

Solano County Comprehensive Package Proposal # 2 to Unit 19 (IFPTE Local 21)

Distributed on October 6, 2022

The below set of proposals is submitted as a package proposal from the Solano County to Unit 19 with respect to the referenced articles of the parties' contract. Agreement on individual elements of the proposal is contingent on agreement to the whole.

Any proposal not specifically addressed herein is rejected.

- **Term (County Proposal #1)**: County restates its August 4, 2022 proposal

- **Appendix B/Salary (County Proposal #19)**: County modifies its September 29, 2022 proposal as highlighted below:

Appendix B – Salary Schedule

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

Executive Management	Step 1	Step 2	Step 3	Step 4	Step 5
Dep Director First 5 Solano	7,947.03	8,344.38	8,761.60	9,199.68	9,659.66
Dep Director H&SS-BehaviorHlth	12,213.80	12,824.49	13,465.71	14,139.00	14,845.95
Dep Director H&SS-E&E Programs	10,121.89	10,627.99	11,159.39	11,717.36	12,303.23
Dep Director H&SS-Health Offcr	17,998.12	18,898.02	19,842.92	20,835.07	21,876.82
Dep Director H&SS-Med Svcs Off	20,333.82	21,350.51	22,418.03	23,538.94	24,715.88
Dep Director H&SS-Soc Prog CWS	10,121.89	10,627.99	11,159.39	11,717.36	12,303.23
Dep Director of Library Svcs	8,098.14	8,503.04	8,928.20	9,374.61	9,843.34
Dep Registrar of Voters	7,890.17	8,284.68	8,698.92	9,133.86	9,590.56
Director of Admin Services	10,260.69	10,773.73	11,312.42	11,878.03	12,471.94

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Senior Management	Step 1	Step 2	Step 3	Step 4	Step 5
Admin Services Manager	7,862.05	8,255.15	8,667.91	9,101.30	9,556.37
Airport Manager	8,398.99	8,818.94	9,259.89	9,722.88	10,209.03

@ 3:34 pm

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Animal Care Manager	7,129.75	7,486.24	7,860.55	8,253.58	8,666.26
Building Official	9,168.60	9,627.03	10,108.38	10,613.80	11,144.49
Capital Projects Manager	9,472.68	9,946.32	10,443.63	10,965.81	11,514.11
Central Services Manager	7,936.74	8,333.57	8,750.25	9,187.76	9,647.15
Chief Appraiser	9,174.34	9,633.05	10,114.71	10,620.44	11,151.46
Chief Dep Auditor-Controller	9,174.34	9,633.05	10,114.71	10,620.44	11,151.46
Chief Public Defender Investig	9,839.91	10,331.90	10,848.49	11,390.92	11,960.46
Contract & Program Specialist	6,340.85	6,657.90	6,990.79	7,340.33	7,707.35
County Surveyor	9,495.23	9,969.99	10,468.49	10,991.92	11,541.51
Dep Auditor-Controller	7,862.05	8,255.15	8,667.91	9,101.30	9,556.37
Dep Compliance & QA Manager	7,946.37	8,343.69	8,760.87	9,198.91	9,658.86
Emergency Services Manager	9,279.69	9,743.67	10,230.85	10,742.40	11,279.51
Employment/Eligibility Admin	9,163.14	9,621.30	10,102.36	10,607.48	11,137.86
Engineering Manager	11,069.24	11,622.70	12,203.84	12,814.03	13,454.74
Environmental Health Mgr	10,036.35	10,538.17	11,065.08	11,618.34	12,199.25
Facilities Operations Manager	8,398.99	8,818.94	9,259.89	9,722.88	10,209.03
Family Violence Preventn Offcr	6,698.82	7,033.76	7,385.45	7,754.72	8,142.45
Fleet Manager	7,862.05	8,255.15	8,667.91	9,101.30	9,556.37
Forensic Laboratory Director	10,659.78	11,192.77	11,752.41	12,340.03	12,957.03
Health Services Administrator	10,297.02	10,811.87	11,352.46	11,920.08	12,516.09
Info Technology Manager	10,009.62	10,510.11	11,035.61	11,587.39	12,166.76
IT Infrastructure & Ops Mgr	10,009.63	10,510.11	11,035.61	11,587.39	12,166.76
Library Branch Manager	7,056.68	7,409.51	7,779.99	8,168.99	8,577.44
Literacy Program Manager	7,057.20	7,410.06	7,780.57	8,169.59	8,578.08
Mental Health Medical Director	18,874.00	19,817.70	20,808.59	21,849.02	22,941.47
Mental Health Services Admin	11,087.97	11,642.37	12,224.48	12,835.71	13,477.49
Nursing Services Director	10,301.69	10,816.77	11,357.61	11,925.49	12,521.76
Parks Services Manager	7,414.54	7,785.27	8,174.53	8,583.26	9,012.42

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Planning Program Manager	9,749.24	10,236.71	10,748.54	11,285.97	11,850.27
Policy & Financial Analyst	7,751.60	8,139.17	8,546.13	8,973.44	9,422.11
Policy & Financial Manager	8,681.79	9,115.88	9,571.67	10,050.26	10,552.77
Public Authority Administrator	8,398.99	8,818.94	9,259.89	9,722.88	10,209.03
Public Hlth Lab Asst Director	7,551.31	7,928.88	8,325.32	8,741.59	9,178.67
Public Hlth Lab Director	9,472.68	9,946.31	10,443.63	10,965.81	11,514.10
Public Works Operations Mgr	8,398.99	8,818.94	9,259.89	9,722.88	10,209.03
Real Estate Manager	7,862.05	8,255.15	8,667.91	9,101.30	9,556.37
Social Svcs Administrator-CWS	9,163.14	9,621.30	10,102.36	10,607.48	11,137.86
Water & Nat Resources Prog Mgr	9,749.25	10,236.71	10,748.54	11,285.97	11,850.27

2. Effective ~~the later of October 6, 2019 or~~ the beginning of the first pay period following Board of Supervisors' adoption of the collective bargaining agreement **or the first full pay period following October 21, 2022, whichever is later**, the base wage set forth in this Appendix B paragraph 1, above, will increase by ~~three percent (3%)~~ **four percent (4.0%)** of the base wage rates in effect before such increase takes effect.

3. Effective the beginning of the pay period of the twenty-sixth (26th) pay period following the base wage increase identified in this Appendix B paragraph 2, above, will increase by ~~three percent (3%)~~ **four percent (4.0%)** of the base wage rates in effect before such increase takes effect.

4. Effective the beginning of the twenty-sixth (26th) pay period following the base wage increase identified in this Appendix B paragraph 3, above, will increase by **four percent (4%)** ~~two percent (2%)~~ of the base wage rates in effect before such increase takes effect.

5. ~~Effective the beginning of the thirteenth (13th) pay period following the base wage increase identified in this Appendix B paragraph 4, above, will increase by one percent (1%) of the base wage rates in effect before such increase takes effect.~~

6. ~~Effective September 4, 2022, the base wage increase identified in this Appendix B, paragraph 5, above, will increase by one percent (1%) of the base wage rates in effective before such increase takes effect.~~

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- **Work Out of Class (County Proposal #17)**: County restates its September 1, 2022 proposal
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- **Deferred Compensation (County Proposal #18)**: County restates its September 1, 2022 proposal

- **Education Reimbursement (County Proposal #4)**: County restates its August 4, 2022 proposal

- **Vacation (County Proposal #5)**: County restates its August 4, 2022 proposal

- **Holidays (County Proposal #8)**: County remains open to trading an existing Holiday (including floating holidays) for Juneteenth **with the understanding that all other County bargaining groups must agree to the same trade (e.g., 1 floating holiday for Juneteenth). As such, the County is continuing to review Unit 19's proposal of October 3, 20**

- **Early Settlement Side Letter (County Proposal #21)**: County restates its September 29, 2022 proposal

- **Recruitment/Retention Bonus (County Proposal #11)**: County restates its September 29, 2022 proposal

- **Healthcare (Union Proposal #12)**: County modifies its September 29, 2022 response as highlighted below

6.3 Cafeteria Plan

Effective with the coverage effective January 1, 2023~~19~~ **or the term of Agreement's start date, whichever is later**, the County's contribution toward the health plan, as historically administered, shall be set at **eighty percent (80%)**~~seventy five eighty five percent (7585%)~~ of the 2023~~19~~ PEMHCA **Region 1 Bay Area Kaiser Permanente** ~~f~~**F**amily rate minus the PEMHCA MEC.

Effective with the coverage effective January 1, 2024~~20~~, the County's contribution towards the health plan, as historically administered, shall be set at **eighty percent (80%)**~~seventy five eighty five percent (7585%)~~ of the 2024~~20~~ PEMHCA Region 1 Kaiser Permanente ~~f~~**F**amily rate minus the PEMHCA MEC.

Effective with the coverage effective January 1, 2025~~21~~, the County's contribution towards the health plan, as historically administered, shall be set at **eighty percent (80%)**~~seventy five eighty five percent (7585%)~~

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~~five percent (75%)~~ of the ~~202521~~ PEMHCA Region 1 Kaiser Permanente ~~f~~Family rate minus the PEMHCA MEC.

~~Effective with the coverage effective January 1, 2022, the County's contribution towards 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.~~

Additionally, **through December 16, 2022, or the start date of the increase to the County's contribution to the cafeteria plan to eight percent (80%) of the PEMHCA Region 1 Kaiser Permanente family rate, whichever is sooner,** with the pay period that includes the latter of ~~October 6, 2019~~ or the beginning of the first pay period following adoption of the 2019 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. **of fifty dollars (\$50.00)** shall sunset at the end of the **last** pay period **in December 2022** which includes ~~October 21, 2022~~.

An employee may use the County's contribution to the cafeteria plan toward the medical insurance plan for which s/he 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 \$334.58 per month. An employee who waives health insurance because the employee demonstrates to the County that s/he has alternate health insurance coverage shall receive \$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 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.

Health Care Reimbursement Account: During an annual open enrollment period (normally November), an employee may elect to enter into a salary reduction agreement with the County whereby the County will direct the amount of the salary reduction on a pre-tax basis into the employee's Health Care Reimbursement Account ("HCRA"). The employee's election is irrevocable until the next open enrollment period, except on the occurrence of a qualifying event specified in the County's Plan Document. The employee will forfeit all unused funds remaining in his/her HCRA at the end of the plan year or at the end of the grace period, if any, allowed under the County's Plan Document, whichever is later. During the period allowed under the Plan Document, the employee may use the funds in his/her HCRA to obtain reimbursement for otherwise unreimbursed eligible medical expenses.

Dependent Care Reimbursement Account: During an annual open enrollment period (normally November), an employee may elect to enter into a salary reduction agreement whereby the County will direct the amount of the salary reduction on a pre-tax basis into the employee's Dependent Care Reimbursement Account ("DCRA"). The employee's election is irrevocable until the next open enrollment period, except on the occurrence of a qualifying event specified in the County's

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Plan Document. The employee will forfeit all unused funds in his/her DCRA at the end of the plan year or at the end of the grace period, if any, allowed under the County's Plan Document, whichever is later. During the period allowed under the Plan Document, the employee may use the funds in his/her DCRA to obtain reimbursement of eligible dependent care expenses.

- **Compensation Study (County Proposal #23)**: County restates its August 24, 2022 proposal with the following modification consistent with the Parties' conceptual agreement to clarify that the parties will engage in a meet & confer process, including an exchange of proposals, related to the list of comparable counties/cities used in future County total compensation surveys:

The County has an established list of comparable counties and cities that it uses for classification and compensation (wage and/or total compensation) studies. The Union has proposed to alter this list of comparable counties and cities. The County recognizes that its list of comparable counties/cities has not changed since 2008 ~~and that the County will relook at its comparable counties/cities by no later than October 2023. As such~~ **Therefore**, the parties agree to meet and confer **no later than October 2023 over the list of** ~~regarding any proposed changes to the~~ comparable counties/cities used for all future classification and/or compensation studies.

- **Emergency Response Compensation (Union Proposal #27)**: County restates its September 15, 2022 proposal.
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- **Pay Parity (County Proposal #16)**: County restates its August 24, 2022 proposal
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- **Joint Labor Management Committee (Union Proposal #5)**: County restates its September 7, 2022 proposal.
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- **Leave Contribution Program (Union Proposal #6)**: County restates its August 4, 2022 proposal.
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- **Standby Differential (Union Proposal #23)**: County responds that it is open to creating a 3% differential for represented positions when assigned to life or mission critical work.
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- **Salary Upon Reemployment (County Proposal #3)**: County restates its August 4, 2022 proposal

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Tentative Agreements

The County believes the below list reflects the parties' current tentative agreements:

- Section 3.5 (Names and Classes of Represented Employees), dated August 24, 2022
- Section 3.2 (New Employee Orientation), dated September 1, 2022
- Section 13.1 (Pregnancy Disability Leave), dated September 1, 2022
- Section 12 (Bereavement Leave), dated September 1, 2022
- Section 19.3 (Grievance Steps), dated September 15, 2022
- Section 13.6 (Military Leave), dated September 15, 2022

