

Web Posting Transmittal Sheet

Meeting Date: 7/24/19

✓	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 & 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 County Law Enforcement Management Association
Units 17 & 18
2019 Negotiations**

7/24/19
1:29

Solano County Response to SCLEMA Proposal re Chief Welfare Fraud Investigator

Modify Language as follow

6.15 Equipment and Clothing Reimbursement

The County agrees to provide an annual equipment and clothing reimbursement amount of up to three hundred dollars (\$300.00) each fiscal year for the purpose of purchasing various items that serve in some instances County-identified gear. The following classifications are eligible for reimbursement:

- Chief District Attorney Investigator
- Chief Welfare Fraud Investigator ~~Manager~~

Reimbursement is subject to the Department Head's approval.

8. INCENTIVES AND DIFFERENTIALS

8.1 Career Incentive Pay

Effective at the beginning of the first pay period following Association ratification and Board of Supervisors' approval of this collective bargaining agreement, the County will pay three percent (3%) of base salary for career incentive pay to the Chief District Attorney Investigator and the Chief Welfare Fraud Investigator ~~Manager~~ (if eligible) upon attainment of the below-referenced certification:

- P.O.S.T. Management Certificate

Appendix A – Listing of Classifications

Regular and limited-term classifications represented under this Agreement are:

Assistant Superintendent – Juvenile Hall
Chief District Attorney Investigator
Deputy Director of Probation
Probation Services Manager
Superintendent of Juvenile Detention Facility
Chief Welfare Fraud Investigator ~~Manager~~

Solano County Law Enforcement Management Association
Units 17 & 18
2019 Negotiations
Appendix B – Salary Schedule

1. The present approximate monthly pay rate for the represented classifications are:

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
Assistant Superintendent – Juvenile Hall	<u>TBD</u> 6,296.16	<u>TBD</u> 6,610.97	<u>TBD</u> 6,941.52	<u>TBD</u> 7,288.60	<u>TBD</u> 7,653.03
Chief DA Investigator	<u>TBD</u> 10,091.60	<u>TBD</u> 10,596.18	<u>TBD</u> 11,125.99	<u>TBD</u> 11,682.29	<u>TBD</u> 12,266.40
Deputy Director of Probation	<u>TBD</u> 8,325.72	<u>TBD</u> 8,742.01	<u>TBD</u> 9,179.11	<u>TBD</u> 9,638.07	<u>TBD</u> 10,119.97
Probation Services Manager	<u>TBD</u> 7,568.84	<u>TBD</u> 7,947.28	<u>TBD</u> 8,344.64	<u>TBD</u> 8,761.87	<u>TBD</u> 9,199.97
Superintendent of Juvenile Detention Facility	<u>TBD</u> 9,819.91	<u>TBD</u> 10,310.90	<u>TBD</u> 10,826.45	<u>TBD</u> 11,367.77	<u>TBD</u> 11,936.16
Chief Welfare Fraud Investigator Manager	<u>TBD</u> 9,193.02	<u>TBD</u> 9,652.67	<u>TBD</u> 10,135.30	<u>TBD</u> 10,642.06	<u>TBD</u> 11,174.17

Solano County Law Enforcement Management Association
 Units 17 & 18
 2019 Bargaining

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County Counter Proposal

Date and Time: 7/24 @ 2:15

Amend Appendix B for Units 17 and 18 as follows:

Unit 17
 Appendix B – Salary Schedule

1. The present approximate monthly pay rate for the represented classifications are:

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
Assistant Superintendent – Juvenile Hall	6,296.16	6,610.97	6,941.52	7,288.60	7,653.03
Chief DA Investigator	10,091.60	10,596.18	11,125.99	11,682.29	12,266.40
Deputy Director of Probation	8,325.72	8,742.01	9,179.11	9,638.07	10,119.97
Probation Services Manager	7,568.84	7,947.28	8,344.64	8,761.87	9,199.97
Superintendent of Juvenile Detention Facility	9,819.91	10,310.90	10,826.45	11,367.77	11,936.16
Chief Welfare Fraud Investigator/Welfare Fraud Investigator-Manager	9,193.02	9,652.67	10,135.30	10,642.06	11,174.17

*Will be recalculated prior to finalization of the contract.

