

Solano County Package Proposal to Unit 13

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The below set of proposals is a package proposal from the Solano County to Unit 13 with respect to the referenced articles of the parties' contract. The proposals below are contingent upon the parties reaching tentative agreement on the entire package set forth below and on the entire contract. The County will consider a rejection of any portion a general rejection of the entire package. In the event of a rejection, the County's position on all items at the table shall be the most recent position adopted prior to passing this package proposal.

- **Longevity:** Add a tier of 2.5% at 15 years of service, effective January 2024:

5.9 Longevity Compensation

- A. All employees employed in regular or limited-term full-time positions, upon the completion of ten (10) years continuous full-time service, shall be entitled to a 2.5% increase in compensation; additionally, employees who complete twenty (20) years of continuous full-time service, shall be entitled to an additional 2.5% increase in compensation (a total of 5%); additionally, after twenty-five (25) of continuous full-time service, an additional two and one-half (2.5%) percent increase in compensation (a total of 7.5%) over the rate for the class in which employed. Employees who complete thirty (30) years of continuous full-time service, shall be entitled to an additional 2.5% increase in compensation (a total of 10%); additionally effective the beginning of the pay period following Board of Supervisors adoption of this MOU, employees who complete thirty-five (35) years of continuous full-time service, shall be entitled to an additional two and one-half (2.5%) percent increase in compensation (a total of 12.5%) over the rate for the class in which employed.

Effective the first full pay period of January 2024, employees who complete fifteen years of continuous full-time service shall be entitled to an additional 2.5% increase in compensation over the rate for the class in which employed, and the total longevity benefit at each subsequent tier will increase by 2.5%, up to a maximum of 15% for employees who complete thirty-five (35) years of continuous full-time service.

- B. All employees employed in regular or limited-term part-time positions shall be entitled to longevity compensation in the same ratio to the longevity compensation received by employees in regular or limited-term full-time positions as the number of hours in the part-time work schedule is to the number of hours in the full-time work schedule.
- C. Upon qualifying for longevity increase, any further pay increase shall be in addition thereto, and not restricted or reduced by reason of the longevity increase.

- **Deferred Compensation:** The County withdraws its proposal to modify the deferred compensation benefit during the term of this contract.