at the equivalent of step 4 of the new RN I pay scale.
- RN III: A ten-step scale starting at the equivalent of step 4 of the new RN II pay scale.
- RN IV: An eight-step scale starting at the equivalent of step 5 of the new RN III pay scale.
- RN V: An eight-step scale starting at the equivalent of step 3 of the new RN IV pay scale.

Implementation:

Registered Nurse I: Employees in this classification shall stay at the approximate equivalent of their current step on the former wage scale (e.g. Step 9 = Step 1, Step 10 = Step 2 ... Step 14 = Step 6).

Registered Nurse II: Employees in this classification at Steps 1 – 10 of the old wage scale shall move to Step 1 of the new wage scale. Employees at step 11 of the old wage scale shall move to Step 2 of the new wage scale. Employees at step 12 of the old wage scale shall move to Step 3 of the new wage scale. Employees at Step 13 of the old wage scale shall move to Step 4 of the new wage scale. Employees at Step 14 of the old wage scale shall move to Step 5 of the new wage scale.

Registered Nurse III: Employees at Steps 1 – 9 of the old wage scale shall move to Step 1 of the new wage scale. Employees at step 10 of the old wage scale shall move to Step 2 of the new wage scale. Employees at step 11 of the old wage scale shall move to Step 3 of the new wage scale. Employees at step 12 of the old wage scale shall move to Step 4 of the new wage scale. Employees at step 13 of the old wage scale shall move to Step 5 of the new wage scale. Employees at step 14 of the old wage scale shall move to Step 6 of the new wage scale.

Registered Nurse IV: Employees in this classification at steps 1 – 11 of the old wage scale shall be moved to Step 1 of the new wage scale. Employees at step 12 of the old wage scale shall move to Step 2 of the new wage scale. Employees at step 13 of the old wage scale shall move to Step 3 of the new wage scale. Employees at step 14 and step 0 of the old wage scale shall move to Step 4 of the new wage scale.

Registered Nurse V: Employees in this classification at steps 1 – 11 of the old wage scale shall be moved to Step 1 of the new wage scale. Employees at step 12 of the old wage scale shall move to Step 2 of the new wage scale. Employees at step 13 of the old wage scale shall move to Step 3 of the new wage scale. Employees at step 14 of the old wage scale shall move to Step 4 of the new wage scale.

Step Increases: An employee in the classifications of Registered Nurse I and Registered Nurse II shall progress through the new wage scale in 2-step increments up to and including

the maximum step for their classification on their anniversary date in accordance with the step advance dates outlined in this Memorandum of Understanding.

Employees in the classifications of Registered Nurse III, Registered Nurse IV, and Registered Nurse V shall advance through their respective pay scales in 1-step increments up to the maximum step for their classification on their anniversary date in accordance with the step advance dates outlined in this Memorandum of Understanding.

Advancement between Classifications: A Registered Nurse promoted to a higher rated classification shall be placed at the first step of the wage scale applicable to the classification promoted to unless such placement would not result in an increase in pay, in which case the Registered Nurse I or Registered Nurse II shall be placed at the step on the wage scale of the classification promoted to that is equivalent to a 2-step increase from his/her former position and the Registered Nurse III or Registered Nurse IV shall be placed at the step on the wage scale of the classification promoted to that is equivalent to a 1-step increase from his/her former position.

Advance Step at Hiring: Nothing herein shall restrict the department's ability to hire at an advanced step in accordance with the provisions of this Memorandum of Understanding.

E. Public Health Nurses: Effective January 19, 2006 Public Health Nurses in all classifications shall be converted from their current classification as a Public Health Nurse I – V to the corresponding level on the Registered Nurse I – V pay scale and be placed at the agreed upon step on the new wage scale.

Thereafter any Registered Nurse I, II, III, IV or V working for the Community Health Agency in a Public Health Nursing Program assigned to performing first level supervising duties that provides direction and leadership to one or more Registered Nurses; and/or to monitor or coordinate a special program with the Health Department, and/or the nursing aspects of an agency-wide program, shall be compensated during such assignment at a rate of \$1.00 per hour while actually performing these functions.

Every effort will be made to assign the in-charge duty to Registered Nurses who wish to assume the in-charge responsibilities. The Agency reserves the right to make an assignment when volunteers are unavailable.

F. Other Nurses Effective January 19, 2006] there shall be an additional 6 steps (2.71% per step) added to the existing wage scale for the following nurse classifications:

Nursing Education Instructor	Supervising Institutional Nurse
Assistant Nurse Manager	Senior Institutional Nurse
Pre-Hospital Liaison Nurse	Institutional Nurse
Nurse Practitioner I – III	Supervising Clinic Site Nurse

Effective January 19, 2006, each employee in these classifications shall advance 2 steps on the expanded wage scale. Thereafter, the employees in these classifications shall advance 2 steps on their anniversary date – as defined herein – up to and including step 14

(step 11 for the Nursing Education Instructor). Advancement after step 14 shall be in 1 step increments up to step 20 (step 17 for the Nursing Education Instructor).