2. Effective the later of December 1, 2019 or the beginning of the first pay period following the Board of Supervisors' adoption of the collective bargaining agreement, the base wage rates set forth in this Appendix B, paragraph 1 above, will increase by three percent (3%) of the base wage rates in effect the day before such increase takes effect.
- ~~2. — Effective the beginning of the first full pay period which includes the date the Board of Supervisors' adoption of the collective bargaining agreement, the base wages set forth in this Appendix B, paragraph 1, will increase by four percent (4%) of the base wages in effect the day before such increase take effect.~~
- ~~3. — Effective concurrently with the base wage increase identified in this Appendix B, paragraph 2 above, the classification of Probation Services Manager shall receive a wage separation adjustment of an increase of nine tenths and fifty three hundredths of one percent (0.953%) for a total of four and nine hundred fifty three thousandths percent (4.953%) of the base wage rates in effect the day before such increase takes effect; the classification of Deputy Director of Probation shall receive a wage separation adjustment of an increase of nine tenths and fifty four hundredths percent (0.954%) for a total of four and nine hundred fifty four thousandths percent (4.954%) of the base wage rates in effect the day before such increase takes effect.~~
- ~~4. — Effective with pay period 25 of 2018 (presently payable on December 7, 2018), all active employees shall receive a one-time lump sum payment equivalent to eight hours of base pay, with said payment not subject to CalPERS reporting of benefits.~~
- ~~5. — The hourly rate is calculated by multiplying monthly pay rate by twelve (12) months and dividing that value by two thousand eighty (2,080) hours.~~

Solano County Law Enforcement Management Association

Units 17 & 18

2019 Bargaining

3. Effective the beginning of 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 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 4 above, the base wage rates will increase by 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 5 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 6 above, will increase by one percent (1%) of the base wage rates in effect the day before such increase takes effect.
7. The hourly rate is calculated by multiplying monthly pay rate by twelve (12) months and dividing that value by two thousand eighty (2,080) hours.
- ~~6.8.~~ The Director of Human Resources is authorized, with concurrence from the County Administrator, to maintain a ten percent (10%) wage separation between covered classifications and the subordinate classifications. For purposes of this paragraph, base wage plus P.O.S.T. Career Incentive Pay are used in the calculation.

**Solano County Law Enforcement Management Association
Units 17 & 18
2019 Bargaining**

**Unit 18
Appendix B – Salary Schedule**

1. The present approximate monthly pay rate for the represented classifications are:

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
Captain-Sheriff	10,741.06	11,278.11	11,812.02	12,434.12	13,055.82
Lieutenant-Sheriff	9,584.58	10,063.81	10,567.00	11,095.35	11,650.11

*Will be recalculated prior to finalization of the contract.

2. Effective the later of December 1, 2019 or the beginning of the first pay period following the Board of Supervisors' adoption of the collective bargaining agreement, the base wage rates set forth in this Appendix B, paragraph 1 above, will increase by three percent (3%) of the base wage rates in effect the day before such increase takes effect.
3. Effective the beginning of 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 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 4 above, the base wage rates will increase by 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 5 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 6 above, will increase by one percent (1%) of the base wage rates in effect the day before such increase takes effect.
- ~~2. Effective the beginning of the pay period which includes the date the Board of Supervisors' adoption of the collective bargaining agreement, the base wage rates set in this Appendix B, paragraph 1, will increase by four percent (4%) of the base wages in effect the day before such increase takes effect.~~
- ~~3. Effective concurrently with Appendix B, paragraph 2, Captain-Sheriff, which previously received P.O.S.T. Career Incentive Pay, shall have base wages increased by an additional five percent (5%), for a total wage increase of nine percent (9%) of the base wage rates in effect the day before such increase takes effect.~~
- ~~4. Effective with pay period 25 of 2018 (presently payable on December 7, 2018), all active employees shall receive a one-time lump sum payment equivalent to eight hours of base pay, with said payment not subject to CalPERS reporting of benefits.~~

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

6.8. The Director of Human Resources is authorized, with concurrence from the County Administrator, to maintain a ten percent (10%) wage separation between covered classifications and the subordinate classifications. For purposes of this paragraph, base wage plus P.O.S.T. Career Incentive Pay are used in the calculation.

County:

Georgia Cochran, Chief Spokesperson

Date: _____

Association:

Jonathan Mazer, Chief Spokesperson

Date: _____