

District / SEIU Classified Negotiations for FY2026-2027

Comprehensive Tentative Agreement– 10/23/26

Article 7 PAY AND ALLOWANCES

District Commitment to Fiscal Sustainability 2026/27-2027/28

The District affirms its commitment to achieving sufficient cost savings to ensure long term fiscal sustainability. The District shall develop a plan to achieve such savings and will consult with SEIU as the plan is developed and finalized.

Reduction Targets and Timeline

- The District shall achieve a minimum of \$10,000,000 in one time or ongoing savings by June 30, 2027
- The District shall achieve a minimum of \$12,700,000 total in ongoing annual savings by June 30, 2028

Compensation Contingency

- If the District does not achieve the reduction targets as outlined, the District shall compensate unit members with a one time, off-schedule payment equivalent to the value of the highest percentage increase granted to any other employee groups, to be paid during the 2028-2029 fiscal year.

§ 7.1 Rate of Pay

§ 7.1.1 The District and SEIU agree that the ~~2025-26~~2026-2027 classified salary schedule will ~~reflect a 2.90% negotiated increase from~~ remain the same as the ~~2024-25~~2025-2026 salary schedule.

Article 9 HEALTH AND WELFARE BENEFITS

§ 9.1 Employee and Dependent Insurance Coverage

§ 9.1.1 In all aspects of benefits, coverage is extended to include domestic partners, subject to provider approval.

§ 9.1.2

A. Kaiser HMO: The District will assume the premium costs through 2024/25 with no out-of-pocket premium costs to the unit member. The 2025-26 and 2026/27 premium cost increases will be shared 75% by the unit and 25% by the District.

For 2025-26, the unit's portion will be deducted from the balance in the SEIU PT Health Benefit Credit account (9.1.13).

For 2026-27, the unit's portion will be covered by utilizing the \$90,000 medical benefit credit in 9.1.13 and a 4.02% reduction in pay, to be processed as a pay dock in the months of November, 2026 through June 2027. This reduction will not apply to unit members that would be caused to drop below 1,720 hours within the fiscal year based on their annual assignment. In exchange, the District will be closed as follows:

- Two days during Winter Break (December 23 and December 24, 2026)
 - Five days during Spring Break 2027 (March 22 through March 26, 2027)
- B. **Blue Shield PPO and HMO:** The District will assume the premium costs less the unit member out-of-pocket monthly premium costs, which will be equal to the difference of the annual premium cost between that plan and the District contribution to the premium cost of the Kaiser HMO plan.
- C. **Blue Shield and Kaiser ABHP:** The District will provide the Blue Shield and Kaiser ABHP plans with no premium costs paid by the unit member.

The rate table with District and unit member contribution amounts can be found in Appendix B.

The level of coverage in effect under SISC/Blue Shield and Kaiser plans, as of October 1, 2015, shall be maintained through September 30, 2026/2027.

§ 9.1.3 For unit members enrolled in an ABHP, for benefit year 2026/2027, the District will make a monthly contribution of \$100 (Single) or \$150 (Double/Family) to the unit member's Health Savings Account (HSA). Those enrolled in an ABHP plan, who experience a triggering event during the plan year that raises their plan tier, shall receive the corresponding annual increase in HSA contribution for that tier as a pro-rated amount.

§ 9.1.4 Effective October 1, 2016, in the first quarter of the first benefit year in which the unit member is enrolled in an ABHP plan, the District will reimburse the unit member for 50 percent of the unit member's time sensitive, non-elective, medically essential (as determined by a medical professional), and deductible-eligible expenses that in total are in excess of \$750 (single tier) or \$1500 (double/family tier).

§ 9.1.5 In the first and second benefit years in which the unit member is enrolled in an ABHP, the District will advance up to twelve contributions to cover any shortfall in the enrollee's HSA balance as the result of essential and deductible-eligible medical expenses. Separation from service prior to benefit year end will result in a prorated adjustment to the unit member's final paycheck.

