

Summary of Terms of Total Tentative Agreement – Solano County and Unit 16

October 21, 2022

The below set of proposals is submitted as a package proposal from the Solano County to Unit 16 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 #24)**: County modifies its October 6, 2022 proposal as highlighted below:

Appendix B – Salary Schedule

1. The present approximate monthly pay rates for represented classifications are as follows:

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
Accountant-Auditor Analyst	\$7,134.36	\$7,491.07	\$7,865.63	\$8,258.91	\$8,671.85
Appraiser (Spvsing)	\$7,117.42	\$7,473.30	\$7,846.96	\$8,239.31	\$8,651.27
Auditor-Appraiser (Spvsing)	\$7,117.42	\$7,473.30	\$7,846.96	\$8,239.31	\$8,651.27
Child Support Atty (Supervsng)	\$12,714.04	\$13,349.74	\$14,017.23	\$14,718.09	\$15,454.00
Child Support Program Manager	\$7,419.67	\$7,790.66	\$8,180.19	\$8,589.20	\$9,018.66
Clerical Operations Manager	\$5,563.60	\$5,841.79	\$6,133.88	\$6,440.57	\$6,762.60
Clinic Physician Supervisor	\$16,361.72	\$17,179.81	\$18,038.80	\$18,940.74	\$19,887.77
Coordinator- Progrms/Emerg Svcs	\$8,422.42	\$8,843.54	\$9,285.72	\$9,750.00	\$10,237.50
Dentist Manager	\$12,464.95	\$13,088.20	\$13,742.61	\$14,429.74	\$15,151.23
Dep Ag Comm/Sealer Wts & Meas	\$6,981.16	\$7,330.22	\$7,696.73	\$8,081.56	\$8,485.64

Summary of Terms of Total Tentative Agreement – Solano County and Unit 16

October 21, 2022

Dispatch Center Manager	\$7,212.09	\$7,572.69	\$7,951.33	\$8,348.89	\$8,766.34
Employment/Eligibility SvcsMgr	\$8,011.02	\$8,411.57	\$8,832.15	\$9,273.76	\$9,737.45
Group Counselor (Spvsing)	\$6,408.15	\$6,728.56	\$7,064.99	\$7,418.24	\$7,789.15
H&SS Planning Analyst	\$7,404.32	\$7,774.54	\$8,163.27	\$8,571.43	\$9,000.00
H&SS Training/Hiring Coord	\$6,332.12	\$6,648.72	\$6,981.16	\$7,330.22	\$7,696.73
Health Services Manager	\$7,774.54	\$8,163.27	\$8,571.43	\$9,000.00	\$9,450.00
Health Services Manager (Sr)	\$8,429.36	\$8,850.82	\$9,293.36	\$9,758.03	\$10,245.93
Info Technology Analyst (Prin)	\$8,627.00	\$9,058.35	\$9,511.27	\$9,986.83	\$10,486.17
Library Marktg & Comm Rel Off	\$6,855.32	\$7,198.08	\$7,557.99	\$7,935.89	\$8,332.68
Mental Health Services Manager	\$9,089.70	\$9,544.18	\$10,021.39	\$10,522.46	\$11,048.58
Mental Health Services Mgr(Sr)	\$9,998.66	\$10,498.60	\$11,023.53	\$11,574.71	\$12,153.44
Nursing Manager	\$8,387.42	\$8,806.79	\$9,247.13	\$9,709.49	\$10,194.96
Nursing Supervisor	\$7,851.21	\$8,243.77	\$8,655.96	\$9,088.76	\$9,543.20
Program Analyst	\$6,332.12	\$6,648.72	\$6,981.16	\$7,330.21	\$7,696.73
Project Manager	\$6,332.12	\$6,648.72	\$6,981.16	\$7,330.22	\$7,696.73
Psychiatrist Supervisor	\$18,485.29	\$19,409.55	\$20,380.03	\$21,399.03	\$22,468.98
Public Hlth Nurse Manager	\$9,364.81	\$9,833.05	\$10,324.70	\$10,840.94	\$11,382.98
QA & Implementation Analyst	\$7,046.96	\$7,399.30	\$7,769.27	\$8,157.73	\$8,565.62
Recording Operations Manager	\$5,946.03	\$6,243.33	\$6,555.49	\$6,883.27	\$7,227.43