G. Supervising Deputy Coroners: Employees in the classifications of Supervising Deputy Coroner, Supervising Deputy Coroner A, and Supervising Deputy Coroner B shall have their salaries increased as follows:

January 19, 2006	2.0%
July 6, 2006	3.0%
July 5, 2007	3.0%
October 11, 2007	1.5%

ARTICLE XXX
UNION RIGHTS

Section 1. Bulletin Boards: Space will be made available to SEIU on a reasonable number of departmental bulletin boards designated for such purpose, provided such use is reasonable. Notices shall be dated and signed by a SEIU representative. The privilege does not extend to the individual members of SEIU. The posting and removal of bulletin board material must be maintained in a timely fashion. The County, through the Human Resources Director, or designee, reserves the right to suspend or cancel bulletin board privileges for abuse.

Section 7. Stewards: Except as set out below, SEIU may elect or appoint one (1) Steward in each County Department, one (1) additional Steward in departments with more than 200 SEIU members, and one (1) additional Steward in departments with more than 500 SEIU members in more than ten (10) geographical locations. At RCRMC SEIU may elect or appoint five (5) stewards as follows: 2 at the main campus, 1 at the Arlington Campus, and 2 at Detention Health. At DPSS SEIU may elect or appoint eight (8) stewards as follows: 3 in south County, 3 in mid-County, and 2 in the desert.

[To avoid any conflict of interest, any Steward elected or appointed from the supervisory unit shall be limited to representing employees in the supervisory unit.] The Stewards are recognized as representatives of SEIU in their department with the power to bind SEIU in all matters pertaining to this Memorandum. SEIU agrees to notify the County Human Resources Department in writing of the names of its Stewards and the effective dates of their election or appointment. ...

Summary of Tentative Agreement with SEIU

Term: 42 months

Wages:	<u>General Wage Increases</u>	<u>◆Env. Health & Haz Mat</u>
	1/19/2006 2.5*◆%	1/19/2006 6.0%
	10/12/2006 2.0*◆%	10/12/2006 6.0%
	9/27/2007 3.0%	10/27/2007 6.0%
	9/25/2008 3.0%	

*IT employees receive general wage increase to base pay plus hot skills in 2006 onlyRecruiting & Retention Issues

The following classifications will receive 5.5% on 1/19/2006, instead of 2.5%

Dietician II	Nutritionist
Children Social Service Worker III	Children Social Service Worker IV
Children Social Service Worker V	Children Social Service Supervisor I
Children Social Service Supervisor II	Correctional Food Services Supervisor
Clinical Lab Scientist I & II	Clinical Lab Scientist Q.C.
Cytotechnologist	Senior Clinical Lab Scientist
Senior Appraiser	Supervising Appraiser
Public Health Microbiologist Trainee	Public Health Microbiologist I
Public Health Microbiologist II	Supv. Public Health Microbiologist
Radiologic Specialist I & II	Radiologic Supervisor
Radiologic Technologist I & II	Radiologic Technologist Supv.
Respiratory Care Practitioner I, Reg. Elig.	Respiratory Care Practitioner II-Reg.
Social Services Supervisor I & II	Social Services Worker III, IV & IV
Physical Therapist I & II	Occupational Therapist I & II
Pharmacist	Senior Pharmacist
Clinical Pharmacist	Senior Clinical Pharmacist
Supervising Pharmacist	

RCRMC Registered Nurses

Augment current wage structure by adding 6-10 steps to the existing RN pay scales which will equal between 13.97%-14.54% over three years for RN III-IV

Public Health Nurses

Convert PH Nurse I-V to RN 1-V & be placed on the new wage scales above

Other Nurses

Eff 1/19/2006 additional 6 steps added to wage scales (2.71% each step)

Supervising Deputy Coroners Increases

1/19/2006	2.0%
7/6/2006	3.0%
7/5/2007	3.0%
10/11/2007	1.5%

Flex Benefits: Eff 12/22/05 increase to \$568*/mo
 Eff 11/9/2006 increase to \$590.46*/mo
 Eff 11/8/2007 increase to \$612.92*/mo
 Eff 11/6/2008 increase to \$635.40*/mo
 * Employees not participating in County plan \$465/mo
 Subsidize family & two-party monthly medical premiums
 Family reduced by \$100 & two-party reduced by \$25

Overtime: For FLSA covered employees consistent with FLSA
 Standby Call Duty: 1 hour for every 8 hours on standby
 Social Workers 1 hour for every 4 hours

Shift Differentials: Clarified language & increased differentials for certain classifications
 Electronic Pay Advice: Language in MOU will allow us to transition to electronic pay advice
 Initial Probation: All SEIU classifications serve 12 month initial probation
 Promotional Probation: All SEIU classifications serve 12 month (instead of 6)
 Sick Leave: Added grandparents and grandchildren to list for use of sick leave
 Holidays: Clarified language on who is/is not paid and how on holiday.
 Reimbursement Program: Reg. Env. Health Specialists receive reimbursement for fees, etc..
 Partial Benefit Nurse: Created new Partial Benefit Nurse
 Retention Bonus: RCRMC Nurses employed through 6/30/2009 receive retention bonus of \$1000 for every six months of employment (\$7000 max during the term of contract)

Annual Bonus: RCRMC nurses with 5 or more years of service can receive an additional \$1000 per year for every year of service during the contract (\$3000 max)

Stewards: Increased number of stewards per department