§ 9.1.6 Existing Blue Shield members, as of ratification of the 2015-16 contract, who live outside the Kaiser coverage area, who do not have the option to receive care from the Kaiser network, shall be grandfathered in at the existing 2014-15 co-premium levels with the co-premium level increasing annually by the greater of statutory COLA or the on-going increase to the Classified salary schedule, commencing on 10/1/15.

§ 9.1.7 In the event that the parties agree to offer additional health insurance plan options to eligible unit members during the term of this Agreement, the District shall contribute an amount equal to the monthly premiums paid for the Kaiser HMO Health plan for the unit member's enrollment tier. The unit member shall be responsible for premium amounts in excess of those paid by the District, and shall authorize the District to deduct said amounts from their paycheck.

§ 9.1.8 For full-time unit members in the bargaining unit, the District agrees to pay the full costs of dental insurance premiums through June 30, ~~2026~~2027. The level of coverage in effect as of October 1, 2015 shall be maintained through June 30, ~~2026~~2027. The dental coverage cap currently is \$1,700 per plan year.

§ 9.1.9 For full-time unit members, the District agrees to pay the full costs of single vision care, life, and salary continuance (i.e., Long-Term Disability) insurance through June 30, ~~2026~~2027. An eligible unit member may elect to pay the additional cost to obtain the dependent vision coverage. The level of insurance coverage in effect as of October 1, 2015 shall be maintained through September 30, ~~2026~~2027.

§ 9.1.10 Unit members who would otherwise be eligible for and participate in employee and dependent insurance coverage pursuant to these provisions, but have taken a pay dock to accept an adjunct faculty assignment shall be entitled to this insurance coverage as long as the combination of the two (2) assignments qualifies them to participate in the District's benefit plans.

§ 9.1.11 Unit members eligible for District benefits with a spouse or domestic partner employed by the District may not be enrolled concurrently as a subscriber in one District-sponsored plan and as a dependent in a second District-sponsored plan. Likewise, the family of a unit member may be enrolled in only one District-sponsored health plan.

§ 9.1.12 Effective January 1, 2008 the Medicaash option is only available to grandfathered participants. No newly eligible unit members will be offered this option. This option is a cash-in-lieu of medical benefits option offered to eligible unit members who have verifiable group health coverage through some source other than a spouse or domestic partner who is an employee of the District.

§ 9.1.13 Effective July 1, 2021, the District will give SEIU an annual credit of \$90,000 for unit members who are less than a 0.90 FTE and have waived insurance coverage. SEIU and the District will negotiate how this credit will be used.

Article 12 LEAVES OF ABSENCE

§ 12.5 Sick Leave

§ 12.5.1 Members of the bargaining unit employed by the District five (5) days per week, twelve (12) months per year, shall be entitled to twelve (12) days leave of absence for illness or injury to, or medical appointments for, themselves or members of their immediate family, exclusive of days they are not required to render service. This sick leave shall accrue at the rate of one (1) day for each month of paid service. Sick leave need not be accrued prior to taking such leave within the same fiscal year, unless the unit member has declined the collection of unearned sick leave. However, a new unit member of the District shall not be eligible to take more than six (6) days until the first day of the calendar month after completion of six (6) months of active service with the District. In the event a unit member terminates their employment with the District after having used more sick leave days than the number which they have earned, the unearned portion will be deducted from their final warrant. If no salary is due the unit member who has used more sick leave days than the number of sick days they have earned, they will be billed by the District for the amount which the District has overpaid them.

§ 12.5.2 A unit member, who is employed for less than a full fiscal year, is entitled to the prorated number of days leave of absence for illness or injury to, or medical appointments for, themselves or members of their immediate family.

§ 12.5.3 Sick leave may be used by a unit member who is a victim of domestic violence, sexual assault, or stalking, the purposes described in Labor Code section 230(c) and Labor Code Section 230.1(a).

