

Solano County Package Proposal #2 to Unit 6 (IFPTE Local 21)

Distributed on October 6, 2022

The below set of proposals is submitted as a package proposal from the Solano County to Unit 6 with respect to the referenced articles of the parties' contract. Agreement on individual elements of the proposal is contingent on agreement to the whole.

Any proposal not specifically addressed herein is rejected.

- **Term (County Proposal #1/Union Proposal #2):** County restates its August 4, 2022 proposal

- **Appendix B/Salary (County Proposal #19):** County modifies its September 29, 2022 proposal as highlighted below:

The present approximate monthly pay rates for represented classifications are:

Job Title		Step 1	Step 2	Step 3	Step 4	Step 5
Community Services Coordinator		\$7,411.80	\$7,782.39	\$8,171.51	\$8,580.09	\$9,009.09
Eligibility Benefits Spec Supv		\$5,372.29	\$5,640.90	\$5,922.95	\$6,219.10	\$6,530.05
Employment Resources Spec Supv		\$5,908.97	\$6,204.42	\$6,514.64	\$6,840.37	\$7,182.39
Mental Health Clinical Supv		\$8,012.12	\$8,412.72	\$8,833.36	\$9,275.03	\$9,738.78
Program Specialist		\$5,908.97	\$6,204.42	\$6,514.64	\$6,840.37	\$7,182.39
Social Services Program Coord		\$7,283.37	\$7,647.54	\$8,029.92	\$8,431.42	\$8,852.99
Social Services Supervisor		\$7,283.37	\$7,647.54	\$8,029.92	\$8,431.42	\$8,852.99
Special Programs Supervisor		\$5,908.97	\$6,204.42	\$6,514.64	\$6,840.37	\$7,182.39
Therapist (Senior)		\$6,771.35	\$7,109.92	\$7,465.41	\$7,838.68	\$8,230.62

2. Effective ~~the later of October 6, 2019 or~~ the beginning of the first pay period following Board of Supervisors' adoption of the collective bargaining agreement **or the first pay period following October 21, 2022, whichever is later**, the base wage set forth in this Appendix B paragraph 1, above, will increase by **four percent (4%)** ~~three percent (3%)~~ of the base wage rates in effect 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 2 above, the base wage rates will increase by **four percent (4%)** ~~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 **four percent (4%)** ~~two percent (2%) one percent (1%)~~ of the base wage rates in effect the day before such increase takes effect.

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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.

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- **Deferred Compensation (County Proposal #17)**: County restates its September 1, 2022 proposal

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- **Education Reimbursement (County Proposal #4)**: County restates its August 4, 2022 proposal

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- **Holidays (County Proposal #4)**: County restates its August 4, 2022 proposal **with the modification that it is open to trading an existing Holiday (including floating holidays) for Juneteenth with the understanding that all other County bargaining groups must agree to the same trade (e.g., 1 floating holiday for Juneteenth).**

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- **Early Settlement Side Letter (County Proposal #22)**: County restates its September 29, 2022 proposal:

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- **Recruitment/Retention Bonus (County Proposal #13)**: County restates its September 29, 2022

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- **Healthcare (Union Proposal #12)**: County modifies its September 29, 2022 response as highlighted below

6.3 Cafeteria Plan

A. The County has established a Cafeteria Plan in conjunction with the California Public Employees' Retirement System (CalPERS) Health Insurance Plan.

For coverage effective January 1, 2019~~2023~~ **or the term of Agreement's start date, whichever is later**, the County's contribution toward the cafeteria plan shall be set at **eighty percent (80%)**~~seventy five~~ **eighty-five percent (75~~85~~%)** of the 2019~~2023~~ **Region 1** PEMHCA **Bay Area Family Kaiser Permanente Family** rate minus the PEMHCA MEC.

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For coverage effective January 1, 2024~~0~~, the County's contribution toward the cafeteria plan shall be set at ~~seventy five percent (75%)~~ **eighty percent (80%)** of the 2024~~0~~ PEMHCA **Region 1** PEMHCA **Bay Area Family Kaiser Permanente Family** rate minus the PEMHCA MEC.

For coverage effective January 1, 2025~~1~~, the County's contribution toward the cafeteria plan shall be set at ~~seventy five percent (75%)~~ **eighty percent (80%)** of the 2025~~1~~ PEMHCA **Region 1** PEMHCA **Bay Area Family Kaiser Permanente Family** rate minus the PEMHCA MEC.

~~For coverage effective January 1, 2022, the County's contribution toward the cafeteria plan shall be set at seventy five percent (75%) of the 2022 PEMHCA Bay Area Family Kaiser rate minus the PEMHCA MEC.~~

B. An employee may use the County's contribution to the cafeteria plan toward the medical insurance plan for which s/he has elected to enroll.

An employee who has unused (unspent) cafeteria plan contributions shall retain those contributions as additional earnings (wages) but only to a maximum of three hundred thirty-four dollars and fifty-eight cents (\$334.58) per month.

