

CAPS Counter Proposal

Bargaining Unit: 10

Date: August 10, 2022 at 3:07pm

Exclusive Representative: CAPS

Article: 2

Subject: Salaries

2.18 – High-Cost Area Pay Differential

1. Effective the first day of the pay period following ratification by both parties, but no later than July 1, 2022, all Bargaining Unit 10 employees whose worksite is located in San Mateo, San Francisco, Santa Clara, Marin, Alameda, Santa Cruz, Orange, Santa Barbara, Napa, Contra Costa, Monterey, Ventura, San Diego, San Luis Obispo, Los Angeles, San Benito and Sonoma counties shall receive a monthly \$500 differential.
2. The differential is subject to an employee working a qualifying pay period.
3. This differential shall not be considered compensation for the purposes of retirement contributions.
4. Employees on IDL shall continue to receive this differential.
5. In the event a worksite is relocated out of one of the counties listed above, this differential shall cease at the end of the month the relocation occurs.
6. If an employee transfers out of an eligible location the differential shall be rescinded the start of the pay period following the transfer.