§ 12.5.4 Pay for any day of such absence shall be the same as the pay which would have been received had the unit member served during the day of illness.

§ 12.5.5 After all earned sick leave, compensatory time, paid time off (PTO), and vacation days (in that order) at full pay have been used and additional absence due to illness or accident is necessary, the unit member shall receive the difference between their salary and the amount paid to a substitute, for a total of five (5) months which will commence after the exhaustion of all paid leave available to the unit member on the date that difference pay commences. No restart of difference pay is available within the same fiscal year once the initial five (5) months is complete. If a substitute is not provided, the unit member will receive full pay. Leave under § 12.9.2 is separate from the leave described in this section, does not need to be used or exhausted before taking leave under this section, and shall not reduce the difference pay period provided herein.

§ 12.5.6 Except in cases of sudden illness or injury, all unit members shall give notice of their impending absence to their supervisor during the working day preceding the absence. After regular work hours, all unit members shall notify their immediate supervisor or their designee as soon as it is known that an absence from duty will be necessary. (Graveyard shift workers shall give notice by 2 p.m., swing shift workers by 12 noon.)

§ 12.5.7 On the workday preceding the unit member's intent to return to work after an absence, the unit member shall contact the immediate supervisor.

§ 12.5.8 If a unit member fails to give notice within the time specified of their intention to return to work and a substitute appears for the day's work as a result of failure to receive such notice, the substitute shall receive a full shift substitute pay and this amount shall be deducted from the unit member's salary for that month.

§ 12.5.9 A sick leave day once commenced may not be reinstated as a working day unless approved by the supervisor.

§ 12.5.10 Sick leave may be used in quarter hour increments for medical/dental appointments. Except in emergencies, twenty-four (24) hours-notice to the unit member's supervisor shall be given.

§ 12.5.11 The District may require a recognized medical professional's written verification of the reason(s) for the absence due to illness or injury after an absence of 10 days or more.

In the event of a known major mental or physical health issue in which a unit member is under medical care, the District may require a medical professional's written verification as a requirement of returning to work after an absence of 5 days or more.

§ 12.5.12 Upon good cause, when requested by the Superintendent/President or their designee, a unit member shall undergo a physical or mental examination by a licensed medical professional with expertise in the area of concern selected jointly by the unit member and the District with the District bearing the cost. The District shall release the results to the employee. If the parties cannot agree on a physician, the District shall select the physician. The employee may seek a second opinion at their cost.

§ 12.5.13 If a unit member does not take the full amount of sick leave allowed in any year under this section, the amount not taken shall be accumulated from year to year. Upon retirement from the District, unused sick hours will be reported to CalPERS/CalSTRS for service credit conversion in accordance with CalPERS/CalSTRS regulations. Members of alternative retirement systems are not eligible for sick leave conversion to service credit.

§ 12.5.14 Under the conditions set forth in the Education Code, a unit member may transfer unused sick leave to any other California Public School employer.

§ 12.5.15 Sick leave accrued by part time unit members who are not members of CalPERS/STRS will be immediately converted to be used as PTO time by the unit member. If the unit member were to become a CalPERS/STRS member, the unused PTO time would convert back to sick leave.

§ 12.6 Personal Necessity Leave [Ref: E.C. Section 88207]

§ 12.6.1 A maximum of thirteen (13) days per fiscal year of absence from the unit member's sick leave account may be used by the unit member, at their election, in cases of personal necessity, including any of the following.

1. Death or serious illness of a member of the unit member's immediate family when additional leave is required beyond that provided in the Bereavement Leave provisions of this Agreement.
2. Accident, involving the unit member's person or property or the person or property of a member of the immediate family.
3. Appearance in any court or before any administrative tribunal as a litigant, party or witness under subpoena or any order made with jurisdiction.
4. Unit member is officially quarantined. Verification from the CDC or Sonoma County Health Services will be required.
5. Such other reasons approved by the Superintendent/President or designee.

