

**PROPOSAL FOR MARKET ADJUSTMENTS – AFSCME NEGOTIATIONS – FINAL TA – 11/16/15 – 930 p.m.**

For classes with significant turnover and market issues, the county proposes to make the following adjustments:

- **Public Health Nurse** - One additional step (5%) at the top in 2016; and one additional step (5%) at the top in 2017.
- **Social Worker, Psychiatric Senior** - One additional step (5%) at the top in 2016; and elimination of the bottom step

For classes with more than 2X the county average in voluntary turnover for multiple years including 2015, the county proposes to make the following adjustments:

- **Corrections Officer** – An additional 2% to top step in 2016, and 1% to the range in 2016; and drop the bottom step in 2017.
- **Corrections Officer, Sr.** – An additional 2% to top step in 2016; and elimination of bottom two steps, and 1% to the range in 2016.
- **Service Center Rep** – An additional 2% to top step in 2016; and elimination of bottom three steps
- **Sheriff's Records Coordinator** – An additional 2% to top step in 2016, and 2% to the range in 2016
- **Sheriff's Records Clerk** – An additional 2% to top step in 2016, and 2% to the range in 2016
- **Veterans Services Representative** – An additional 2% to top step in 2016, and elimination of bottom two steps.

For classes with more than 2X the county average in voluntary turnover for 2015 and one other year, the county proposes to make the following adjustments:

- **Community Health Worker, Sr.** – An additional 1.5% to top step in 2016; and elimination of bottom two steps
- **Medical Assistant** – An additional 1.5% to top step in 2016; and elimination of bottom two steps
- **Social Worker, Child Protection** - An additional 1.5% to top step in 2016; and elimination of the bottom step (which impacts 28 employees who will be moved up one step, representing approx. 5% for them).
- **WIC Nutritionist** – An additional 1.5% to top step in 2016.

For classes with more than 2X the county average of voluntary in one of the years 2012-2014, but not in 2015, the county proposes to make the following adjustments:

- **Sentence to Serve Crew Leader** – An additional 1% to top step in 2016
- **Service Center Rep, Sr** - An additional 1% to top step in 2016
- **Legal Service Specialist** – An additional 1% to top step in 2016.

For classes for which there is not a significant turnover issue, but for which eliminating some bottom steps – as requested by the union – could help with attraction issues, the County proposes the following adjustments, which includes moving any incumbents who are in these lower steps up to the new minimum step.

- **Social Worker** – eliminate bottom 6 steps and move 23 employees to step 7 (the new first step)
- **Social Worker, Senior** – eliminate bottom 3 steps and move 15 employees to step 4 (the new first step)
- **Planning Analyst** – eliminate bottom 5 steps and move 10 employees to step 6 (the new first step)

For classes for which there is not a significant turnover issue, but for which eliminating some bottom steps – as requested by the union – could help with attraction issues, the County proposes the following adjustments: Note: For this list, there are no union-represented incumbents in these steps.

- Chemical Health Counselor – eliminate bottom 4 steps
- Chemical Health Counselor, Sr – eliminate bottom 4 steps
- Child Support Service Officer - eliminate bottom 2 steps
- Child Support Officer, Principal – eliminate bottom 2 steps
- Community Health Worker – eliminate bottom 2 steps
- Corrections Counselor – eliminate bottom 3 steps
- Health Care Quality Improvement Specialist – eliminate bottom 2 steps
- LPN – eliminate bottom 2 steps
- ME Investigation Asst – eliminate bottom 2 steps
- ME Technician – eliminate bottom 2 steps
- MHP Med Services Coordinator – eliminate bottom 1 step
- Psychologist, Clinical – eliminate bottom 4 steps
- Social Worker, Psychiatric – eliminate bottom 3 steps
- Sterile Processing Tech – eliminate bottom 2 steps
- Training Specialist – eliminate bottom 4 steps
- Volunteer Coordinator – eliminate bottom 2 steps
- Volunteer Coordinator Sr. – eliminate bottom 2 steps
- ~~Veterans Services Rep – eliminate bottom 2 steps (moved to front page)~~

Note: The following 5 classes requested by AFSCME are not proposed to receive any kind of adjustment because they don't meet any of the criteria listed above.

- Case Management Assistant
- HSR, HSR Sr
- Child Support Off, Sr.
- Planning Analyst, Principal
- Career Probation Officer

*This market adjustment proposal is made as part of a total package economic offer; meaning it is not a stand-alone proposal, but rather a proposal that is contingent on reaching total package agreement on all economic pieces. The County reserves the right to modify or withdraw any portion of this proposal until a total economic settlement is reached.*