

**County of Solano and SEIU, Local 1021  
 Successor MOU Negotiations – 2022  
 Union’s Counter to County’s Comprehensive Package Proposal**

**SEIU Counter to County’s Comprehensive Package Proposal Dated 10/5/22, at 2pm**

Date: October 17, 2022, 3:30 pm

The following is submitted as a package proposal for settlement. Agreement on individual elements of the proposal is contingent on agreement to the whole.

**This list is not comprehensive. There are other TAs and topics of bargaining not listed.**

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| UP # 1 Wages          | COLA of<br><b>Year 1 – 5%</b><br><b>Year 2 – 3% and 3%</b><br><b>Year 3 – 5%</b>   |
| UP # 2 Cafeteria Plan | <b>80% County contribution for everyone with medical; EE + two or more dependents shall receive a County contribution of \$100 per month</b>   |
| UP # 3 Longevity      | <b>In lieu of County’s Deferred Compensation Match proposal,</b><br><br><b>Effective first pay period of January 2023, increase 15-Year Longevity increment to 1.0% (total 3.5%)</b><br><br><b>Effective first pay period of January 2024, increase 15-Year Longevity increment to 2.0% (total 4.5%)</b><br><br><b>Effective first pay period of January 2025, increase 15-Year Longevity increment to 2.5% (total 5.0%)</b> |
| UP # 4 Holidays       | <b>Juneteenth is added as a paid holiday.</b>  |
| UP # 5 Term           | <b>Union reiterates UP5 passed 8/10/22<br/>     TA</b>   |

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| UP # 8 Class & Comp Study | <p>The County has an established list of comparable counties and cities that it uses for classification and compensation (wage and/or total comp.) 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, the parties agree to meet and confer regarding any proposed changes to the comparable counties/cities used for all future classification and/or compensation studies.</p> <p>The County will perform a total compensation survey of benchmark classifications prior to negotiations over a successor MOU. The County will provide that study to SEIU no later than June 30, 2025. SEIU may perform its own total compensation survey and will provide that to the County prior to February 12, 2024. The compensation surveys are intended to inform the negotiations process and the parties will bargain over wage adjustments in light of the survey results. The surveys will include (but not be limited to) the following classifications:</p> <ul style="list-style-type: none"><li>a. Mental Health Specialist II</li><li>b. Deputy Public Administrator/Public</li><li>c. Guardian/Public Conservator</li><li>d. Information Technology Analyst</li><li>e. Paralegal</li><li>f. Animal Control Officer series</li><li>g. <u>CalSAWS</u></li><li>h. Public Safety Dispatcher Series</li><li>i. Nurse Series</li></ul> |
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|  | The Survey shall include consideration of certificate pays for Evidence Technician, Latent Fingerprint Examiner and Property and ID Supervisors (Unit 7 and 8), Facilities Operations Supervisors and Animal Control Officer series. |
| UP # 15 Extreme Temperatures                             | Union reiterates UP15 passed 8/24/22   |
| UP # 16 AARPA_and Settlement Bonus                       | \$3,000 one-time payments to all Units employees using ARPA funds for \$2,500 and a signing bonus of \$500.  |
| UP # 17 Union Rights                                     | Union reiterates initial UP17  |
| UP # 19 Alternate Workweeks                              | Union reiterates UP19 passed 8/24/22   |
| UP # 20 Retiree Medical                                  | Union requests the County perform an actuarial study of the cost of the Union’s proposal # 20 prior to the expiration of this agreement to be considered in successor MOU bargaining in 2025.  |
| UP # 21 Fire and Disaster Leave                          | Union reiterates UP21 passed 8/24/22   |
| UP # 22 Uniform Allowance                                | Union reiterates UP22 passed 8/24/22<br><b>Union Counter Provided</b>  |
| UP # 23 Mental Health Clinician Overtime                 | <b>Union Accepts County proposal from 10/5/2022 with the stipulation that the study is completed by June 30, 2023</b>  |
| UP # 25 Personnel File                                   | Union withdraws contingent upon the County’s written confirmation of what it represented at the table, which is that PIPs are always attached to an evaluation.  |
| UP # 26 Dispatch Certificate Pay and Education Incentive | Union reiterates initial UP26<br><b>Union withdraws all language <u>except</u> language specific to Public Safety Dispatchers</b>  |

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| UP # 27 Acting Pay  | Union reiterates UP27 and will withdraw if an agreement is reach on the parties’ mutually recognized long-standing past practice regarding Assignment Pay.<br><b>Parity. Letter stating all units qualify.</b> |
| UP # 29 Holiday Pay (working on actual holiday)   | Union reiterates initial UP29  |
| UP # 30 Shift Assignments   | Union reiterates initial UP30<br><b>TA add Unit 8</b>  |
| UP # 31 Sheriff Fixed Schedules   | <b>Union withdraws.</b>  |
| UP # 32 Jail Differential   | Union reiterates initial UP30 passed 8/31/22<br><b>TA with “me too” with Unit 10</b>   |
| UP # 33 Admin Time (clinic)   | Union reiterates initial UP33  |
| UP # 34 Retention Bonus (existing)  | Union reiterates initial UP34<br><b>Withdraw contingent upon Admin Time</b>  |
| UP # 35 Extra Help Probation  | Union withdraws its proposal contingent upon the County’s commitment to work collaboratively with the Union to propose a change to the Civil Service Rules related to Extra Help Employees.                    |
| County’s Pay Parity Sideletter dated 9/15/22  | Union accepts  |
| County’s Deferred Compensation dated 9/15/22<br>[Units 2, 7 & 9, Unit 8, and Unit 5]  | See above.   |
| Boot Allowance for Extra Help (Sec. 6.F.2)<br>[County Proposal # 1 Dated 7/7/22]<br>[Units 82, 87, 89 & 90]                 | Union accepts County’s attachment to 10/14 package proposal.   |
| County’s Callback (Sec. 8.4)<br>[County Proposal # 15 Dated 7/7/22]   | Union reiterates its initial counter<br><b>Parity with other Units. Union holds its position</b>   |
| County’s Sideletter on Recruitment Bonuses (Nurse Practitioner and Physician Assistant)<br>[County Proposal # 25 (8/22/22)] | Union reiterates is initial Counter<br><b>Union waiting for County’s proposal</b>  |