The unit member shall submit a written request to the Superintendent/President or designee to secure permission for Personal Necessity Leave, other than the type shown in (1.) through (4.) in Section 12.6.1. The Superintendent/President has discretion to require proof of all Personal Necessity Leave requests.

§ 12.7 Supplemental Personal Necessity Leave

12.7.1 In addition to the personal necessity leave referenced in section 12.6, a unit member may apply to Human Resources for a maximum of thirteen (13) supplemental personal necessity days per fiscal year to be covered by the Catastrophic Leave bank for cases where the unit member or an immediate family member is ill or injured. Minimum years in paid status and exhaustion of all accrued paid leave time per sections 12.8.3 and 12.8.4 apply to requests for supplemental personal necessity leave.

§ 12.8 Catastrophic Leave

§ 12.8.1 Unit Members may donate accrued leave to other unit members suffering from catastrophic illness or injury either to themselves, a spouse or a domestic partner, a parent or to a dependent child.

§ 12.8.2 Catastrophic leave is a paid leave of absence due to a life threatening or verifiable long-term illness or injury which clearly disables the individual.

§ 12.8.3 Unit Members who have successfully completed two thousand, eighty (2,080) hours or one (1) year in paid status shall be eligible for catastrophic leave due to their own catastrophic illness or injury or catastrophic illness or injury to spouse or a domestic partner, parent or dependent child. Differential Pay applies when all leaves are exhausted, including Catastrophic Leave, then a substitute is hired.

§ 12.8.4 The unit member must first exhaust all accrued sick leave, vacation leave, compensatory time and other paid time (e.g. PTO) before qualifying for catastrophic leave. Leave under § 12.9.2 is not accrued leave and is not required to be exhausted before qualifying for catastrophic leave.

§ 12.8.5 Catastrophic leave shall be additional paid leave available from sick leave, vacation, compensatory time, or other paid time donated by other unit members to a specific qualified unit member or from the Catastrophic Leave Bank.

§ 12.8.6 Unit members donating sick leave, vacation, compensatory time, or other paid time must donate in increments of whole hours. The donating member must retain a sick leave balance of at least ninety-six (96) hours after the donation of sick leave; retain a vacation leave balance of at least forty (40) hours after the donation of vacation leave; and may donate all of their accrued compensatory time.

1. Unit members donating sick leave may donate sick leave to eligible members within the unit only.
2. Unit members donating vacation, compensatory time, or other paid time (i.e. PTO) may donate to eligible persons outside of the unit (i.e., may donate to faculty or management employees also).

§ 12.8.7 A unit member requesting catastrophic leave must receive the approval of the Vice President of Human Resources or designee. Upon the approval of the catastrophic leave, Human Resources will notify the employee's immediate supervisor of the unit member's leave status.

§ 12.8.8 Such leave may initially be approved up to a maximum of one hundred seventy-five (175) donated hours, or equal to one (1) month of the unit member's current assignment; whichever is less. If the catastrophic illness or injury continues, up to an additional one hundred seventy-five (175) hours, or equal to one (1) month of the unit member's current assignment, whichever is less, may be recommended and approved.

§ 12.8.9 Requested time for eligible unit members will first be deducted from the Catastrophic Leave Bank. This will be required until the balance of the Catastrophic Leave Bank is reduced to 2,080 hours.

As soon as the balance of the Catastrophic Leave Bank is at 2,080 hours, any requests for catastrophic leave donations shall be made through publication of a notice in a District-wide, internal publication through Public Relations, or by special notice distributed by Human Resources.

§ 12.8.10 Human Resources shall adjust all unit member leave balances for the donation and use thereof. All time donated shall be credited on an hour-for-hour basis regardless of pay differentials between donating unit member and recipient.

§ 12.8.11 Catastrophic leave shall not be used in conjunction with any long-term disability benefits or Worker's Compensation leave.

