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Solano County Package Proposal # 2 to Unit 16 (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 19 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)**: County restates its August 4, 2022 proposal
- **Appendix B/Salary (County Proposal #24)**: County modifies its September 30, 2022 proposal as highlighted below

**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	\$7,134.36	\$7,491.07	\$7,865.63	\$8,258.91	\$8,671.85
Appraiser (Spvsing)	\$7,117.42	\$7,473.30	\$7,846.96	\$8,239.31	\$8,651.27
Auditor-Appraiser (Spvsing)	\$7,117.42	\$7,473.30	\$7,846.96	\$8,239.31	\$8,651.27
Child Support Atty (Supervsng)	\$12,714.04	\$13,349.74	\$14,017.23	\$14,718.09	\$15,454.00
Child Support Program Manager	\$7,419.67	\$7,790.66	\$8,180.19	\$8,589.20	\$9,018.66
Clerical Operations Manager	\$5,563.60	\$5,841.79	\$6,133.88	\$6,440.57	\$6,762.60
Clinic Physician Supervisor	\$16,361.72	\$17,179.81	\$18,038.80	\$18,940.74	\$19,887.77
Coordinator- Progrms/Emerg Svcs	\$8,422.42	\$8,843.54	\$9,285.72	\$9,750.00	\$10,237.50
Dentist Manager	\$12,464.95	\$13,088.20	\$13,742.61	\$14,429.74	\$15,151.23
Dep Ag Comm/Sealer Wts & Meas	\$6,981.16	\$7,330.22	\$7,696.73	\$8,081.56	\$8,485.64
Dispatch Center Manager	\$7,212.09	\$7,572.69	\$7,951.33	\$8,348.89	\$8,766.34

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Employment/Eligibility SvcsMgr	\$8,011.02	\$8,411.57	\$8,832.15	\$9,273.76	\$9,737.45
Group Counselor (Spvsing)	\$6,408.15	\$6,728.56	\$7,064.99	\$7,418.24	\$7,789.15
H&SS Planning Analyst	\$7,404.32	\$7,774.54	\$8,163.27	\$8,571.43	\$9,000.00
H&SS Training/Hiring Coord	\$6,332.12	\$6,648.72	\$6,981.16	\$7,330.22	\$7,696.73
Health Services Manager	\$7,774.54	\$8,163.27	\$8,571.43	\$9,000.00	\$9,450.00
Health Services Manager (Sr)	\$8,429.36	\$8,850.82	\$9,293.36	\$9,758.03	\$10,245.93
Info Technology Analyst (Prin)	\$8,627.00	\$9,058.35	\$9,511.27	\$9,986.83	\$10,486.17
Library Marktng & Comm Rel Off	\$6,855.32	\$7,198.08	\$7,557.99	\$7,935.89	\$8,332.68
Mental Health Services Manager	\$9,089.70	\$9,544.18	\$10,021.39	\$10,522.46	\$11,048.58
Mental Health Services Mgr(Sr)	\$9,998.66	\$10,498.60	\$11,023.53	\$11,574.71	\$12,153.44
Nursing Manager	\$8,387.42	\$8,806.79	\$9,247.13	\$9,709.49	\$10,194.96
Nursing Supervisor	\$7,851.21	\$8,243.77	\$8,655.96	\$9,088.76	\$9,543.20
Program Analyst	\$6,332.12	\$6,648.72	\$6,981.16	\$7,330.21	\$7,696.73
Project Manager	\$6,332.12	\$6,648.72	\$6,981.16	\$7,330.22	\$7,696.73
Psychiatrist Supervisor	\$18,485.29	\$19,409.55	\$20,380.03	\$21,399.03	\$22,468.98
Public Hlth Nurse Manager	\$9,364.81	\$9,833.05	\$10,324.70	\$10,840.94	\$11,382.98
QA & Implementation Analyst	\$7,046.96	\$7,399.30	\$7,769.27	\$8,157.73	\$8,565.62
Recording Operations Manager	\$5,946.03	\$6,243.33	\$6,555.49	\$6,883.27	\$7,227.43
Sherff Crim Just Prog Svcs Mgr	\$8,262.94	\$8,676.08	\$9,109.89	\$9,565.38	\$10,043.65

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Sheriffs Forens&Rcrds Svcs Mgr	\$6,689.59	\$7,024.07	\$7,375.27	\$7,744.03	\$8,131.23
Social Services Manager	\$8,262.94	\$8,676.09	\$9,109.89	\$9,565.38	\$10,043.65
Staff Analyst	\$6,243.33	\$6,555.49	\$6,883.27	\$7,227.43	\$7,588.81
Staff Analyst (Entry)	\$5,208.58	\$5,469.01	\$5,742.46	\$6,029.58	\$6,331.06
Staff Analyst (Senior)	\$7,046.96	\$7,399.30	\$7,769.27	\$8,157.73	\$8,565.62
Tax Collections Manager	\$7,046.96	\$7,399.30	\$7,769.27	\$8,157.73	\$8,565.62
Victim/Witness Program Coord	\$5,946.03	\$6,243.33	\$6,555.49	\$6,883.27	\$7,227.43

