

**COUNTY OF SOLANO
FINAL SETTLEMENT PROPOSAL**

To

**SOLANO COUNTY DEPUTY SHERIFF'S ASSOCIATION
(Units 3 and 4)**

October 19, 2022

The attached package proposal is submitted as a proposal for the resolution of all issues currently being negotiated between the County of Solano (County) and the Solano County Deputy Sheriff's Association (representing Units 3 and 4) (Association) relating to a successor MOU which expires October 21, 2022. Rejection of any proposal constitutes rejection of the entire package.

All County or Association proposals not specifically referenced herein shall be considered rejected or withdrawn from further negotiation.

All provisions shall be effective upon adoption of a successor MOU by the Board of Supervisors unless otherwise specified herein.

Proposal	Section #	Description
Salaries	Appendix B (Unit #3) Appendix B (Unit #4)	See revised proposal #13 (attached)
Cafeteria Plan	6.3	County proposal #11 revised (attached)
Uniform Allowance	6.13	County counter proposal of 10/14/22
Deferred Compensation	6.7	County proposal #12 of 9/30/22 or 15 year longevity
Field Training Officer Assignment	8.6 (Unit 3)	See attached proposal
Holidays	14.3	See revised County proposal #4 (attached)
MOU Cleanup	Various	County proposal #2 of 9/2/22
Military Leave	13.6	County proposal #3 of 10/14/22
Probationary Period	15	County proposal #5 of 9/2/22
Salary Upon Reemployment	5.3	County proposal #6 of 9/2/22
Assignment Rotation	20.3	County proposal #9 of 9/2/22
Tuition Reimbursement	16.3	County proposal #14 of 10/14/22
Term	2	County proposal #17 of 10/14/22
Vacation	9	County proposal #10 of 9/2/22
Side Letter	Early Settlement Incentive	See revised side letter (County proposal #7) attached
Side Letter	Employee Retention	County revised proposal #8 of 10/14/22
Side Letter	Pay parity	County proposal #16 of 10/14/22
Side Letter	Comparable Agencies	County revised proposal #16 (attached)

Amend Appendix B for Units 3 and 4 as follows:

Appendix B

- The present approximate monthly pay rate for the represented classification is:

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
District Attorney Investigator (Supervising)	9,776.71	10,265.55	10,778.84	11,317.78	11,883.68
Sergeant-Sheriff	8,694.05	9,128.73	9,585.14	10,064.46	10,567.64
Welfare Fraud Investigator (Supervising)	8,549.69	8,977.14	9,426.01	9,897.30	10,392.18

- Effective ~~the later of January 12, 2020 or the beginning of the first pay period following the Board of Supervisors' adoption of the collective bargaining agreement or October 21, 2022 whichever is later,~~ the base wage rates ~~set forth in this Appendix B, paragraph 1 above,~~ will increase by ~~three~~ five percent (~~3~~5%) of the base wage rates in effect the day before such increase takes effect. Effective concurrently with the wage increase, represented classifications shall receive a five percent (5%) equity adjustment, which shall be cumulative and not compounded (e.g., 5% + 5% = 10%).
- 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 ~~three~~ four percent (~~3~~4%) of the base wage rates in effect the day before such increase takes effect.
- 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~~ three percent (~~2~~3%) 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.~~
- ~~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.~~
- The hourly rate is calculated by multiplying monthly pay rate by twelve (12) months and dividing that value by two thousand eighty (2,080) hours.

Appendix B

1. The present approximate monthly pay rate for the represented classification is:

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
Dep Sheriff	\$7,003.25	\$7,353.44	\$7,721.11	\$8,107.15	\$8,512.52
Dep Sheriff (Entry)	\$6,296.52	\$6,611.34	\$6,941.87	\$7,289.02	\$7,653.48
District Attorney Investigator	\$8,325.73	\$8,742.04	\$9,179.14	\$9,638.13	\$10,119.99
Welfare Fraud Investigator	\$7,040.14	\$7,392.12	\$7,761.74	\$8,149.86	\$8,557.33
Welfare Fraud Investigator (Entry)	\$5,934.39	\$6,283.62	\$6,597.82	\$6,927.67	\$7,274.06

2. ~~Effective the later of January 12, 2020 or the beginning of the first pay period following the Board of Supervisors' adoption of the collective bargaining agreement or October 21, 2022, whichever is later, the base wage rates set forth in this Appendix B, paragraph 1 above, will increase by three-five percent (5%) of the base wage rates in effect the day before such increase takes effect. Effective concurrently with the wage increase, represented classifications shall receive a five percent (5%) equity adjustment, which shall be cumulative and not compounded (e.g., 5% + 5% = 10%). Effective concurrent with the wage increase described in this paragraph, employees in the classification of Deputy Sheriff or Deputy Sheriff (Entry) shall receive a wage increase of sixty-nine one hundredths of one percent (0.69%) as an equity adjustment, which shall be cumulative and not compounded (e.g., 3% + 0.69% = 3.69%).~~
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 ~~three-four~~ percent (4%) 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%)~~ three percent (3%) 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.~~

County Proposal 13 – Unit 3 Revised
October 19, 2022

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.~~

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

COUNTY

UNION

Georgia Cochran

David Brock

Date: _____

Date: _____

County Proposal # 11 – (Revised) Units# 3 & 4
October 14, 2022

Amend Section 6.3 Cafeteria Plan as follows:

6.3 Cafeteria Plan

Effective with coverage effective January 1, ~~2019~~2023, the County's contribution to the cafeteria plan will be set at ~~seventy-five percent (75%)~~ (80%) of the ~~2019~~2023, 2024, or 2025 PEMHCA ~~Bay Area~~Region 1 Kaiser Permanente family rate minus the PEMCHA MEC.

~~Effective the later of either January 1, 2020, or with coverage effective the first of the month following adoption of the collective bargaining agreement, the County's contribution toward the health plan, as historically administered, shall be set at seventy-five percent (75%) of the 2020 PEMHCA Region 1 Kaiser Permanente family rate minus the PEMHCA MEC.~~

~~Effective with the coverage effective January 1, 2021, the County's contribution toward the health plan, as historically administered, shall be set at seventy-five percent (75%) of the 2021 PEMHCA Region 1 Kaiser Permanente family rate minus the PEMHCA MEC.~~

~~Effective with the coverage effective January 1, 2022, the County's contribution toward the health plan, as historically administered, shall be set at seventy-five percent (75%) of the 2022 PEMHCA Region 1 Kaiser Permanente family rate minus the PEMHCA MEC.~~

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

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

A regular or limited term part-time employee shall receive a pro-rata amount of the total sum of the PEMHCA MEC and the cafeteria plan of the full-time employee contribution 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.

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 minus the PEMHCA MEC, whichever is sooner, 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 pay period which includes the expiration of the 2022-2025 collective bargaining agreement in December 2022, effective the first of the month following adoption of the 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. This County contribution shall sunset at the end of the pay period which includes October 21, 2022.

COUNTY:

UNION:

Georgia Cochran

David Brock

Date: _____

Date: _____