§ 12.8.12 While a unit member is on catastrophic leave, using donated hours, the unit member shall continue to accrue vacation and sick leave.

§ 12.8.13 In the event that any donated catastrophic leave time remains unused by the unit member, that time shall be returned into the Catastrophic Leave Bank, which shall be made available to other qualified unit members pursuant to the terms of this Article.

§ 12.8.14 Unit members who leave the District may not transfer their unused sick leave into a catastrophic leave bank.

§ 12.9 Maternity and Reproductive Loss Leave

§ 12.9.1 Maternity Leave

Any period of actual physical disability connected with a disability caused or contributed to by pregnancy, miscarriage, abortion, childbirth, or recovery there from, shall be treated as any other physical disability, and any accrued sick leave or other salary continuance benefits shall be available to the unit member. Physical disability, for the purposes of this policy, shall be defined as a period during which the unit member is unable to perform job related duties. The period of actual disability shall be supported by a written statement from the unit member's physician, provided, however, that the District may, at its option, obtain other medical opinion.

§ 12.9.2 Paid Pregnancy Disability Leave

Effective January 1, 2027, a unit member who is absent from work because of disability due to pregnancy, miscarriage, childbirth, termination of pregnancy, or recovery from any of these conditions shall be entitled to paid leave of up to fourteen (14) weeks, as provided in Education Code Sections 87766 and 88193. No length of service or other eligibility requirement applies to this leave beyond the qualifying disability.

§ 12.9.2.1 A full time unit member shall receive full pay during leave under this section. A part time unit member shall receive pay prorated, based on the unit member's regularly assigned hours and length of employment.

§ 12.9.2.2 Leave under this section may begin before childbirth and may continue after childbirth for as long as the unit member is disabled for a qualifying reason, up to the maximum stated in § 12.9.2.1.

§ 12.9.2.3 During leave under this section, the District shall maintain the unit member's group health coverage on the same basis as if the unit member had not taken leave. The unit member shall continue to accrue service credit, and contributions shall continue to be made to the applicable retirement plan, during the leave.

§ 12.9.2.4 Leave under this section does not run concurrently with, and shall not be charged against or reduce, any compensated leave to which the unit member is entitled. Leave under this section is separate from, and in addition to, Parental Leave and any other leave for parental or bonding purposes. If a unit member remains disabled after leave under this section ends, the unit member may use other leave available under this Article.

§ 12.9.2.5 Physical disability, for the purposes of this policy, shall be defined as a period during which the unit member is unable to perform job related duties. The period of actual disability shall be supported by a written statement from the unit member's physician.

§ 12.9.23 Reproductive Loss Leave

§ 12.9.23.1 For purposes of this Article, "reproductive loss" means the day or, for a multiple-day event, the final day of a failed adoption, failed surrogacy, miscarriage, stillbirth, or an unsuccessful assisted reproduction. Leave provisions in this Article that apply to immediate family members shall also apply to reproductive loss situations. Where a reproductive loss results in a period of disability covered by § 12.9.2, that period shall be paid as provided in § 12.9.2 and shall not be charged against the unit member's leave balances. Leave under this section applies to time not covered by § 12.9.2.

§ 12.9.23.2 A unit member who experiences a reproductive loss may utilize up to five (5) days of leave following each reproductive loss event, utilizing any applicable leave type(s) available under this Article for matters involving immediate family members. This leave must be taken within three (3) months of the reproductive loss event.

§ 12.9.23.3 If a unit member experiences multiple reproductive losses, the total amount of leave utilized under this section shall not exceed twenty (20) days within a twelve (12) month period.

§ 12.9.23.4 If both parents suffering a reproductive loss are employed by the District, each parent is entitled to utilize leave under this section, subject to the limitations herein and each parent's twenty (20) day maximum.

