



## CAPE MEMBER FORUM

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If you have questions about the information provided here,  
please contact CAPE at [negotiations2018@capeunion.org](mailto:negotiations2018@capeunion.org).

# FRINGE BENEFITS NEGOTIATIONS

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# COMPARISON OF THE TWO PACKAGES OFFERED TO COUNTY EMPLOYEES BY CEO SACHI HAMAI:

## CHOICES PLAN CONTRIBUTION INCREASE

	2019	2020	2021
<b>SEIU 721</b>	1.5%	2.0%	2.5%
<b>Budgeted Options Increase</b>	5.0%	6.0%	6.0%
<b>Coalition of County Unions (CCU, which includes CAPE)</b>	1%	2.0%	2%
<b>Budgeted Choices Increase</b>	5.0%	6.0%	6.0%

## CASH BACK OPTION CAPS

	2019	2020	2021
<b>CCU Offer</b>	None	\$325	\$244
<b>SEIU 721 Agreement</b>	None	\$325	\$244

**Value of lower Choices contribution:** **\$111,427,577**  
**Number of Covered Employees in CCU:** **28,539**  
**Per employee difference between SEIU agreement and County's budgeted Choices increase:** **\$3,904**

# COMPARISON OF THE TWO PACKAGES OFFERED TO COUNTY EMPLOYEES BY CEO SACHI HAMAI:

## WAGE PROPOSALS

	10/1/18	10/1/19	1/1/20	10/1/20	1/1/21
<b>Offer to CCU</b>	2.00% (Units) \$500 bonus (Fringe)	2.50% (Units)	0.5% (Fringe)	2.50% (Units)	2.75% (Fringe)
<b>SEIU 721 Agreement</b>	2.00% (Units) \$1,000 bonus (Options)	2.50% (Units)	1.00% (Options)	2.50% (Units)	2.75% (Options)

**Value of additional 1% + \$500: \$60,073,318**  
**Number of Covered Employees in CCU: 28,539**  
**Per Employee difference between CCU offer and SEIU Agreement: \$2,105**

UNIT NEGOTIATIONS:  
THE COUNTY'S  
“LAST, BEST & FINAL” OFFER

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# COUNTY'S OFFER TO CAPE UNITS 501/502

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## SALARY (7%)

10/1/18	10/1/19	10/1/2020
2.0%	2.5%	2.5%

## LICENSE/CERTIFICATION

Monthly Bonus of \$250 for CEA, Senior CEA, Principal CEA, Associate CE, and CE, who is assigned by Management and who holds a Building Plans Examiner certification. (Unit 501 only)

Monthly Bonus of 5.5% for Associate CE, CE, and Senior CE in Geotechnical & Materials Engineering Division who holds a Geotechnical Engineer License and is assigned by Management to duties requiring the license.

**WORK BOOTS:** \$150 reimbursement for cost of work boots.

# CAPE PROPOSALS **REJECTED** BY THE COUNTY UNITS 501/502

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## **NEW LONGEVITY BONUS:**

- **10/01/18:** 2% after completion of 19 years of service;
- **04/01/19:** 2% after completion of 24 years of service;
- **10/01/19:** 2% after completion of 29 years of service.

## **LICENSE/CERTIFICATIONS:**

- 5.5% bonus for a state license or certification not required but used by Management.
- 5.5% bonus for a state license or certification required by Management but not required by the County and used by Management.

## **RETENTION BONUS:**

2% after 5 years of service.

# COUNTY'S OFFER TO CAPE UNITS 511/512

## SALARY (7%)

10/1/18	10/1/19	10/1/2020
2.0%	2.5%	2.5%

**STANDBY PAY:** Increase from \$.50 to \$1.00 per hour of standby service not to exceed \$100 per month.

**AMERICAN INSTITUTE of CERTIFIED PLANNERS Certification:** \$500 annual bonus for the following classifications who hold the AICP certification:

- Departmental Facilities Planner I
- Departmental Facilities Planner II
- Park Planner
- Park Planning Assistant

**CERTIFICATION BONUS:** Building Engineering Inspector Aid with valid ICC certification as a Building Inspector and valid certification in one of either; Electrical, Plumbing or Mechanical Inspector, is eligible for monthly bonus of \$150.

Any Survey Mapping Technician, Senior SMT, Principal SMT, Survey Technician I, or Survey Technician II, who obtains a Land Surveyor-in-Training Certificate, is eligible for a one-time bonus of \$500.

**SURVEY CALCULATOR AND PROGRAM:** Management will provide the approved calculator and necessary software at no cost to the employee.





