

# Web Posting Transmittal Sheet

Meeting Date: 6/17/19

✓	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>
	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 &amp; Dentists</i>
	16	Mid Management <i>AMMPS</i>
	19	Executive and Senior Management <i>Professional &amp; Technical Engineers, Local 21</i>

- County Proposal(s) to Union
- Union Proposal(s) to County

Proposal(s) attached.

emailed 6/17



Solano County  
LAW ENFORCEMENT MANAGEMENT ASSOCIATION

---

P.O. Box 151  
Fairfield, CA 94533

June 17, 2019

Ms. Georgia Cochrane & Ms. Carlise Mickens  
Solano County Human Resources  
675 Texas Street, Suite 1800  
Fairfield, CA 94533

Ms. Cochrane and Ms. Mickens,

As discussed, the Solano County Law Enforcement Management Association (SCLEMA) has the following list of requests for the 2019 bargaining session:

**ALL LEMA MEMBERS**

- Pay increase to be submitted at a later date
- +1 Floating Holiday
- Christmas Eve in lieu of Lincoln's Birthday
- Credit for *prior like employment* towards Longevity (Career Inventive)
- Contracted and Disaster or EOC Activation Overtime Pay
  1. When reimbursed by a contractor requesting service and invoicing (i.e. private corporation, or City of Oakland, UC Berkeley)
  2. EOC Activation for prolonged hours or operating during and assigned to a State or Federal Disaster Declaration (FMAG or similar) such as fires, floods, etc.
  3. Proposed language, "When assigned to an Emergency Operations Center (EOC) or Department Operations Center (DOC), during a time of activation in response to a natural or man-made disasters including floods, earthquakes, major fires, storms, radiological or hazardous material incidents, aircraft accidents, mass casualty incidents, terrorist events, and any prolonged emergency related function that supports the member departments; or when directed to respond to a mutual aid incident that will be reimbursable from an outside agency, will receive additional compensation at a rate of time and one half the employee's regular rate of pay for any such hours beyond the employees scheduled 40 hours in a calendar week.

Payment shall be consistent with the "portal to portal" provision of the California Fire Assistance Agreement (CFAA) under the California Governor's Office of Emergency Services (CalOES).

The parties understand this compensation does not qualify as reportable under the Public Employees Retirement Law (PERL) for purposes of CalPERS pension calculations."

#### H&SS CHIEF INVESTIGATOR

- Clean up in MOU of title to "Chief Welfare Fraud Investigator."
- POST Management or Executive Certificate Incentive to be set equal to maximum cumulative DSA POST Incentive

#### DA CHIEF INVESTIGATOR

- Incentive pay for POST Management Certificate or Executive Certificate
- Correction of Retirement Formula to current PEPRA
  - *Related California Government Code sections 20432.6 and 20436.*

#### SHERIFF'S OFFICE – LIEUTENANT

- POST Management Certificate Incentive to be set equal to maximum cumulative DSA POST Incentive *(Percentage NOT \$)*

#### PROBATION MANAGERS

- No Contracting Out / Non-Supplanting Language for Probation Service Manager functions, as per the job description. Sample language will be available at the June 24, 2019 negotiations meeting.
- Establishment of a Joint Labor Management Committee to meet and discuss with the department administration regarding policy changes that affect work conditions for SCLEMA members.
- Correction of the Deputy Director salary compaction.
- The Social Services Manager (Unit 16) reports to a Deputy Director as do Probation Services Managers, however the Social Services Manager receives higher pay for an equivalent job function with equivalent minimum requirements.

If you have any questions, please feel free to contact me prior to our second meeting on June 24<sup>th</sup>. I look forward to completing this contract cycle with you.

Respectfully,



**Jonathan Mazer, President**  
Solano County Law Enforcement Management Association

*mailed 6/17/19*

## **PROBATION MANAGERS' REQUEST**

### **CONTRACTING OUT**

Prior to contracting out work which is customarily and routinely performed by employees in classifications covered by this Memorandum of Understanding, the County agrees to provide at least sixty (60) calendar days prior notice to the Association and to meet and discuss on the impact of the contracting out.

### **LABOR MANAGEMENT COMMITTEE**

The parties agree that Joint Labor Management Committees (LMC) can further the development of effective communications and relationships between labor and management. To effectuate more effective communications and working relationships, an LMC may be formed in a department by the mutual agreement of the Department Head and the Association. Meetings of the LMC shall be scheduled by mutual agreement and with advance notice of the issues to be discussed.