§ 12.9.23.5 Leave taken under this section shall be charged against the unit member's applicable leave balances in accordance with the provisions governing each leave type. If all applicable paid leave balances have been exhausted, any additional leave under this section up to the maximums provided shall be unpaid.

§ 12.10 Family Care & Medical Leave

This section shall be applied and interpreted in accordance with the provisions of the federal Family Medical Leave Act (FMLA) and the California Family Rights Act (CFRA), Government Code Section 12945.2, and applicable regulations. The District shall provide for all mandatory provisions of these acts, and reserves the right, at its sole discretion, to consider granting unit members, upon their request, any non-mandatory, but permissible provisions under the acts.

FMLA definitions shall be used to define and to interpret the following terms used in Article 12.10, except where CFRA applies:

- a. A "child" means a biological, adopted or foster child, a step-child, a legal ward, or a child of a person standing in loco parentis who is either under eighteen years old or is an adult child that is incapable of self-care because of a serious health condition or disability at the time the FMLA leave will start.
- b. A "parent" means a biological, foster or adoptive parent, a step-parent, or parent or an individual who stood in loco parentis to a unit member when they were a child. The term parent does not

include in-laws.

- c. A "serious health condition" means an illness or injury, impairment, or physical or mental condition that involves: in-patient care in a hospital, hospice, or residential medical care facility; or continuing treatment by a health care provider.
- d. A "son" or "daughter" includes individuals for whom the employee stood or is standing "in loco parentis" when FMLA allows leave for an eligible employee when the employee is needed to care for certain qualifying family members (child, spouse or parent) with a serious health condition.
- e. Eligible employees may take CFRA leave for a child, spouse, registered domestic partner, parent, parent-in-law, grandparent, grandchild, sibling, or someone else related by blood or in a family-like relationship with a serious health condition.

§ 12.10.1 Eligibility

A unit member with one year of service, and at least 1,250 hours in paid status during the previous twelve (12) months is eligible for the leaves described below.

§ 12.10.2 Purposes For Which Leave May be Taken

- 1. Birth, adoption or foster care placement of a child.
- 2. Bonding with a new child or care of a child (including foster, step and adult children if they are incapable of self-care because of a serious health condition or disability and legal wards), parent or spouse with a serious health condition, or a serious health condition which renders the unit member unable to perform their essential job functions.
- 3. A qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a covered military member or called to active duty status with the Armed Forces.
- 4. To care for a covered military member with a serious injury or illness if the eligible employee is the military service member's spouse, son, daughter, parent, or next of kin.
- 5. Disability of the unit member [except that CFRA excludes pregnancy disability, ~~which is covered under Government Code Section 12945(b)(2)~~]-See § 12.9.2 for paid pregnancy disability leave.

§ 12.10.3 Duration of Leave

- 1. All leave is paid by the unit members existing leave balances and unpaid when leave balances are exhausted, , except that leave under § 12.9.2 is paid as provided in that section.
- 2. Leave may be taken for a total of twelve (12) work weeks in a twelve (12) month period.
- 3. Leave taken per 12.10.2.4 may be taken for a total of twenty-six (26) work weeks in a twelve (12) month period.
- 4. Leave is pro-rated for part-time unit members.
- 5. Intermittent leave in the form of reduced workdays or work weeks may be requested by the unit member. The decision to grant and/or deny such request shall be made at the sole discretion of

the District. An intermittent leave shall be judged on the special circumstances presented by the unit member. The District's decision shall be final and is not grievable under the Agreement, Article 13, "Grievance Procedure."

6. When agreed to by the unit member and the District, intermittent leave shall be scheduled, to the extent possible, to minimize disruption and any extra cost to the District.

§ 12.10.4 Time for Commencement of Leave

Leave for birth or adoption of a child must conclude within one year of the birth or adoption. Leave need not all be taken at one time.