Summary of Terms of Total Tentative Agreement – Solano County and Unit 16

October 21, 2022

Sherff Crim Just Prog Svcs Mgr	\$8,262.94	\$8,676.08	\$9,109.89	\$9,565.38	\$10,043.65
Sheriffs Forens&Rcrds Svcs Mgr	\$6,689.59	\$7,024.07	\$7,375.27	\$7,744.03	\$8,131.23
Social Services Manager	\$8,262.94	\$8,676.09	\$9,109.89	\$9,565.38	\$10,043.65
Staff Analyst	\$6,243.33	\$6,555.49	\$6,883.27	\$7,227.43	\$7,588.81
Staff Analyst (Entry)	\$5,208.58	\$5,469.01	\$5,742.46	\$6,029.58	\$6,331.06
Staff Analyst (Senior)	\$7,046.96	\$7,399.30	\$7,769.27	\$8,157.73	\$8,565.62
Tax Collections Manager	\$7,046.96	\$7,399.30	\$7,769.27	\$8,157.73	\$8,565.62
Victim/Witness Program Coord	\$5,946.03	\$6,243.33	\$6,555.49	\$6,883.27	\$7,227.43

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 rates set forth in this Appendix B, paragraph 1 above, will increase by ~~five percent (5%)~~ **four percent (4%)** ~~three percent (3%)~~ of the base wage rates in effect the day before such increase takes effect. **Effective concurrent with the wage increase described in this paragraph, employees in the Health Services Manager and Health Services Manager (Senior) class shall receive a wage increase of five percent (5%) as an equity adjustment, which shall be cumulative and not compounded (e.g., 4% 5% + 5% = 10%9%).**
3. Effective the beginning of the twenty-sixth (26th) pay period following the wage increase set forth in this Appendix B, paragraph 2 above, the base wage rates will increase by **four percent (4%)** ~~three percent (3%)~~ of the base wage rates in effect the day before such increase takes effect.
4. Effective the beginning of the twenty-sixth (26th) pay period following the wage increase set forth in this Appendix B, paragraph 3 above, the base wage rates will increase by **three percent (3%)** ~~four percent (4%)~~ ~~two percent (2%)~~ of the base wage rates in effect the day before such increase takes effect.
5. ~~Effective the beginning of the thirteenth (13th) pay period following the wage increase set forth in this Appendix B, paragraph 4 above, the base wage rates will increase by one percent (1%) of the base wage rates in effect the day before such increase takes effect.~~
6. ~~Effective September 4, 2022 the base wage rates set forth in this Appendix B, paragraph 5 above, will increase by one percent (1%) of the base wage rates in effect the day before such increase takes effect.~~

Summary of Terms of Total Tentative Agreement – Solano County and Unit 16

October 21, 2022

3. The hourly pay rate is calculated by multiplying monthly pay rate by twelve (12) months and dividing that value by two thousand eighty (2,080) hours.

- **Work Out of Class (County Proposal #19)**: County restates its September 1, 2022 proposal

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

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

- **Holidays (County Proposal #23)**: The parties agree to meet no later than February 1, 2023 for purposes of discussing the recognition of Juneteenth National Independence Day as an observed, paid County holiday in place of another paid County holiday. This convening is contingent on all represented bargaining units agreeing to participate. Any changes to the County’s observed holiday schedule must be agreed upon by all represented bargaining units.

- **Probationary Period (County Proposal #10)**: County restates its August 11, 2022 proposal

- **Clinic Physician Side Letter (County Proposal #12)**: County restates its August 11, 2022 proposal

- **Early Settlement Side Letter (County Proposal #22)**: County modifies its September 30, 2022 proposal as highlighted below:

SIDE LETTER AGREEMENT

To the Memorandum of Understanding

Between the County of Solano and Professional and Technical Engineers, Local 21
Unit 16 – Association of Mid-Management Professionals at Solano County
Regarding Lump Sum Payment for Early Settlement

This will confirm an understanding reached between the County of Solano (hereinafter referred to as the “County”) and the Professional and Technical Engineers, Local 21 (hereinafter referred to as



Summary of Terms of Total Tentative Agreement – Solano County and Unit 16

October 21, 2022

the “Union”) representing Unit 16 – Association of Mid-Management Professionals at Solano County. Collectively, County and the Union are hereinafter referred to as “the parties.”