# CAPE PROPOSALS **REJECTED** BY THE COUNTY UNITS 511/512

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**HAZARD PAY:** Increase from \$.50 to 25% of the employee's current monthly salary paid while performing the hazardous assignment:

- Waste Control Engineering Inspectors, while performing underground storage inspections; and
- Inspectors performing Code enforcement, property rehab and zoning enforcement inspections.

**STANDBY PAY:** Increase from \$.50 to \$8.00 per hour.

**NEW LONGEVITY BONUS:**

- 10/01/18: 2% after completion of 19 years of service;
- 04/01/19: 2% after completion of 24 years of service;
- 10/01/19: 2% after completion of 29 years of service.

**CERTIFICATION BONUS:** 2.5% for having a license or certificate beyond what is required by the employee's current classification.

**RETENTION BONUS:** 2% after 5 years of service.



# COUNTY'S OFFER TO CAPE UNITS 131/132

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## SALARY (7%)

10/1/18	10/1/19	10/1/2020
2.0%	2.5%	2.5%

## PROFESSIONAL ASSOCIATION DUES:

Increase to \$90.00/annually

## ASSIGNMENT BONUSES:

- **Assessor Representative:** 5.6468% bonus per month
- **Auditor Appraiser:** 2.7846% bonus per month
- **Field Trainer:** 5.6468% bonus per month

# CHANGES TO APPRAISER TRAINEE CLASSIFICATIONS

## STEP SCHEDULE FOR APPRAISER CLASSIFICATION

BU 131

### CURRENT STEP SCHEDULE EFFECTIVE APRIL 1, 2018

Item	Salary Schedule	Note	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Appraiser Trainee	F (Flat Rate)		\$3,846.73											
Appraiser	84A	NMY	\$4,086.00	\$4,313.00	\$4,554.00	\$4,808.00	\$5,076.00	\$5,359.00	\$5,657.00	\$5,973.00	\$6,306.00	\$6,657.00	\$6,840.00	\$7,028.00

### PROPOSED STEP SCHEDULE UPON MERGER OF APPRAISER TRAINEE AND APPRAISER CLASSIFICATIONS EFFECTIVE APRIL 1, 2018

Item	Salary Schedule	Note	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Appraiser	83A	NMP	\$3,977.00	\$4,198.00	\$4,432.00	\$4,679.00	\$4,940.00	\$5,216.00	\$5,506.00	\$5,813.00	\$6,137.00	\$6,479.00	\$6,657.00	\$6,840.00	\$7,028.00

[County Proposal Document]

# CAPE PROPOSALS **REJECTED** BY THE COUNTY UNITS 131/132

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**LAUNDRY ALLOWANCE:** \$25 per week for Assessor Representatives and classifications within the Property Assessment Specialists Series.

**ADVANCED APPRAISER CERTIFICATE:** Increase from \$65 to \$75 per pay period.

**PROFESSIONAL DUES REIMBURSEMENT:** Increase from \$80 to \$100 for membership.

## **NEW EDUCATION BONUSES:**

- **Real Estate/Appraisal Designation** – 5.5% bonus
- **Certificate of Real Estate** – 5.5% bonus
- **Audit Qualified** – 5.5% bonus

## **NEW ASSIGNMENT BONUSES:**

- **Assessor Representative** – 11% bonus
- **Auditor Appraiser** – 11% bonus
- **Field Trainer/Regional Trainer** – 11% bonus

# CAPE PROPOSALS **REJECTED** BY THE COUNTY UNITS 131/132

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## **NEW LONGEVITY COMPENSATION**

- **10/01/18:** 2% after completion of 19 years of service;
- **04/01/19:** 2% after completion of 24 years of service;
- **10/01/19:** 2% after completion of 29 years of service.

**WORK SCHEDULES:** Restore the 4/40 work schedule option.

**MILEAGE PERMITTEES PARKING IN THE CIVIC CENTER:** Give priority in the Assessor's assigned parking.

**APPRAISER SPECIALIST II:** Add 10 budgeted positions and fill them.

**PROMOTIONAL EXAMS:** Exams for all classifications shall be conducted annually.

**RETENTION BONUS:** 2% after 5 years of service.

# Negotiating Teams Decision

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**We are now at an IMPASSE.**

What does that mean?

- 1) Notification** to Los Angeles County Employee Relations Commission (ERCOM)
- 2) Mediation:** A neutral state mediator will be assigned.
- 3) Timeline:**
  - Will meet sometime in February. No date set yet.