



LABOR RELATIONS

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DIVISION

County of San Diego

DEPARTMENT OF HUMAN RESOURCES

LABOR RELATIONS DIVISION

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CARLOS G. ARAUZ, IPMA-CP
DIRECTOR

LETTER OF UNDERSTANDING
BETWEEN THE
COUNTY OF SAN DIEGO
AND THE
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 221, CLC
(MM, PS, and SS UNITS)

IN THE MATTER OF

BILINGUAL PREMIUMS FOR CHILD/ADULT PROTECTIVE SERVICES

This attests to and records the agreement of the County of San Diego and the Service Employees International Union, Local 221, CLC (MM, PS, and SS Units) amending Article 5, Section 17, Protective Services Supervisor (#5259) Spanish Retention Bilingual Premium, of the Memorandum of Agreement.

ARTICLE 5. Hours of Work, Premiums and Bonuses

Amend current MOA language to read: (additions are bolded and underlined, deletions are struck out)

Section 17. **Child Protective Services/Adult Protective Services** Supervisor (#5259)
Spanish Retention Bilingual Premium

The appointing authority may assign a qualified employee ~~Protective Services Supervisor~~, to perform Spanish bilingual duties in child protective services positions in the Children's Services Bureau or in adult protective services in the Adult Protective Services in Aging and Independent Services that which have been identified and designated as requiring Spanish bilingual skills. The Health & Human Services Agency will recommend the effective date for Spanish bilingual pay as the date the employee is assigned such duties or passes the Spanish bilingual proficiency test, whichever is later. In order to ensure an adequate level of Spanish bilingual proficiency, the Director, Department of Human Resources, may require periodic evaluation of incumbents receiving the premium.

Class A: The rate for Class A Spanish bilingual skills is seventy-two dollars (\$72) biweekly; ninety cents (\$0.90) per hour for eighty (80) hours of paid service – thereafter, the FLSA regular rate for overtime shall apply. To qualify for this rate, the employee must be assigned to a position designated as requiring Spanish bilingual skills fifty percent (50%) or more of the time or forty (40) hours or more in an 80-hour biweekly pay period, or to a position designated as requiring technical Spanish bilingual skills (reading, writing and translation). The fifty percent (50%) usage requirement shall mean the actual time spent conversing or interpreting in the Spanish language.

Class B: The rate of Class B Spanish bilingual skills is forty dollars (\$40) biweekly; fifty cents (\$0.50) per hour for eighty (80) hours of paid service – thereafter, the FLSA regular rate for overtime shall apply. To qualify for this rate, the employee must be assigned to a position designated as requiring Spanish bilingual skills less than fifty percent (50%) of the time or thirty-nine (39) or less hours in an 80-hour biweekly pay period. This fifty percent (50%) or less usage requirement shall mean the actual time spent conversing or interpreting in the Spanish language.

Employees in designated classes eligible to receive this premium shall not also be eligible to receive the Bilingual Premium contained in Article 5, Section 16.

For purposes of terminal pay, this Spanish bilingual premium shall not be computed in the employee's base wage rate.

Eligible Classes:

- 5237 – Adult Protective Services Specialist**
- 5238 – Senior Adult Protective Services Specialist**
- 5239 – Adult Protective Services Supervisor**
- 5259 – Protective Services Supervisor**

FOR THE COUNTY OF SAN DIEGO:

**FOR THE SERVICE EMPLOYEES
INTERNATIONAL UNION, LOCAL 221,
CLC (MM, PS and SS UNITS):**



LYNETTE M. MERCADO
Senior Labor Relations Officer



SHARON-FRANCES MOORE
President

8/11/07
Date

7.23.07
Date