

Web Posting Transmittal Sheet

Meeting Date: 8/14/19

✓	BU #	NAME OF UNIT
	6	Health and Welfare Supervisors <i>SHAPE</i>
	10	Skilled Craft and Service Maintenance <i>Stationary Engineers, Local 39</i>
	3	Law Enforcement Employees
	4	Law Enforcement Supervisors <i>Deputy Sheriff's Association</i>
	12	Probation Employees
	15	Probation Supervisors <i>Probation Peace Officer Association</i>
	13	Correctional Officers <i>Sheriff's Custody Association</i>
	14	Correctional Supervisors <i>Teamsters, Local 856</i>
	17	Law Enforcement Management
	18	Law Enforcement Management <i>Law Enforcement Management Association</i>
	2	Nurses
	7	Regulatory, Technical and General Services
	9	Clerical Employees
	5	Health and Welfare Service Employees
	8	General Services Supervisors
	82	EH Nurses
	87	EH Regulatory, Technical, & General Services
	89	EH Clerical Employees
	90	EH Probation Employees <i>SEIU</i>
	1	Attorneys <i>Teamsters, Local 150</i>
	11	Psychiatrists, Physicians and Dentists <i>Union of American Physicians & Dentists</i>
✓	16	Mid Management <i>AMMPS</i>
	19	Executive and Senior Management <i>Professional & Technical Engineers, Local 21</i>

- County Proposal(s) to Union
 Union Proposal(s) to County

Proposal(s) attached.

8/14/19
4:45 pm

**Side Letter Agreement
Between
The County of Solano and
Association of Mid-Management Professionals at Solano County**

This will confirm an understanding reached between the County of Solano, hereinafter referred to as the "County," and the Association of Mid-Management Professionals at Solano County, hereinafter referred to as the "Association," representing the County's bargaining unit #16, Mid-Management Employees. The Memorandum of Understanding ("MOU") shall be amended as stated below.

Within one-hundred twenty (120) days of the adoption of the MOU, the County agrees to initiate a classification analysis and salary survey for the classification of Supervising Group Counselor.

Within ninety (90) days of the implementation of the Health and Social Services Reorganization, the County agrees to initiate a classification analysis and salary survey for the classification of Health Services Manager.

Not later than December 2020, the County agrees to initiate a classification analysis for the position of Deputy Agricultural Biologist/Sealer of Weights & Measures.

For the County:

Jeannine Seher
Assistant Director of Human Resources

Date

For the Association:

Kim Gillingham
Representative

Date

8/14/19
v.22 pm

Appendix B – Salary Schedule

1. The present approximate monthly pay rates for represented classifications are as follows:

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
Accountant-Auditor Analyst	6,859.96	7,202.95	7,563.10	7,941.26	8,338.32
Appraiser (Spvsing)	6,843.68	7,185.86	7,545.15	7,922.41	8,318.53
Auditor-Appraiser (Spvsing)	6,843.68	7,185.86	7,545.15	7,922.41	8,318.53
Child Support Atty (Supervng)	12,225.04	12,836.29	13,478.11	14,152.01	14,859.61
Child Support Program Manager	7,134.30	7,491.02	7,865.57	8,258.84	8,671.79
Clerical Operations Manager	5,349.62	5,617.10	5,897.96	6,192.85	6,502.50
Clinic Physician Supervisor	15,732.42	16,519.04	17,345.00	18,212.25	19,122.86
Coordinator-Programs/Emerg Svcs	8,098.48	8,503.40	8,928.57	9,375.00	9,843.75
Dentist Manager	11,985.53	12,584.81	13,214.05	13,874.75	14,568.49
Dep Ag Comm/Sealer Wts & Meas	6,393.00	6,712.65	7,048.28	7,400.70	7,770.73
Dispatch Center Manager	6,934.70	7,281.43	7,645.51	8,027.78	8,429.17
Employment/Eligibility SvcsMgr	7,702.90	8,088.05	8,492.45	8,917.07	9,362.93
Group Counselor (Spvsing)	6,161.68	6,469.77	6,793.26	7,132.92	7,489.56
H&SS Planning Analyst	7,119.54	7,475.52	7,849.29	8,241.76	8,653.85
Health Services Manager	7,475.52	7,849.29	8,241.76	8,653.85	9,086.54
Health Services Manager (Sr)	8,105.15	8,510.41	8,935.93	9,382.72	9,851.86
Inmate Program & Services Mgr	6,775.92	7,114.71	7,470.45	7,843.97	8,236.17
Library Marktg & Comm Rel Off	6,591.65	6,921.23	7,267.30	7,630.66	8,012.19
Mental Health Services Manager	8,740.09	9,177.10	9,635.95	10,117.75	10,623.64
Mental Health Services Mgr(Sr)	9,614.10	10,094.81	10,599.55	11,129.52	11,686.00
Nursing Manager	8,064.82	8,468.07	8,891.47	9,336.04	9,802.85
Program Analyst	6,088.57	6,393.00	6,712.65	7,048.28	7,400.70
Project Manager	6,088.57	6,393.00	6,712.65	7,048.29	7,400.70
Psychiatrist Supervisor	17,774.32	18,663.03	19,596.18	20,575.99	21,604.79
Public Hlth Nurse Manager	9,004.62	9,454.85	9,927.60	10,423.98	10,945.18
QA & Implementation Analyst	6,775.92	7,114.71	7,470.45	7,843.97	8,236.17
Recording Operations Manager	5,717.33	6,003.20	6,303.36	6,618.53	6,949.46
Sheriffs Forens&Rcrds Svcs Mgr	6,432.29	6,753.91	7,091.60	7,446.18	7,818.49
Social Services Manager	7,945.13	8,342.39	8,759.51	9,197.48	9,657.36
Staff Analyst	6,003.20	6,303.36	6,618.53	6,949.45	7,296.93
Staff Analyst (Entry)	5,008.25	5,258.66	5,521.60	5,797.67	6,087.56
Staff Analyst (Senior)	6,775.92	7,114.71	7,470.45	7,843.97	8,236.17
Tax Collections Manager	6,775.92	7,114.71	7,470.45	7,843.97	8,236.17
Victim/Witness Program Coord	5,717.33	6,003.20	6,303.36	6,618.53	6,949.46

Commented [SJM1]: This entire chart will be updated to reflect salaries in existence on the pay period prior to the expiration of the MOU.

2. Effective the later of October ~~8, 2017~~ 6, 2019 or the beginning of the first pay period following Board of Supervisors' adoption of the collective bargaining agreement, the base wage rates set forth in this Appendix B, paragraph 1 above, will increase by ~~four~~three percent (~~4~~3%) of the base wage rates in effect the day before such increase takes effect.

3. Effective the beginning of twenty-sixth (26th) pay period following the wage increase set forth in this Appendix B, paragraph 2 above, the base wage rates will increase by two percent (2%) of the base wage rates in effect the day before such increase takes effect.

4. Effective the beginning of the twenty-sixth (26th) pay period following the wage increase set forth in this Appendix B, paragraph 3 above, the base wage rates will increase by two percent (2%) of the base wage rates in effect the day before such increase takes effect.

53. The hourly pay rate is calculated by multiplying monthly pay rate by twelve (12) months and dividing that value by two thousand eighty (2,080) hours.

4:53 pm
8/14

County Counter Proposal to AMMPs Verbal Revised Salary Proposal of 5% year 1, 3% year 2, 2% year 3.
August 14, 2019

2. Effective the later of October ~~8, 2017~~ 6, 2019 or the beginning of the first pay period following Board of Supervisors' adoption of the collective bargaining agreement, the base wage rates set forth in this Appendix B, paragraph 1 above, will increase by ~~four~~ three -percent (3%) of the base wage rates in effect the day before such increase takes effect.

3. Effective the beginning of twenty-sixth (26th) pay period following the wage increase set forth in this Appendix B, paragraph 2 above, the base wage rates will increase by ~~two~~ three percent (3%) of the base wage rates in effect the day before such increase takes effect.

4. Effective the beginning of the twenty-sixth (26th) pay period following the wage increase set forth in this Appendix B, paragraph 3 above, the base wage rates will increase by two percent (2%) of the base wage rates in effect the day before such increase takes effect.

5. Effective the beginning of the thirteenth (13th) pay period following the wage increase set forth in this Appendix B, paragraph 4 above, the base wage rates will increase by one percent (1%) of the base wage rates in effect the day before such increase takes effect.

6. Effective September 4, 2022 the base wage rates set forth in this Appendix B, paragraph 5 above, will increase by one percent (1%) of the base wage rates in effect the day before such increase takes effect.

7. The hourly pay rate is calculated by multiplying monthly pay rate by twelve (12) months and dividing that value by two thousand eighty (2,080) hours.