

**PCOA - TPOAM  
(Social Service Workers)**

**TENTATIVE AGREEMENT**

1. Duration - 3 Years through 12/32/2027
2. Wages:
  - Year 1. First full pay period following ratification - wage study plus 1.5%
  - Year 2. First full pay period following January 1, 2026 - 2%
  - Year 3. First full pay period following January 1, 2027 - 1.5%
3. Paid Personal Time – increase to 72 hours
4. Bereavement – Increase from 4 to 5 days for employee's current spouse, current spouse's parent, current spouse's step-parent, employee's parent, step-parent, child, step-child and whomever the employee or employee's current spouse has legal guardianship of.
5. Eliminate Business Days.
6. Vacation increase for the following years of service
  - First 5 yrs-10 hours for each 208 worked
  - Completion of 5 yrs-14 hours for each 208 worked
  - Completion of 10 years-18 hours for each 208 worked
  - Completion of 15 years-22 hours for each 208 worked
7. Retirement Healthcare Savings Account – Increase employer contribution to \$100 per pay.
8. Reduce employee contribution to 9.5% for defined benefit.
9. Provide a minimum increase of .50/hr. for promotions.
10. Parental Leave – Continuous leave which allows the Birthing Parent – 8 weeks fully paid/ non-birthing parent – 4 weeks fully paid (applies to adoptions) – eligible after completion of 1040 hours
11. Health Insurance – New hires eligible for coverage first of month following date of hire.
12. Life Insurance – Allow employees to purchase additional life insurance via payroll deduction (for self, current spouse and dependent children) at the employee's cost.
13. Pet Insurance - Allow employees to purchase pet insurance through County's

carrier.

14. Volunteer Days - Allow for two volunteer days for employees to participate at County sponsored opportunities.
15. Holiday Eligibility – Employees are eligible for holiday pay at date of hire.
16. Pay Scale Updates – Update headers.
17. Dependent Care FSA - Allow employees to set aside pay to be used for dependent care.
18. Educational Reimbursement – streamline process, allow for use of lunch time, remove bargaining unit maximum.
19. Cell Phone Stipend – Remove.
20. Various Language Cleanup.
21. Include Adoptions in Bulletproof vest Letter of Agreement.

All other terms and conditions in CBA not addressed in this TA remain status quo.