

Web Posting Transmittal Sheet

Meeting Date: 7/22/19

✓	BU #	NAME OF UNIT
	6	Health and Welfare Supervisors <i>SHAPE</i>
X	10	Skilled Craft and Service Maintenance <i>Stationary Engineers, Local 39</i>
	3	Law Enforcement Employees
	4	Law Enforcement Supervisors <i>Deputy Sheriff's Association</i>
	12	Probation Employees
	15	Probation Supervisors <i>Probation Peace Officer Association</i>
	13	Correctional Officers <i>Sheriff's Custody Association</i>
	14	Correctional Supervisors <i>Teamsters, Local 856</i>
	17	Law Enforcement Management
	18	Law Enforcement Management <i>Law Enforcement Management Association</i>
	2	Nurses
	7	Regulatory, Technical and General Services
	9	Clerical Employees
	5	Health and Welfare Service Employees
	8	General Services Supervisors
	82	EH Nurses
	87	EH Regulatory, Technical, & General Services
	89	EH Clerical Employees
	90	EH Probation Employees <i>SEIU</i>
	1	Attorneys <i>Teamsters, Local 150</i>
	11	Psychiatrists, Physicians and Dentists <i>Union of American Physicians & Dentists</i>
	16	Mid Management <i>AMMPS</i>
	19	Executive and Senior Management <i>Professional & Technical Engineers, Local 21</i>

☒ County Proposal(s) to Union

☐ Union Proposal(s) to County

Proposal(s) attached.

Date and Time:

7/22/19 11:40am

Solano Counter Proposal to Union Proposal #14

8.2 Call Back and Standby Pay Differential

A. Standby

Standby is any time other than time when the employee is actually on duty during which an employee is not required to be on County premises but stand ready to immediately report for duty and must arrange so that his/her supervisor can reach him/her on ten (10) minutes' notice or less.

If an employee is placed on standby duty, such employee shall be compensated for the time spent on assigned standby at ~~three~~ four dollars (\$~~43.00~~) per hour. If such standby is spent on weekends or holidays the employee shall be compensated at ~~five~~ four dollars (\$~~54.00~~) per hour. No employee shall be compensated for standby duty and call back work simultaneously. Classes used as standby and call back must be approved by the County Administrator both as to authorized classes and authorized numbers.

If an employee is placed on standby duty, such employee shall be compensated for the time spent on assigned standby at four dollars (\$4.00) per hour. If such standby is spent on weekends or holidays the employee shall be compensated at five dollars (\$5.00) per hour. No employee shall be compensated for standby duty and call back work simultaneously. Classes used as standby and call back must be approved by the County Administrator both as to authorized classes and authorized numbers.

For purposes of this section for workers assigned to General Services a weekday is defined as from 5:00 p.m. to 8:00 a.m. (15 hours). A Saturday is defined as 5:00 p.m. Friday to 12:00 midnight Saturday (31 hours). A Sunday is defined as 12:00 midnight Saturday to 8:00 a.m. Monday (32 hours). A holiday is defined as 5:00 p.m. on the evening preceding a fixed recognized County holiday to 8:00 a.m. on the morning following the holiday (39 hours) except as follows. If a holiday falls on a Monday, Holiday Standby shall commence at 8:00 a.m. Monday and end at 8:00 a.m. Tuesday (24 hours). If a holiday falls on a Friday, Holiday Standby shall commence at 5:00 p.m. Thursday and end at 5:00 p.m. Friday (24 hours)

B. Call Back

Any employee who is called back to work for an emergency or other unplanned/unscheduled event and after the termination of their normal work and after having left the worksite, shall be paid for call back duty at time and one half their hourly rate, not to exceed the maximum step of the working level classification, with a guaranteed minimum payment of three (3) hours straight time pay; however, employees may be granted compensatory time off at the rate of one


CBS
MMA

and one-half hours off for each hour worked with a guaranteed minimum of three (3) hours of compensatory time off in lieu of call back payment with the concurrence of the appropriate departmental authority; except that employees shall have the option of determining the method of payment (cash or compensatory time off) for the first fifteen (15) hours of call back worked in each fiscal year. CTO accumulated in excess of eighty (80) hours must comply with **Section 20.2** of this MOU.

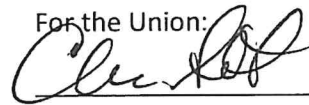
~~If an employee receives notification cancelling the need for callback while en-route to the worksite or emergency work location, the callback period is ended upon receipt of the cancellation and the employee shall receive one (1) hour of call back pay.~~

CB5
ML

For the County:


Mark Love
07/30/19

For the Union:



Date and Time: 7/28/19 10:20am

Solano County Counter to Union Proposal #12

6.16 Uniform Allowance

A. The total annual Uniform Allowance for eligible classifications is as follows:

<u>Class</u>	<u>Maximum</u>
Park Ranger	\$ <u>65000</u> (\$75000 new hires)
Park Ranger Assistant	\$ <u>65000</u> (\$75000 new hires)
Cook (Sheriff's Department)	\$400
Cook	\$400

For the County:

Mark Love, Chief Spokesperson

For the Union:

Charlie Solt, Chief Spokesperson