



County of Solano
&
IUOE – Stationary Engineers, Local 39
2022 Contract Negotiations
8/4/22
Local 39 Proposal # 12

Local 39 reserves the right to alter, amend, modify, add to or subtract from the foregoing proposals as may be required during the course of negotiations.

20.2 Overtime

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C. Overtime Payment

1. The Board of Supervisors, by minute order, shall adopt a list of employees by classification who are assigned overtime codes (e.g., 01, 02, 03, 04, 05, 06, etc.).
2. Employees covered under FLSA (designated as 09) shall be paid for all work in excess of forty (40) hours in a workweek at one and one-half times the regular rate of pay, however, employees may be granted CTO at the rate of one and one-half hours off for each hour worked in lieu of.
3. Overtime payment with the concurrence of the appropriate departmental authority. Compensatory time off, shall be approved at the sole discretion of the department head. Time off on recognized fixed County holidays and employees time off observed as a floating holiday shall be considered time worked for overtime calculation purposes.
4. Payment for overtime shall be separately itemized on the payroll certification.
5. Any CTO accumulation in excess of eighty-two hundred (80200) hours shall be taken off within the fiscal year in which it is earned. If the department head is unable to schedule sufficient time off during the fiscal year, the employee's accrual balance shall be reduced to eighty-two hundred (80200) hours prior to the end of the next fiscal year and the employee paid for all hours reduced from his or her/their balance at the employee's applicable straight time rate in effect on the last full pay period in the outgoing fiscal year.

Tentative Agreement: Date: _____

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6. Compensatory time off taken by an employee shall be counted as time worked for purposes of overtime computation.
7. When an employee in a regular part-time position is required to work in excess of ~~his/her~~their regular work schedule during any week to cover seasonal peak workloads, emergency extra work loads of limited duration, necessary vacation relief and other similar situations, such work shall be compensated for at the employee's regular rate. For time worked in excess of forty (40) hours, the employee will be paid as provided in this Section.

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