

Web Posting Transmittal Sheet

Meeting Date: 8/12/19

✓	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.

**Units 17/18 Solano County Law Enforcement Management Association
County's Reply to Association Proposal Regarding EOC/Disaster Response**

8/12
10:24

**Side Letter Agreement
Between the County of Solano and
Solano County Law Enforcement Management Association**

This will confirm an understanding reached between the County of Solano (hereinafter referred to as the "County") and the Solano County Law Enforcement Management Association (hereinafter referred to as the "Association") Collectively, County and Association are hereinafter referred to as "the parties."

The County will establish a countywide work group to discuss and develop a recommended payment for employees who work at the Emergency Operations Center (EOC) during the disaster phase of a disaster, as declared by the County Administrator or the Chair of the Board of Supervisors, and the disaster has lasted more than three (3) full calendar days. The Union may have one (1) representative on the countywide work group.

The work group shall conclude the discussions and development of a recommended payment and present the written recommendation(s) and, if any, accompanying written report to the Director of Human Resources not later than June 30, 2020. The Director of Human Resources shall provide a copy of the written recommendation(s) and, if any, accompanying written report to the County Administrator and the authorized union/association representative(s) of the work group's participants. As requested by a union/association and following the union's/association's receipt of said written recommendation/report, the County will meet and confer on this matter.

~~The County will establish a countywide work group to discuss and develop a recommended stipend for employees who work at the Emergency Operations Center (EOC) during the disaster phase of a disaster, as declared by the County Administrator or the Chair of the Board of Supervisors, and when the disaster has lasted more than three (3) full calendar days. The Association may have one (1) representative on the countywide work group.~~

FOR THE COUNTY

FOR THE ASSOCIATION

Marc A. Fox
Director of Human Resources

Jonathan Mazer
Chief Spokesperson

Dated: _____

COUNTY:

Solano County Law Enforcement Management Association:

Georgia Cochran
Chief Spokesperson

Jonathan Mazer
Chief Spokesperson

Dated: _____

8/12/19
10:24

Proposal # #4-Corrections

Date and Time: 8/12/19

Solano County Law Enforcement Management Association (Units 17 & 18)

Unit 17

6.3 Cafeteria Plan

~~Effective January 1, 2017, the County's contribution to the cafeteria plan shall be set at 75% of the 2017 PEMHCA Bay Area Kaiser Permanente Family rate minus the PEMHCA MEC.~~

~~Effective the latter of November 19, 2017 or the beginning of the first pay period following adoption of the 2017 collective bargaining agreement, the County's contribution to the cafeteria plan shall be set at 75% of the 2018 PEMHCA Bay Area Kaiser Permanente family rate minus the PEMHCA MEC.~~

Effective January 1, 2019, the County's contribution to the cafeteria plan shall be set at 75% of the 2019 PEMHCA Bay Area Kaiser Permanente family rate minus the PEMHCA MEC.

Effective with the coverage effective January 1, 2020, the County's contribution toward the health plan, as historically administered, shall be set at seventy-five percent (75%) of the 2020 PEMHCA Region I Kaiser Permanente family rate minus the PEMHCA MEC.

Effective with the coverage effective January 1, 2021, the County's contribution toward the health plan, as historically administered, shall be set at seventy-five percent (75%) of the 2021 PEMHCA Region I Kaiser Permanente family rate minus the PEMHCA MEC.

Effective with the coverage effective January 1, 2022, the County's contribution toward the health plan, as historically administered, shall be set at seventy-five percent (75%) of the ~~2021~~2022 PEMHCA Region I Kaiser Permanente family rate minus the PEMHCA MEC.

Additionally, with the pay period that includes the latter of ~~December 31~~October 68, 20197 or the beginning of the first pay period following adoption of the ~~2017-2019~~ 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 pay period which includes ~~the expiration of the~~

~~2017-2019 collective bargaining agreement~~ October 21, 2022.

An employee may use the County's contribution to the cafeteria plan toward the medical insurance plan for which s/he has elected to enroll.

An employee who has unused (unspent) cafeteria plan contributions shall retain those contributions as additional earnings (wages), but only to a maximum of \$334.58 per month.

An employee who waives health insurance because the employee demonstrates to the County that s/he has alternate health insurance coverage shall receive \$500.00 per month minus the PEMHCA MEC.

A regular part-time or limited term part-time employee shall receive a pro-rata amount of the total sum of the PEMHCA MEC and the cafeteria plan contribution of the full-time employee in proportion to the relationship their basic workweek bears to forty hours. That total amount shall first be allocated to the PEMHCA MEC and any remaining employer contribution shall then be allocated to the cafeteria plan.

Health Care Reimbursement Account: During an annual open enrollment period (normally November), an employee may elect to enter into a salary reduction agreement with the County whereby the County will direct the amount of the salary reduction on a pre-tax basis into the employee's Health Care Reimbursement Account ("HCRA"). The employee's election is irrevocable until the next open enrollment period, except on the occurrence of a qualifying event specified in the County's Plan Document. The employee will forfeit all unused funds remaining in his/her HCRA at the end of the plan year or at the end of the grace period, if any, allowed under the County's Plan Document, whichever is later. During the period allowed under the Plan Document, the employee may use the funds in his/her HCRA to obtain reimbursement for otherwise unreimbursed eligible medical expenses.

Dependent Care Reimbursement Account: During an annual open enrollment period (normally November), an employee may elect to enter into a salary reduction agreement whereby the County will direct the amount of the salary reduction on a pre-tax basis into the employee's Dependent Care Reimbursement Account ("DCRA"). The employee's election is irrevocable until the next open enrollment period, except on the occurrence of a qualifying event specified in the County's Plan Document. The employee will forfeit all unused funds in his/her DCRA at the end of the plan year or at the end of the grace period, if any, allowed under the County's Plan Document, whichever is later. During the period allowed under the Plan Document, the employee may use the funds in his/her DCRA to obtain reimbursement of eligible dependent care expenses.

Unit 18

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Additionally, with the pay period that includes the latter of ~~December 31~~^{October 68}, 201~~7~~⁹⁷ or the beginning of the first pay period following adoption of the ~~2017-2019~~ 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 pay period which includes ~~the expiration of the 2017-2019 collective bargaining agreement~~^{October 21, 2022}.

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Dated: _____

COUNTY:

SCLMA

Georgia Cochran, Chief Spokesperson

Jonathan Mazer, Chief Spokesperson

Date

Date