

unw/acty
12.4.19

Operating Engineers, Local 3
POPRA Negotiations
Proposal #

1. Fiscal Year 2019-2020. In acknowledgement of the current recruitment and retention issues of classifications assigned to OE3 (Park Ranger and Senior Park Ranger), effective January 1, 2020, all salary ranges for employees holding positions in classifications assigned to the OE3 (Park Ranger and Senior Park Ranger) shall receive an approximate 6% salary increase.
2. All Park Rangers will be changed from 9 steps to 7 steps to maximum salary.
3. All Senior Park Rangers will be changed from 9 steps to 5 steps to maximum salary.
4. Effective January 1, 2020, the Crisis Intervention Training premium pay shall be approximately 2.75%. Employees who have completed the Crisis Intervention Training will be eligible to receive the premium pay.
5. Fiscal Year 2020-2021. Effective July 1, 2020, all salary ranges for employees holding positions in classifications assigned to OE3 shall receive an approximate 6% salary increase.
6. Effective July 1, 2020, the Crisis Intervention Training premium pay shall be increased by approximately 1% for a total of 3.75%. Employees who have completed the Crisis Intervention Training will be eligible to receive the premium pay.
7. Fiscal Year 2021-2022. Effective July 1, 2021, all salary ranges for employees holding positions in classifications assigned to OE3 shall receive an approximate 6% salary increase.
8. Fiscal Year 2022-2023. Effective July 1, 2022, all salary ranges for employees holding positions in classifications assigned to OE3 shall receive an approximate 6% salary increase.

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ARTICLE TERM

1.1 This Memorandum of Agreement (hereinafter, "Agreement") shall become effective January 1, 2020, except where otherwise provided, and shall remain in effect through June 30, 2023. No amendment or change to the provisions of this Agreement shall be valid or binding unless reduced to writing and signed by duly authorized representative(s) of the parties.

	<u>Current</u>	<u>Proposed Salary Increases</u>	<u>Total</u>
January 2020 - Park Ranger	\$80,101	6% = \$84,907 2.75% = \$2,334	\$87,241
July 2020		6% = \$90,001 1% = \$910	\$90,902
July 2021		6% = \$95,401	
July 2022		6% = \$101,125	
January 2020 Sr. Park Ranger	\$88,129	6% = \$93,416 2.75% = \$2,568	\$95,984
July 2020		6% = \$101,744 1% = \$1,017	\$102,761
July 2021		6% = \$108,927	
July 2022		6% = \$115,462	
Santa Clara County Park Ranger	\$88,006	3% = \$90,646 9/7/20	
		3% = \$93,365 2021	
		3% = \$96,166 2022	
SCC Senior Park Ranger	\$101,643	3% = \$104,692 9/7/20	
		3% = \$107,833 2021	
		3% = \$111,068 2022	

Note: The current SCC Park Ranger contract has a 3% salary increase effective 9/7/20. SCC Park Ranger's will then be up for renegotiations. I am following the SEIU strike/mediation closely. The CEO, Jeff Smith, has commented in the paper that he was offering SEIU annual 3% wage increases because other unions would also be coming up for negotiations. Therefore, the 3% salary increase is what I believe the SCC Park Rangers will receive in a subsequent agreement based on the CEO's statements.