C. An employee who waives health insurance because the employee demonstrates to the County that s/he has alternate insurance coverage shall receive five hundred dollars (\$500.00) per month minus the PEMHCA MEC.

D. A regular part-time or limited term part-time employee shall receive a pro-rata amount of the total sum of the PEMHCA MEC and the cafeteria plan contribution of the full-time employee in proportion to the relationship their basic workweek bears to forty (40) hours. That total amount shall first be allocated to the PEMHCA MEC and any remaining employer contribution shall then be allocated to the cafeteria plan.

E. Additionally, **through December 16, 2022, or the start date of the increase to the County's contribution to the cafeteria plan to eight percent (80%) of the PEMHCA Region 1 Kaiser Permanente family rate, whichever is sooner,** ~~with the pay period that includes the later of October 8, 2017 or the beginning of the first pay period following adoption of the 2017 collective bargaining agreement,~~ an employee enrolled in PEMHCA for "employee plus two or more dependents" shall receive a County contribution of **fifty dollars (\$50.00)** per month into the Cafeteria Plan. Said employee may use this County contribution for health insurance premium conversion, health care reimbursement account, and/or dependent care reimbursement account. In the absence of a cafeteria plan election form, the County contribution shall be used for health insurance premium conversion. The County contribution **of fifty dollars (\$50.00)** shall sunset at the end of the **last** pay period **in December 2022**, ~~which includes the expiration of the 2017-2019 collective bargaining agreement.~~

F. During an annual open enrollment period (normally November), an employee may elect to enter into a salary reduction agreement with the County whereby the County will direct the amount of the salary reduction on a pre-tax basis into to the employee's Health Care Reimbursement Account (HCRA). The employee's election is irrevocable until the next open enrollment period, except on the occurrence of a qualifying event specified in the County's Plan Document. The employee will forfeit all unused funds remaining in his or her HCRA at the end of the plan year or at the end of the grace period, if any, allowed under the County's Plan Document, whichever is later. During the period

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allowed under the Plan Document, the employee may use the funds in his or her HCRA to obtain reimbursement for otherwise unreimbursed eligible medical expenses.

G. During the annual open enrollment period (normally November), an employee may elect to enter into a salary reduction agreement whereby the County will direct the amount of the salary reduction on a pre-tax basis into the employee's Dependent Care Reimbursement Account ("DCRA") account. The employee's election is irrevocable until the next open enrollment period, except on occurrence of a qualifying event specified in the County's Plan Document. The employee will forfeit all unused funds remaining in his or her DCRA account at the end of the plan year or at the end of the grace period, if any, allowed under the County Plan Document, whichever is later. During the period allowed under the Plan Document, the employee may use the funds in his/her DCRA to obtain reimbursement eligible dependent care expenses.

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- **Compensation Study (County Proposal #16/Union Proposal #19)**: County restates its August 24, 2022 proposal with the following modification consistent with the Parties' conceptual agreement to clarify that the parties will engage in a meet & confer process, including an exchange of proposals, related to the list of comparable counties/cities used in future County total compensation surveys:

The County has an established list of comparable counties and cities that it uses for classification and compensation (wage and/or total compensation) studies. The Union has proposed to alter this list of comparable counties and cities. The County recognizes that its list of comparable counties/cities has not changed since 2008 ~~and that the County will relook at its comparable counties/cities by no later than October 2023. As such~~ **Therefore**, the parties agree to meet and confer **no later than October 2023 over the list of** ~~regarding any proposed changes to the~~ comparable counties/cities used for all future classification and/or compensation studies.

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- **Pay Parity (County Proposal #14/Union Proposal #26)**: County restates its August 24, 2022 proposal

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- **Administrative Leave Rollover (Union Proposal #16)**: As previously stated verbally, the County is open to making Unit 6's proposed change contingent on Unit 6 forfeiting the ability to elect to receive compensatory time off, in order to ensure compliance with applicable laws and regulations.
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Tentative Agreements

- Section 5.3 (Salary Upon Reemployment), dated August 4, 2022
- Section 9 (Vacation), dated August 4, 2022
- Section 11 (Leave Contribution Program), dated August 4, 2022
- Section 13.6 (Military Leave), dated August 11, 2022
- Section 13.7 (Leaves of Absence without Pay), dated August 11, 2022
- Section 15 (Probationary Period), dated August 11, 2022
- Section 19.3 (Grievance Procedure), dated August 11, 2022
- Section 3 (Names and Classes of Represented Employees), dated August 24, 2022
- Section 3.2 (New Employee Orientation), dated September 1, 2022
- Section 5.10 (Work Out of Class), dated September 1, 2022
- Section 12 (Bereavement Leave), dated September 1, 2022
- Section 13.1 (Pregnancy Disability Leave), dated September 1, 2022
- Section 3.8 (Joint Labor Management Committee), dated September 28, 2022