CITY OF CHULA VISTA PROPOSAL TO SEIU 221-CVEA

SEIU LOCAL 221-CVEA PROPOSAL #___
DATE: 04/25/2013

ARTICLE 2.18 CERTIFICATION PAY

CURRENT LANGUAGE:

The City will provide $30 per pay period to employees who possess one to three job related certificates that meet the criteria of the Certification Pay Policy or $75 to employees who possess four (4) or more job related certificates.

The request for certification pay must be approved by the Appointing Authority and the Director of Human Resources. Certification pay expires at the end of the pay period that includes the expiration date of the certificate. Employees are responsible for resubmitting requests for certification pay once they have renewed their certificate.

The City agrees that a Certification Pay Policy will be developed no later than January 30, 2013.

Final agreement on this proposal is contingent upon the parties mutually agreeing to the language in a new Certification Pay Policy.

CONCERN:

City may be compensating employees for possessing certificates required by their respective job classifications; therefore, allocating financial resources that could be utilized elsewhere to ensure the utmost effective and efficient service delivery to the citizens of Chula Vista.

PROPOSED LANGUAGE:

For employees that meet the criteria of the Certification Pay Policy and who have obtained, at their own cost, certifications/licenses that provide a direct benefit to the City by enhancing their knowledge and skills, above those required by their job classification, the City will provide, per 14-day, biweekly, pay period, $30 for one to three (3) job-related certificates, or $75 for four (4) or more job-related certificates.

The request for certification pay must be approved by the Appointing Authority and the Director of Human Resources. Certification pay expires at the end of the pay period that includes the expiration date of the certificate. Employees are responsible for resubmitting requests for certification pay once they have renewed their certificate.

~~The City agrees that a Certification Pay Policy will be developed no later than January 30, 2013.~~

TENTATIVE AGREEMENT

5/9/2013

UNION

MANAGEMENT