~~Pregnancy disability leave is treated separately under CFRA (See Government Code Section 12945(b)(2)).~~

§ 12.10.5 Unit Member Notice

The unit member must comply with the District's usual and customary requirements for requesting leave and provide enough information for the District (Human Resources) to reasonably determine whether the FMLA may apply to the leave request. The unit member must request leave 30 days in advance when the need for leave is foreseeable. When the need for leave is foreseeable less than 30 days in advance or is unforeseeable, the unit member must provide notice as soon as possible and practicable under the circumstances.

§ 12.10.6 Continuation of Health & Welfare Benefits

The District will continue to pay the unit member's health and welfare benefits to the same extent the District would have paid for such benefits if the unit member would have continued working.

If the unit member does not return at the end of the leave, the District may collect the amount expended for benefits unless the failure to return is because of disability or other reasons beyond the control of the unit member.

§ 12.10.7 Status While on Leave

Family Care Leave does not constitute a break in service for purposes of seniority or longevity.

§ 12.10.8 Spouse and/or Registered Domestic Partners who are Unit Members

If both individuals are currently employed by the District and covered under the provisions of the FMLA and CFRA, each unit member is entitled to twelve (12) weeks of leave.

§ 12.10.9 Verification

The unit member shall provide acceptable written verification to Human Resources of the need for leave to care for a spouse, parent or child or for the unit member's own serious health condition.

Verification may be provided by a physician, osteopath or other health care provider designated by the U.S. Secretary of Labor.

The District may, at its sole discretion and expense, require additional medical evaluation of the unit member's own health condition, but not of the unit member's spouse, parent or child.

§ 12.10.10 Concurrent Running of Leaves

To the extent allowable under the Federal and State regulations implementing FMLA and CFRA, unit members are required to take concurrently any other paid leaves available to them for such purposes covered under this Section. Leave under 12.9.2 is exempt from this requirement and shall not count toward the twelve (12) work weeks of Parental Leave.

Article 24 DISTRICT POLICE

§ 24.14 Special Assignment

§ 24.14.1 Any District Police unit member actively serving in a P.O.S.T. prescribed and approved Field Training Officer (FTO), Communications Training Officer (CTO), Certified Instructor (i.e. firearms, defensive tactics, etc.), or Detective assignment, will be eligible for a 5% premium for each specialty for all hours in paid status. Eligibility for this premium will be guaranteed for three years unless removed for disciplinary or other cause that the unit member has been notified of and given the opportunity to correct. Each specialty shall be for a three year period. After the initial three year period, annual renewal of the assignment will be at the discretion of the Chief. This is in order to maintain continuous up to date training techniques and professional growth as prescribed by P.O.S.T.

§ 24.14.2 Any District Police unit member who is actively serving in a Cadet Coordinator assignment, will be eligible for a 2.5% premium for all hours in paid status. At least two unit members in the District Police department shall serve in this capacity concurrently. Eligibility for this premium will be guaranteed for three years unless removed for disciplinary or other cause that the unit member has been notified of and given the opportunity to correct. After the initial three-year period, annual renewal of the assignment will be at the discretion of the Chief.

§ 24.14.3 A District Police Community Safety Officer who is actively serving in a Evidence Technician assignment, will be eligible for a 2.5% premium for all hours in paid status. This will be available for one employee in the District Police department. Eligibility for this premium will be guaranteed for three years unless removed for disciplinary or other cause that the unit member has been notified of and given the opportunity to correct. After the initial three-year period, annual renewal of the assignment will be at the discretion of the Chief.

AGREED TO ON: October 23, 2026

BY:

FOR THE DISTRICT'S TEAM:



Kate Jolley
Interim Vice President, Human Resources or
Designee

FOR THE SEIU, LOCAL 1021 TEAM:



Jessica Melvin
Vice President/Lead Negotiator
Classified Executive Council



Jana Blunt (10/28/2026 14:19:59 PDT)

Jana Blunt
Area Field Representative
SEIU Local 1021 – North Coast Region



Initial



Initial