

Web Posting Transmittal Sheet

Meeting Date: August 19, 2019

| ✓ | 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.

Unit 1 Negotiations

Date and Time: 08/19/2019 3:34pm

Solano County Counter Proposal to Union's Proposals on Wages

1. <Insert Wage Schedule>
- ~~2. Effective the beginning of the pay period which includes the date of 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 four (4%) of the base wage rates in effect the day before such increase takes effect.~~
- ~~3. Effective twenty six (26) periods following the wage increase identified in this appendix B, paragraph 2 above, employees shall receive a wage increase of two and one fifteenth percent (2.15%) as an equity adjustment to modify the internal alignment of attorney classifications within the County.~~
- ~~4. Effective with pay period 25 of 2018 (presently payable December 7, 2018), all active employees shall receive a one-time lump sum payment equivalent to eight (8) hours of base pay, with said payment not subject to CalPERS reporting benefits.~~
2. Effective the later of November 17, 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 3 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 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.

For the County:

Mark Love, Chief Spokesperson

For the Union:

John Provost, Chief Spokesperson

Date: 08/19/19
Time: 3:40pm

Solano County Counterproposal to Unit 1 Local 150 – Cafeteria Plan

6.3 Cafeteria Plan

~~For coverage effective January 1, 2017, the County's contribution to the cafeteria plan shall be set at seventy-five percent (75%) of the 2017 PEMHCA Bay Area Kaiser Permanente family rate minus the PEMHCA MEC.~~

~~For coverage effective January 1, 2018, the County's contribution to the cafeteria plan shall be set at seventy-five percent (75%) of the 2018 PEMHCA Bay Area Kaiser Permanente family rate minus the PEMHCA MEC.~~

For coverage effective January 1, 2019, the County's contribution to the cafeteria plan shall be set at seventy-five percent (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 1 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 1 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 2022 PEMHCA Region 1 Kaiser Permanente family rate minus the PEMHCA MEC.

Additionally, with the beginning of the first pay period following adoption of the ~~2019~~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 pay period which includes the expiration of the ~~2017-~~2019 collective bargaining agreement.

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 three hundred thirty-four dollars fifty-eight cents (\$334.58) per month.

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An employee who waives health insurance because the employee demonstrates to the County that s/he has alternate health insurance coverage shall receive five hundred dollars (\$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 (40) 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

For the County:

For the Union:

Mark Love, Chief Spokesperson

John Provost, Chief Spokesperson