To encourage the early settlement of the successor collective bargaining agreement, upon the County’s receipt of the signed, ratified Memorandum of Understanding, employees as of September 4, 2022 shall receive the following lump sum payment by the last pay day in November 2022:

- If the Association returns the signed ~~total tentative agreement, ratified Memorandum of Understanding~~ to the Director of Human Resources on or before October 21, 2022, then employees shall receive a lump sum payment of one thousand **five hundred** dollars (\$1**500**).
- If the Association returns the signed, ~~total tentative agreement, ratified Memorandum of Understanding~~ to the Director of Human Resources after October 21, 2022 then there shall be no supplemental payment to employees under this Side Letter Agreement.
- The parties intend that the lump sum payment is not subject to CalPERS reporting of benefits.
- A part-time employee shall receive a pro-rata amount based on the employee’s full-time equivalence.

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- **Recruitment/Retention Bonus (County Proposal #13)**: County restates its September 30, 2022 proposal

SIDE LETTER AGREEMENT

To the Memorandum of Understanding

Between the County of Solano and Professional and Technical Engineers, Local 21
Unit 16 – Association of Mid-Management Professionals at Solano County
Employee Retention/Recognition

This will confirm an understanding reached between the County of Solano (hereinafter referred to as the “County”) and Professional and Technical Engineers, Local 21 (hereinafter referred to as the “Union”) representing Unit 16 – Association of Mid-Management Professionals at Solano County. Collectively, County and the Union are hereinafter referred to as “the parties.”

In an effort to retain employees and recognize the work performed by unit members the County shall provide a one-time bonus in the amount of **one thousand-five hundred dollars (\$1,500)** to all bargaining unit employees employed as of September 4, 2022. A part-time employee shall receive a pro-rata amount based on the employee's full-time equivalence. The payment shall be made on the last pay day of November 2022.

Healthcare (Union Proposal #12): County modifies its October 6, 2022 proposal as set forth below:

6.3 Cafeteria Plan

A. Effective for coverage beginning January 1, 2023 ~~19~~ **or the term of Agreement’s start date, whichever is later**, the County’s contribution toward the cafeteria plan shall be set at

October 21, 2022

~~eighty percent (80%)~~ ~~seventy five~~ ~~eighty five percent (7585%)~~ of the 2023~~19~~ **Region 1** PEMHCA Bay Area Kaiser Permanente ~~f~~Family rate minus the PEMHCA MEC.

For coverage effective January 1, 2024~~20~~, the County’s contribution toward the cafeteria plan shall be set at **eighty percent (80%)** ~~seventy five~~ ~~eighty five percent (7585%)~~ of the 2024~~20~~ **Region 1** PEMHCA Bay Area Family Kaiser **Permanente Family** rate minus the PEMHCA MEC.

For coverage effective January 1, 2021~~5~~, the County’s contribution toward the cafeteria plan shall be set at **eighty percent (80%)** ~~seventy five~~ ~~eighty five percent (7585%)~~ of the 2021~~5~~ **Region 1** PEMHCA Bay Area Family Kaiser **Permanente Family** rate minus the PEMHCA MEC.

For coverage effective January 1, 2022, the County’s contribution toward the cafeteria plan shall be set at ~~seventy five percent (75%)~~ of the 2022 PEMHCA Bay Area Family Kaiser rate minus the PEMHCA MEC.

[NO CHANGES TO SUBSECTIONS B THROUGH D]

E. Additionally, ~~through December 16, 2022, or the start date of the increase to the County’s contribution to the cafeteria plan to eighty percent (80%) of the PEMHCA Region 1 Kaiser Permanente family rate, whichever is sooner~~, with the pay period that includes the later of October 8, 2017 or the beginning of the first pay period following adoption of the 2017 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. The County contribution shall sunset at the end of the **last** pay period ~~in December 2022~~ which includes the expiration of the ~~2019-2022~~ **2022-2025** collective bargaining agreement.

