

CAPS PROPOSAL

Bargaining Unit: 10

Date: February
24, 2022;
10:31AM

Exclusive Representative: CAPS

Article: 2

Subject: Salaries

2.18 – NEW - Recruitment and Retention Differential: High-Cost Areas

Effective the first day of the pay period following ratification, but no later than July 1, 2022, the following differential shall be provided to current and new employees who meet the following criteria:

- A. Employees appointed to positions in the following eligible counties shall receive a ten percent (10%) pay differential.
 1. Eligible Counties: San Mateo, San Francisco, Santa Clara, Marin, Alameda, Santa Cruz, and Orange
- B. Employees appointed to positions in the following eligible counties shall receive a seven and a half percent (7.5%) pay differential.
 1. Eligible Counties: Santa Barbara, Napa, Contra Costa, Monterey, Ventura, San Diego, San Luis Obispo, Los Angeles, San Benito and Sonoma
- C. If an employee transfers out of an eligible location the differential shall be rescinded the start of the pay period following the transfer.