SEIU LOCAL 221-MM/PROF PROPOSAL
DATE: 05/02/2013

ARTICLE 2.08 PROFESSIONAL ENRICHMENT

CURRENT LANGUAGE:

Employees represented by MM/PROF are eligible to participate in the City's Professional Enrichment Program. The annual Professional Enrichment Fund allotment for MM/PROF employees is $15,000. An employee is eligible to receive up to $250 per fiscal year for professional enrichment. Funds may be used at any time during the fiscal year. Fiscal year reimbursements under the City's "Professional Enrichment" will be closed the second Thursday in June. Employees may request reimbursement for professional enrichment expenses in accordance with Internal Revenue Code Section 132, or any other applicable state and federal law. Employees must receive approval from their Appointing Authority and the City Manager's designee before funds may be claimed for reimbursement. Reimbursements are on a first come, first serve basis until the funds have been exhausted.

MM/PROF and City may by mutual agreement use up to one-half of these funds for agreed upon classroom training, organizational development, or team-building.

CONCERNS:

Current language does not tie training to improving the employee's skill level in their current, or future, position and lacks additional accountability in support of the City's Quality Workforce Program, as a tool to ensure the utmost effective and efficient service delivery to the citizens of Chula Vista.

PROPOSED LANGUAGE:

Employees represented by MM/PROF are eligible to participate in the City's Professional Enrichment Program.

To qualify as a reimbursable expense, the employee must demonstrate a link to their current job or career path. Requests for professional enrichment reimbursement must be approved by the employee's supervisor, prior to any expenses being incurred, under the following terms:

- *Relevant training needs/requests are identified in performance goals*
- *Training to improve current skills or help in career advancement*
- *Employee shall, upon request, report out/follow-up after training*

The annual Professional Enrichment Fund allotment for MM/PROF employees is *$32,000*. An employee is eligible to receive up to *$1000* per fiscal year for professional enrichment. Funds may be used at any time during the fiscal year. Fiscal year reimbursements under the City's "Professional Enrichment" will be closed the second

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MM/PROF and City may, by mutual agreement, use up to one-half of these funds for agreed upon classroom training, organizational development, or team-building.

RESULT:

Provides additional accountability in support of the City's Quality Workforce Program, as a tool to ensure the utmost effective and efficient service delivery to the citizens of Chula Vista.