

# OCEA CONTRACT RATIFICATION

Your OCEA Bargaining Team and OCEA Board of Directors unanimously recommends you

 **VOTE YES**

After months of hard-fought negotiations, we have reached a tentative agreement with the County that gives each of you and your families the **fair wage increases** you deserve and **three yearly reductions of reverse pickup for ALL OCEA-represented employees (phased total elimination of reverse pickup for all PEPRAs [hired on or after Jan. 1, 2013] and 1.62@65 classic employees)**!

<b>Term</b>	<b>Four (4) years:</b> Through June 29, 2023
<b>Wages and Reverse Pickup</b>	<b>3.7%</b> effective first pay period after Board of Supervisors adoption (2.5% wage increase and 1.2% reverse pickup reduction); <b>3.7%</b> effective July 3, 2020 (2.5% wage increase and 1.2% reverse pickup reduction); <b>3.7%</b> effective July 2, 2021 (2.5% wage increase and 1.2% reverse pickup reduction); <b>3.5%</b> wage increase effective July 1, 2022. <b>Permanent elimination of reverse pickup for PEPRAs and 1.62@65 classic employees effective July 2, 2021.</b>
<b>Expanded Educational Reimbursement Program</b>	Eligible employees in all OCEA bargaining units may receive up to <b>\$10,000</b> in a fiscal year for educational and professional reimbursement.
<b>Annual Leave Conversion to Healthcare/Vacation</b>	Substantial increase in non-discretionary (County cannot deny) cashouts. Majority of healthcare leave can be used for personal business and children's school activities. See reverse for conversion specifics.
<b>Retiree Medical</b>	Reopener to consider enhanced retiree medical benefit.
<b>Overtime</b>	Sheriff's Dept. classifications assigned to custody or field operations have the same starting and ending point of a seven-day workweek.
<b>Training Assignment Pay</b>	Employees in Sheriff's Community Services Officer classification receive \$1 per hour for all hours assigned to train a new Community Services Officer.
<b>Boot Reimbursement</b>	Add Animal Control Assistant and Animal Control Public Education Officer to classifications eligible for safety workboot reimbursement.
<b>Holiday Pay</b>	Clarifying language that total amount of holiday pay received and holiday comp time received shall not exceed the total number of hours an employee is regularly scheduled to work on a shift.
<b>Bereavement Leave</b>	Expand "bereavement" to include all related activities and permit intermittent use over a six-month period.
<b>Leave for Professional Study or Conferences</b>	Outside United States requires Department Head approval.
<b>Joint OCEA/County Working Groups Established to Study</b>	<ul style="list-style-type: none"><li>- Dependent/child care and work-life balance</li><li>- Auto-enrollment in 457 plan for new employees</li><li>- Clarifying leave provision language</li><li>- Additional boot reimbursement classifications</li></ul>
<b>Clarification Language</b>	Non-substantive changes and deletion of provisions no longer applicable.

**Online voting begins at 5 p.m. Tuesday, Oct. 8, 2019  
and ends at 5 p.m. Sunday, Oct. 13, 2019.**

**VOTE ONLINE AT [OCEA.ORG/VOTE](https://ocea.org/vote)**

*Members can also cast a paper ballot at OCEA Headquarters from 8 a.m.-5 p.m. Wednesday-Friday.  
Representatives will be available to answer any questions you may have.*

# OCEA MEMBERSHIP MEETING

OCEA General Manager Charles Barfield will discuss specifics of the tentative agreement your OCEA Bargaining Team has reached with the County. Members of the OCEA Bargaining Team, Board of Directors and Staff will be available to discuss the agreement. **SEE THE REVERSE SIDE OF THIS FLYER FOR TENTATIVE AGREEMENT DETAILS.**

**NOON-1 P.M. AND 5:15-6:15 P.M.  
WEDNESDAY, OCT. 9, 2019**

(BOTH MEETINGS WILL COVER THE SAME TOPICS)






**OCEA HEADQUARTERS**

830 N. ROSS ST., SANTA ANA, CA 92701

**Your OCEA Bargaining Team and OCEA Board of Directors unanimously recommends you**

 **VOTE YES**

## ANNUAL LEAVE CONVERSION TO HEALTHCARE & VACATION LEAVE

	CURRENT PROVISION ANNUAL LEAVE	NEW PROVISION HEALTHCARE & VACATION LEAVE	ENHANCEMENT
ANNUAL LEAVE (AL) BALANCE CASH OUT	40/50 HOURS BASED ON MOU (100% DISCRETIONARY—COUNTY CAN DENY)	<b>80 HOURS</b> 40 DISCRETIONARY & 40 NON-DISCRETIONARY (CANNOT BE DENIED) 100% NON-DISCRETIONARY (>600 AL HOURS)	
	60/70 HOURS BASED ON MOU (100% DISCRETIONARY)	<b>120 HOURS</b> 60 DISCRETIONARY & 60 NON-DISCRETIONARY 100% NON-DISCRETIONARY (>600 AL HOURS)	
ANNUAL LEAVE & VACATION CAPS	ANNUAL LEAVE—NO CAPS	<b>VACATION CAPS—240/320/400 BASED ON MOU</b> IF CAP IS REACHED IN FY, UP TO 80/120 HOURS MAY BE CASHED OUT BASED ON MOU (NON-DISCRETIONARY)	
ENHANCED VACATION TIME WITH AL BALANCE	NOT APPLICABLE	<b>EMPLOYEES WITH OVER 10 YEARS OF SERVICE MAY USE UP TO 40 HOURS OF VACATION TIME PER YEAR WHILE STILL CARRYING AL BALANCE</b>	
INITIAL VACATION/AL EARNED	AFTER ACCUMULATION OF 2,080 HOURS	<b>HEALTHCARE &amp; VACATION LEAVES ACCRUE EACH PAY PERIOD BEGINNING ON DATE OF HIRE</b>	
CATASTROPHIC LEAVE DONATIONS	CASHABLE HOURS ONLY	<b>CASHABLE HOURS PLUS UP TO 8 HOURS OF HEALTHCARE LEAVE</b>	
ACCRUALS	ACCRUE UP TO 256 HOURS BASED ON YEARS OF SERVICE	<b>HEALTHCARE (NON-CASHABLE)</b> ACCRUE 72 OR 96 HOURS ANNUALLY BASED ON YEARS OF SERVICE <b>VACATION (CASHABLE)</b> ACCRUE 80/120/160 HOURS ANNUALLY BASED ON YEARS OF SERVICE	
PERMITTED USES FOR HEALTHCARE LEAVE	AL/AL UNPLANNED	<ul style="list-style-type: none"> <li>• HEALTHCARE—YOURSELF OR A FAMILY MEMBER</li> <li>• UP TO 40 HRS OF PERSONAL BUSINESS LEAVE</li> <li>• UP TO 10 HRS FOR SCHOOL-RELATED ACTIVITIES</li> <li>• UP TO 8 HRS FOR CATASTROPHIC LEAVE</li> </ul>	