

Web Posting Transmittal Sheet

Meeting Date: 11/19

✓	BU #	NAME OF UNIT
	6	Health and Welfare Supervisors <i>SHAPE</i>
	10	Skilled Craft and Service Maintenance <i>Stationary Engineers, Local 39</i>
	3	Law Enforcement Employees
	4	Law Enforcement Supervisors <i>Deputy Sheriff's Association</i>
	12	Probation Employees
	15	Probation Supervisors <i>Probation Peace Officer Association</i>
	13	Correctional Officers <i>Sheriff's Custody Association</i>
X	14	Correctional Supervisors <i>Teamsters, Local 856</i>
	17	Law Enforcement Management
	18	Law Enforcement Management <i>Law Enforcement Management Association</i>
	2	Nurses
	7	Regulatory, Technical and General Services
	9	Clerical Employees
	5	Health and Welfare Service Employees
	8	General Services Supervisors
	82	EH Nurses
	87	EH Regulatory, Technical, & General Services
	89	EH Clerical Employees
	90	EH Probation Employees <i>SEIU</i>
	1	Attorneys <i>Teamsters, Local 150</i>
	11	Psychiatrists, Physicians and Dentists <i>Union of American Physicians & Dentists</i>
	16	Mid Management <i>AMMPS</i>
	19	Executive and Senior Management <i>Professional & Technical Engineers, Local 21</i>

County Proposal(s) to Union

Union Proposal(s) to County

Proposal(s) attached.

**SOLANO CORRECTIONAL SUPERVISORS-UNIT 14
NEGOTIATIONS 2019**

BARGAINING UNIT COMPREHENSIVE SUMMARY

SUBMITTED: 7/29/19

MOU SECTION/ISSUE: VARIOUS

PROPOSAL:

1. Compaction/Compression

- The base salary difference between top step sergeant and top step lieutenant in this bargaining unit is 13%. This is significantly low both internally and externally when looking at promotion from sergeant to lieutenant.
- Based on County's classification and market survey, the median differential between these classifications is 33%.
- Bargaining unit is proposing a modest 20% differential.

2. Internal Equity

- Unit 14 bargaining unit members are employees of the Sheriff's Office.
- Within the same department, sergeants and lieutenants of Unit 14 (Corrections) are paid disproportionately low relative to their classification counterparts on the Field Operations side of the Sheriff's Office. Correctional Sergeants are paid 26.4% less than Sheriff's Sergeants. Correctional Lieutenants are paid 28.2% less than Sheriff's Lieutenants.
- Unit 14 members understand there will be a savings realized by a Sheriff's Office in utilizing correctional officers as opposed to deputies; however, the Unit 14 finds the current disparity excessive.
- Bargaining unit is proposing a one time, 5% adjustment.

3. Cost Of Living Adjustment

- To keep pace with recent cost of living increases
- Effective first full pay period after ratification/approval of contract, represented classifications shall receive a 4% increase to base wage.
- Effective first full pay period following July 1, 2020, represented classifications shall receive a 4% increase to base wage.
- Effective first full pay period following July 1, 2021, represented classifications shall receive a 4% increase to base wage.

4. MOU Section 10. G. (Sick Leave)

- Employees terminating employment because of regular or disability retirement, death, release from County employment as a result of a permanent reduction in the number of authorized regular help positions, or to take office as an elected County official ~~shall~~ may have all unused sick leave paid into the County's Retiree Health Savings (RHS) Program.

5. MOU Section 6.10. K. (Retiree Health Insurance Bank)

- The County will maintain a retiree health insurance bank based on the cash conversion of each employee's accrued, unused sick leave, based upon current payout rules and in accordance with

the provisions of the County's Retirement Health Savings Plan. The bank may be used for payment of an employee's monthly health insurance costs following retirement.

- The County and all members of Bargaining Unit 14 agree to contribute one hundred dollars (\$100) per member, per month, to the County's Retiree Health Savings Plan.