

IFPTE Local 21, Unit 16 (AMMPS)
2022 Contract Negotiations – Solano County
Union Comprehensive Response #4
Date Presented: 10/3/22

COVID Essential Worker Relief Payment - New Side Letter - UP 1

The Union maintains its proposal for a one time essential worker stipend of \$3000 to be paid during the first full pay period following implementation of the MOU. The Union withdrew its proposal to provide an Administrative Leave option on 9/1.

Lump Sum Payment for Early Settlement - New Side Letter - Union Counter 1

The Union continues to reject the concept of conditioning one-time monies on early settlement of the contract. The proposed deadline is unrealistic and the timeline should be eliminated. Although our goal is to reach an agreement before expiration, the Union does not have full control over the timeline. The proposed one-time lump sum payment amount should only be conditional on full agreement and ratification of a successor contract. Alternatively, the proposed amount should be reallocated towards proposed recruitment/retention lump sum incentives.

Term - Section 2 - UP 2

Union maintains 7/14 proposal for a three year agreement ending September 30, 2025.

Holidays - Section 14 - UP 9

New Proposal

Unit 16 is open to consolidating the two existing holidays in February into Presidents Day (3rd Monday in February) in exchange for adding Juneteenth to the list of recognized holidays.

Cost of Living Adjustments – Appendix B – UP 10

New Proposal/Counter

The Union makes the following counter proposal:

- Effective October 22, 2022, wages shall be increased by six percent (6%)
- Effective October 1, 2023, wages shall be increased by six percent (6%)
- Effective October 1, 2024, wages shall be increased by five percent (5%)

Cafeteria Plan (Healthcare) – UP 12

The Union restates its 9/26 proposal to increase the County's annual contribution to eighty-five percent (85%) of the annual PEMHCA Region 1 Kaiser Permanente family rate effective January 1, 2023.

Deferred Compensation – Section 6.3 – UP 13

The Union maintains its 9/7 counter proposal to increase the deferred compensation match to \$75 per pay period effective with the first full pay period in January 2023.

Tuition Reimbursement – Section 6.12 – UP 15 – **Withdrawn**

Proposal Withdrawn (Student Loan Repayment Option)

The Union withdraws its proposal to include a student loan repayment option under the current program.

Classification Studies – New Side Letter – UP 19

The Union restates its 9/7 counter to include a contract reopener on the subject of comparable counties and cities. The contract reopener shall begin no later than October 2023. Both parties shall be entitled to make proposals and negotiate the list of comparable cities and counties. MMBA impasse procedures shall apply.

Equity Adjustments – Appendix B – UP 20

The Union restates its 9/26 proposal to increase the base salaries of the Staff Analyst job classification series (Entry, Journey, and Senior) by five percent (5%). The Union withdraws its proposal to increase the base salary of the Employment & Eligibility Manager job classification. The Union and County are in agreement on a five percent (5%) equity adjustment increase to base salary for the Health Services Manager and Health Services Manager (Senior) job classifications.

Recruitment & Retention Incentive Program – New Side Letter – UP 21 – **Withdrawn**

Proposal Withdrawn

The Union maintains its proposal dated 8/11.

Assignment Pay – New Section – UP 22

The Union maintains its proposal to incorporate the County's existing Assignment Pay program into the MOU.

Vacation Accruals – Section 8 – UP 23

The Union restates its 9/26 proposal to increase the maximum accrual limits.

Compaction Adjustments – Appendix B – UP 24

The Union maintains its proposal dated 8/11.

Emergency Response Compensation – New Section – UP 28

The Union restates its 9/22 counter proposal

Parity Clause - New Side Letter - UP 29

The Union maintains its proposal dated 8/11.

TENTATIVE AGREEMENTS:

- Joint Labor Management Committee
- CWS Emergency Response Differential (TA on 9/22)
- Dispatch Certificate Differential (TA on 9/22)
- Longevity Compensation (TA on 9/22)
- Military Leave of Absence (TA on 9/22)
- Grievance Procedure (TA on 9/22)
- New Employee Orientation (TA on 9/1)
- Bereavement Leave (TA on 9/1)
- Maternity Leave (TA on 9/1)
- Full Understanding, UP 30 (TA on 8/24)
- Names & Classes of Represented Employees (TA on 8/24)
- Shift Differential (TA on 8/11)
- Salary on Reemployment (TA on 8/4)

Withdrawn Proposals:

Technology Allowance (UP 14) – withdrawn 9/7

Business Expense Reimbursement (UP 19) – withdrawn 9/26

Retiree Healthcare (UP 31) – withdrawn 9/26

Recruitment & Retention Incentive Program – withdrawn 9/30

Tuition Reimbursement (Student Loan Repayment Option) – withdrawn 10/3