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 full pay period following October 21, 2022, whichever is later**, the base wage rates 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 the day before such increase takes effect. **Effective concurrent with the wage increase described in this paragraph, employees in the Health Services Manager and Health Services Manager (Senior) class shall receive a wage increase of five percent (5%) as an equity adjustment, which shall be cumulative and not compounded (e.g., 4% + 5% = 9%).**
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 (26<sup>th</sup>) 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%)~~ of the base wage rates in effect the day before such increase takes effect.
5. ~~Effective the beginning of the thirteenth (13<sup>th</sup>) 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.~~
3. 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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- **Work Out of Class (County Proposal #19)**: County restates its September 1, 2022 proposal
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- **Deferred Compensation (County Proposal #20)**: 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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- **Vacation Cashout (County Proposal #5)**: County restates its August 4, 2022 proposal
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- **Holidays (County Proposal #23)**: County remains 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). As such, the County is continuing to review Unit 16's proposal of October 3, 2022.**
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- **Probationary Period (County Proposal #10)**: County restates its August 11, 2022 proposal
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- **Clinic Physician Side Letter (County Proposal #12)**: County restates its August 11, 2022 proposal
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- **Early Settlement Side Letter (County Proposal #22)**: County restates its September 30, 2022 proposal
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- **Recruitment/Retention Bonus (County Proposal #13)**: County restates its September 30, 2022 proposal
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**Healthcare (Union Proposal #12)**: County modifies its September 30, 2022 proposal as set forth below:

**6.3 Cafeteria Plan**

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A. Effective for coverage beginning January 1, 2023~~19~~ **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 2023~~19~~ **Region 1** PEMHCA ~~Bay Area~~ Kaiser Permanente ~~Family~~ rate minus the PEMHCA MEC.

For coverage effective January 1, 2024~~20~~, the County's contribution toward the cafeteria plan shall be set at **eighty percent (80%)**~~seventy five eighty five percent (75.85%)~~ of the 2024~~20~~ **Region 1** PEMHCA ~~Bay Area~~ Family Kaiser **Permanente Family** rate minus the PEMHCA MEC.

For coverage effective January 1, 2021~~5~~, the County's contribution toward the cafeteria plan shall be set at **eighty percent (80%)**~~seventy five eighty five percent (75.85%)~~ of the 2021~~5~~ **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.

**[NO CHANGES TO SUBSECTIONS B THROUGH D]**

E. Additionally, **through December 16, 2022, or the start date of the increase to the County's contribution to the cafeteria plan to eighty 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 shall sunset at the end of the **last** pay period **in December 2022** ~~which includes the expiration of the 2019-2022 collective bargaining agreement.~~

**[NO CHANGES TO SUBSECTIONS F OR G]**

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- **Compensation Study (County Proposal #23)**: County restates its August 23, 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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  - **Emergency Response Compensation (Union Proposal #28):** County restates its September 15, 2022 proposal.
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- **Pay Parity (County Proposal #18):** County restates its August 23, 2022 proposal
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### **Tentative Agreements**

The County is in agreement with the list of tentative agreements in Union Comprehensive Response # 4, dated October 3, 2022 plus the August 4, 2022 tentative agreement on Section 11 – Leave Contribution Program. The complete list is set forth below:

1. Section 5.3 (Salary Upon Reemployment, dated August 4, 2022
2. Section 11 (Leave Contribution Program), dated August 4, 2022
3. Section 8.2 (Shift Pay Differential), dated August 11, 2022
4. Section 3 (Names and Classes of Represented Employees), dated August 23, 2022
5. Section 24 (Full Understanding), dated August 23, 2022
6. Section 3.6 (New Employee Orientation), dated September 1, 2022
7. Section 13.1 (Pregnancy Disability Leave), dated September 1, 2022
8. Section 12 (Bereavement Leave), dated September 1, 2022
9. Section 5.9 (Longevity Pay), dated September 22, 2022
10. NEW Section 8 (CWS Emergency Response Differential), dated September 22, 2022
11. NEW Section 8 (Emergency Medical Dispatch Certificate Pay), dated September 22, 2022
12. Section 13.6 (Military Pay), dated September 22, 2022
13. Section 19.3 (Grievance Procedure), dated September 22, 2022
14. Section 22.7 (Joint Labor Management Committee) (pending signature)