



Unit 3 & 4 Contract Negotiations 2022

This document presents a comprehensive proposal of the DSA's interests with respect to competitiveness, recruitment, and retention. It is the Association's desire to ensure that members' compensation is competitive and will allow the department to recruit and retain employees in this unit. The Association is flexible with respect to the items identified in this proposal.

Section 5.1: Salary: COLA

SCDSA sits thirteenth (13th) out of fifteenth (15th) in an area-wide compensation survey. These cities and counties include:

- San Francisco County
- Fairfield
- Walnut Creek
- Santa Clara County
- Alameda County
- Napa County
- Vallejo
- Sonoma County
- Marin County
- Richmond
- Sacramento County
- Yolo County

Currently in base salary alone:

A Solano County Deputy Sheriff is running 9.6% below average.

A Solano County Deputy Sheriff is running 15% below the average of the top 10.

A Solano County Deputy Sheriff is running 21% below the average of the top 5.

A Solano County Deputy Sheriff is running 28% below number one, San Francisco County

To increase retention, recruitment, and combat inflation, we would like to

7% + 8% Equity 2022/2023
7% + 6% Equity 2023/2024
7% + 4% Equity 2024/2025

Section 5.9: Longevity

The SCDSA is proposing to shorten and increase the total amount of incentives to help retain current Sheriff employees. Currently, the last longevity incentive step begins after 35 years of service. Historically Deputy Sheriffs rarely work past thirty years of service due to various reasons and issues.

Proposal: Increase the total amount of incentives from 12.5% to 16% and shorten the length of time to reach the maximum benefit

4% @ 10 Years
8% @ 15 Years
12% @ 20 Years
16% @ 25 Years

For recruitment purposes, the SCDSA would like to develop a recruitment incentive plan to recognize the valuable experience a lateral employee could bring to an organization.

The SCDSA is proposing a lateral employee incentive to recognize their years of service in the profession and be eligible for longevity incentives.

We are open to formulas that will be beneficial to the county and the recruitment of experienced law enforcement employees.

Section 6.13 Uniform Allowance

With the costs of safety equipment rising dramatically, we propose an increase in uniform allowance from \$600 to \$1,200/Month for DA and Welfare Fraud Investigators

Section 6.3: Medical/Cafeteria Plan

SCDSA sits thirteenth (13th) out of fifteenth (15th) in employer medical contributions. We propose an increase in medical employer contribution from 75% of Kaiser Bay area rates to 85%.

We also would request the Opt-Out Option to increase to \$750/Month

Section 6.7: Deferred Compensation (Non-PERS)

Currently, the county contributes \$5.00 per pay period to incentivize employees to participate in the deferred compensation program.

We are interested in using these contributions to make the SCDSA more competitive in retention and recruitment.

We understand this is not PERS related and would be outside and supplementary to an employee's retirement.

We propose a 2% matching program for employees with 0-5 years of service, a 4% matching program for employees with 5-10 years of service, and a 6% matching program for employees with 10 years or more.

Section 7.1: Workers' Compensation

Welfare Investigators perform many duties that can put them in harm's way on a consistent basis.

We propose to extend workers' compensation benefits, including Labor Code 4850 to Solano County Welfare Investigators.

Section 8.5: Career Incentive

Education Incentive:

Ten (10) out of fifteen (15) cities and counties provide an educational incentive for law enforcement personnel. Currently, Solano County does not provide one.

We propose the creation of an educational incentive with the following formula:

Associated Degree: 2.5%

BA/BS Degree: 5.0%

MA/MS Degree: 7.5%

For Unit 4 Sergeants and Supervisors

Increase Sgt POST Intermediate Certificate to 5%

Increase Sgt POST Advanced Certificate to 10%

Add 5% for the POST Supervisory Certificate

Cap is 15%

Section 8.6 Field Training Officer Assignment

Currently, those that are considered Field Training Officers (FTO) are only compensated for Field Training when they are assigned a trainee and that training is more than a certain percentage of their workweek.

However, it has become commonplace for FTO's not assigned to a trainee to still take on extra duties and responsibilities. For example, they are expected to work as a watch commander, take on special projects and be a leader of the department.

It is very common for departments to designate their FTOs as full-time lateral assignments.

We propose that Field Training Officers be designated as full-time lateral positions with a special incentive pay of 5%.

Lateral Assignments Incentives:

Currently, the county does not offer incentive pay for several of its full-time lateral positions. The extra work they conduct and the knowledge they obtain make it commonplace to offer incentives to these employees.

The SCDSA is proposing implementing the following incentives for lateral assignment positions. A five percent (5%) increase with any full-time lateral position within the department.

Section 9: Vacation Accrual

Currently, when an employee reaches a cap on their vacation bank, they begin to lose time. To avoid this, the SCDSA is proposing an optional cash sell back of 160 hours per year: 40 hours quarterly

Section 14.3: Holidays

Increase holiday hours by adding Cesar Chavez and Juneteenth to recognized holidays. Add a floating holiday for a total of 4- Make it hours.

There are times when floating holidays cannot be used, we propose once-a-year cash out for any unused floating holidays.

Eliminate section C: Employees assigned to non-24-hour positions shall take the fixed holiday unless otherwise required to work, as directed by the Sheriff.

Creation of a Lateral Incentive Bonus

Although we've addressed this in certain parts, the SCDSA would like, in conjunction with the county, to establish a lateral incentive program in which the lateral law enforcement officer will be credited with their law enforcement time.

Examples:

Credit towards years of service Vacation Accruals

Credit towards longevity

Zero accrual incentives are given, sick, vacation or holiday.

Classic Members Only: Losing potential hires due to not offering 3% @50

Salary Compaction:

When promoted to sergeant, many are making the same or in some cases below their subordinates.

We propose an incentive where the newly promoted Sergeant would make at least 5% more than a deputy with an Advanced POST. If the newly promoted sergeant's pay is between two steps, the sergeant will be elevated to the next highest step.