

2022-2025 SALARY CONTRACTS TENTATIVE AGREEMENT SUMMARY

Appraisers Non-Supervisory, BU 131 Appraisers Supervisory, BU 132

Our 2022 CAPE Bargaining Team and the County of Los Angeles have reached a Tentative Agreement on a successor contract for the Appraisers Non-Supervisory and Supervisory Appraisers bargaining units. The new three-year contract agreement protects our working conditions and includes the largest one-year salary increase since 2006, a \$1,375 signing bonus, brand new telework protections, and much more. An overview of the tentative agreement is provided below.

Tentative agreement overview

TERM

Three years. The term of the new Memorandum of Understanding (MOU) is April 1, 2022 through March 31, 2025 (expiration).

RENEGOTIATION

The dates for MOU Renegotiation were updated as follows:

Nov 1 – 15, 2024	Written proposals due
Dec 1, 2024	Negotiations begin
March 1, 2025	Automatic impasse

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SALARIES

The proposed salary adjustments for Classifications in this unit is as follows:

Oct. 1, 2022 5.5%
Oct. 1, 2023 3.25%
Oct. 1, 2024 3.25%

Signing bonus

\$1,375 signing bonus within 45 days of tentative agreement.

(\$700 for Part-Time and Temporary employees.)

Must be employed and in-service on date of Board adoption and at time of payment.

Salary inequity increase

CAPE and the County have agreed to an 11.3% salary inequity increase for **Appraiser Assistants**.

1958 Appraiser Assistant

Total salary inequity increase: 11.3%

- Effective October 1, 2023 5.6468%
- Effective October 1, 2024 5.6468%

SPECIAL PAY PRACTICES AND PROVISIONS

Professional Association Dues increase to \$95 annually to the following organizations:

- International Association of Assessing Offices (IAAO)
- Society of Auditor Appraisers (SAA)
- Appraisal Institute
- American Society of Appraisers (ASA)
- International Association of Appraisers (ISA)
- Appraisers Association of America
- International Right of Way Association
- American Society of Farm Managers and Rural Appraisers

(NEW) TELEWORK

CAPE and the County commit to the belief that telework is an effective tool to promote operational efficiencies, support employee recruitment, retention, and engagement, lower overhead costs and parking expenses. This new article commits the County to expanding telework in all Departments, establishes selection criteria guidelines, establishes the County's responsibility for providing and maintaining materials and equipment, and provides for reimbursement to employees for required expenses incurred.

(NEW) MEDICAL TRUST

The County is to provide a 10-day notice of hiring a new employee from the date of hiring to CAPE and provide a face-to-face meeting with CAPE Representative(s) on County time with the new employee(s) for up to 60 minutes and in a location away from the employee(s) work area.

APPENDIX B CAPE DELEGATE PROGRAM

CAPE members who are official Delegates for the union can be released with pay to perform duties for the union up to 20 hours through the length of the contract (an increase from the previous 10 hours). If a Delegate needs to be released beyond 20 hours, the CEO will consider the Union's request on a case-by-case basis.

IMPORTANT FRINGE BENEFITS CONTRACT INFORMATION

Summary of changes in the Successor Fringe Benefits M.O.U.

CAPE, alongside fourteen of our sister-unions united in the Coalition of County Unions (CCU), have reached an agreement with the County of Los Angeles on a Successor Fringe Contract worth more than \$40 million. Below is a reminder regarding the summary of important changes in the Successor Fringe Benefits M.O.U.

Term

Three years. July 1, 2022 to June 30, 2025.

Negotiated choices contribution

The parties have reached agreement on the following increases to the County's contribution to the Choices Plan for plan years 2023, 2024, and 2025.

Critically, the new base for 2023 is more than a full percentage point above the average medical insurance increase of 2.9% for 2023, assuring that County employees affiliated with unions in the CCU.

Health insurance contributions

COVERAGE	YEAR AND % INCREASE			
	2022 · 2.50%	2023 · 4.00%	2024 · 2.50%	2025 · 2.00%
Waive	\$244.00	\$244.00	\$244.00	\$244.00
Employee only	\$1,056.92	\$1,099.20	\$1,126.68	\$1,149.21
Employee +1	\$1,928.36	\$2,005.49	\$2,055.63	\$2,096.74
Employee +2 or more	\$2,277.98	\$2,369.10	\$2,428.33	\$2,476.90

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IMPORTANT FRINGE BENEFITS CONTRACT INFORMATION

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Eligibility for the CAPE Health Plans

New hires will now be eligible to join the CAPE Health Plans throughout the year; however, employees must meet union membership requirements during the next open enrollment period.

Dependent care

\$1 million increase to the Dependent Care Spending Account.

Life Insurance

Term Life Insurance benefit increase of \$3,000 per employee for members in LACERA Retirement Plans A, B, C, D, G, and E.

Commuting problem

Increase of \$100,000 to the Civic Center Parking Joint Labor Management Committee.

About the Coalition of County Unions

The member unions united in the Coalition of County Unions (CCU) collectively represent more than 30,000 men and women employed by the County of Los Angeles. Through their hard work 24 hours a day, 7 days a week, these skilled and dedicated union members prove our collective commitment to health, safety, and wellbeing of the residents of Los Angeles County – and our millions of annual visitors. To learn more, please visit CoalitionofCountyUnions.com.

Voting instructions

Please ensure your vote is counted by returning your ballot in the reply envelope provided.

California Election Company, an independent election firm, will count the ballots and results will be announced to CAPE members as soon as possible thereafter.