[NO CHANGES TO SUBSECTIONS F OR G]

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- **Emergency Response Compensation (Union Proposal #28)**: County restates its September 15, 2022 proposal.

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- **Pay Parity (County Proposal #18)**: County restates its August 23, 2022 proposal

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- Salary Survey – language to be added to tentatively agreed upon Total Compensation Side Letter

Summary of Terms of Total Tentative Agreement – Solano County and Unit 16

October 21, 2022

The County will perform a total compensation survey of benchmark classifications prior to negotiations over a successor MOU. The County will provide that study to Local 21/Unit 16 no later than June 30, 2024. Local 21/Unit 16 may perform its own total compensation survey and will provide that to the County prior to June 30, 2024. The Parties will negotiate over market equity adjustments based on the survey prior to November 2024. Market equity adjustments will be by mutual agreement. The surveys will include (but not be limited to) the following classifications:

- A. Staff Analyst
- B. Employment & Eligibility Services Manager
- C. Mental Health Services Manager
- D. Public Health Nurse Manager
- E. Project Manager
- F. Information Technology Analyst Principal
- G. Clerical Operations Manager
- H. Juvenile Corrections Counselor Supervisor
- I. Social Services Manager

In the event the County implements an equity adjustment for a classification that is supervised by a classification in Unit 16 during the term of this MOU, the County agrees to review the salary for the impacted Unit 16 classification(s).

- **Management Business Expense Allowance** – NEW SECTION

Effective the first full pay period following Board adoption of the 2022-2025 memorandum of understanding, employees will receive a business expense allowance in the amount of \$50.00 per month to cover incidental expenses incurred in the performance of their duties.

- **Retirement (Section 6.10(G)(3))**

Employee Payment For Pre-PEPRA Formula Enhancement.

In November, 2002, the County amended its contract with PERS to provide for the above-referenced 2.7% @ 55 retirement formula. The cost of this benefit was established by PERS (\$ 75,036,452). The Parties agreed that such cost would be the responsibility of the employees. The county agreed to allow the employees to pay for that plan enhancement by payroll deduction with the cost amortized over twenty (20) years. That payment will continue to take the form of a percentage deduction made from the paycheck of each employee in the unit, until no later than the final pay period of November 2022 ~~he~~ above established cost has been recovered. ~~Each year (July) the County will calculate the amount due for the subsequent 26 pay periods, based on the formula presented during negotiations (see Appendix E).~~

Tentative Agreements

The County is in agreement with the list of tentative agreements in Union Comprehensive Response # 4, dated October 3, 2022 plus the August 4, 2022 tentative agreement on Section 11 – Leave Contribution Program. The complete list is set forth below:

1. Section 5.3 (Salary Upon Reemployment, dated August 4, 2022

Summary of Terms of Total Tentative Agreement – Solano County and Unit 16

October 21, 2022

2. Section 11 (Leave Contribution Program), dated August 4, 2022
3. Section 8.2 (Shift Pay Differential), dated August 11, 2022
4. Section 3 (Names and Classes of Represented Employees), dated August 23, 2022
5. Section 24 (Full Understanding), dated August 23, 2022
6. Section 3.6 (New Employee Orientation), dated September 1, 2022
7. Section 13.1 (Pregnancy Disability Leave), dated September 1, 2022
8. Section 12 (Bereavement Leave), dated September 1, 2022
9. Section 5.9 (Longevity Pay), dated September 22, 2022
10. NEW Section 8 (CWS Emergency Response Differential), dated September 22, 2022
11. NEW Section 8 (Emergency Medical Dispatch Certificate Pay), dated September 22, 2022
12. Section 13.6 (Military Pay), dated September 22, 2022
13. Section 19.3 (Grievance Procedure), dated September 22, 2022
14. Section 22.7 (Joint Labor Management Committee)
15. Section 6.7 (Deferred Compensation), dated October 13, 2022
16. Side letter on comparable cities/counties, dated October 13, 2022

County
Berkley
10/21/22
TA

Shan
Shan
10/21/22
Michael King 10/21/22