

IFPTE Local 21, Unit 6 (SHAPE)
2022 Contract Negotiations – Solano County
Union Proposal #10
Date Presented: 8/4/22

Subject: General Wage Increases (COLAs)

The Union is proposing cost of living adjustments in each year of a three year agreement. The Bay Area Consumer Price Index (CPI) remains elevated beyond levels seen in decades. General wage increases must ensure that employees are not falling further behind in relation to the increased cost of living. Competitive general wage increases are necessary to assist Solano County in recruiting and retaining qualified staff to provide essential services to the community.

Appendix B — Salary Schedule

1. Effective the later of ~~October 6, 2019~~ **October 22, 2022** 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 ~~three percent (3%)~~ **seven percent (7%)** of the base wage rates in effect the day before such increase takes effect.
2. Effective ~~the beginning of the twenty-sixth (26th) pay period following the wage increase set forth in this Appendix B, paragraph 2 above,~~ **October 1, 2023**, the base wage rates will increase by ~~three percent (3%)~~ **seven percent (7%)** of the base wage rates in effect the day before such increase takes effect.
3. Effective ~~the beginning of the twenty-sixth (26th) pay period following the wage increase set forth in this Appendix B, paragraph 3 above~~ **October 1, 2024**, the base wage rates will increase by ~~two percent (2%)~~ **seven percent (7%)** of the base wage rates in effect the day before such increase takes effect.

~~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.~~

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~~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.~~

For the Union:

For the County:

Date:

Date: