

County of Solano
Comprehensive Proposal Response

To

The Solano County Deputy Sheriff's Association (Units 3 and 4)

October 14, 2022

All provisions shall be effective upon adoption of a successor MOU by the Board of Supervisors unless otherwise specified herein.

Section 5.1 Salaries

DSA Proposal:

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

County Response:

See revised salary County Counter proposal 12 (Appendix B) - attached

Section 5.9 Longevity

DSA 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.

County Response:

The County rejects this proposal and counters with the status quo.

Section 6.13 Uniform Allowance

DSA Proposal

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

County Response

See County Counter proposal - attached

Section 6.3: Medical/Cafeteria Plan

DSA Proposal

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

County Response

See revised County Proposal #11 - attached

Section 6.7: Deferred Compensation (Non-PERS)

DSA Proposal

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.

County Response

The County counters with its proposal #12 of 9/30/22

Section 7.1: Workers' Compensation

DSA Proposal

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

County Response

The County rejects this proposal and counters with the status quo.

Section 8.5: Career Incentive

DSA Proposal

Education Incentive:

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%

County Response

The County rejects this proposal and counters with the status quo.

Section 8.6 Field Training Officer Assignment

DSA Proposal

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

County Response

The County rejects this proposal and counters with the status quo.

Section 8.xx: Lateral Assignment Incentives:

DSA Proposal

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.

County Response

The County rejects this proposal and counters with the status quo.

Section 9: Vacation

DSA Proposal

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

County Response

The County rejects this proposal and counters with the status quo.

Section 14.3: Holidays

DSA Proposal

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.*

County Response

The County agrees to trade an existing County Holiday (including floating holidays) for Juneteenth or Cesar Chavez Day, with the understanding that all other County bargaining groups must agree to the same trade (e.g., 1 floating holiday for Juneteenth).

All other terms as provided in County Proposal #4 of 9/2/22.

Section 8.xx (New) Lateral Incentive Bonus

DSA Proposal

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

County Response

The County rejects this proposal and counters with the status quo.

Section 6.xx: Compaction

DSA Proposal

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

County Response

The County rejects this proposal and counters with the status quo.

Cleanup Pronouns

County Proposal #2 submitted 9/2/22

DSA Response

Section 13.6 Military Leave of Absence

County Proposal #3 Military Leave of Absence (to incorporate side letter) submitted 9/2/22

DSA Response

Section 15 Probationary Period

County Proposal #5 of 9/2/22

DSA Response

Section 5.3 Salary Upon Reemployment

County Proposal #6 for Units 3 & 4 submitted 9/2/22

DSA Response

Side Letter

Early Settlement Incentive -

DSA Response

Side Letter

Employee Retention - See revised County Proposal #8 (attached)

DSA Response

Section 20.3 Assignment Rotation

Language correction – County Proposal #9 of 9/2/22

DSA Response

Section 16.3 Tuition Reimbursement

See new County proposal #14 (attached)

DSA Response

Side Letter – Pay Parity

See new County proposal #15 (attached)

DSA Response

Side Letter – Comparable Agencies

See new County proposal #16 (attached)

DSA Response

Section 2 TERM

See new County proposal #17 proposing a three (3) year term

DSA Response