

Web Posting Transmittal Sheet

Meeting Date: 00/14/19

✓	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 TAS

Proposal(s) attached.

3.2 Release Time and Shop Stewards

A. Stewards and Association Business

The County will allow the Unit #16 Chapter President or Vice President to schedule a reasonable amount of time away from work to conduct Association business. The President or Vice President shall obtain permission from his/her immediate supervisor prior to leaving work in accordance with departmental policy. Any expenses incurred by the President shall not be borne by the County.

The Association shall designate a reasonable number of stewards to assist in resolving grievances. Stewards will arrange with the department head or designee in advance to schedule a reasonable amount of time to assist members in the preparation and presentation of grievances. The definition of what is reasonable is at the discretion of the department head whose employees are covered under this agreement.

The Association shall annually, in January, provide a list of stewards to Human Resources. The Association shall inform the Human Resources Department in writing of any additions or deletions of individual stewards within thirty (30) days of such a change.

TA 
8/14/19

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County Counter Proposal to AMMPS #8
August 14, 2019

**Side Letter Agreement
Between
The County of Solano and
Association of Mid-Management Professionals at Solano County**

This will confirm an understanding reached between the County of Solano, hereinafter referred to as the "County," and the Association of Mid-Management Professionals at Solano County, hereinafter referred to as the "Association," representing the County's bargaining unit #16, Mid-Management Employees. The Memorandum of Understanding ("MOU") shall be amended as stated below.

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.

Association

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.

For the County:



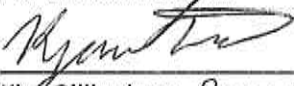
Jeannine Selzer

Assistant Director of Human Resources

8/14/19

Date

For the Association:



Kim Gillingham - Ryan Friesen
Representative

8/14/19

Date

~~Side Letter Agreement
Between
The County of Solano and~~

~~Association of Mid-Management Professionals at Solano County~~

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~~H. The following language is deleted from Section 6.13 — Continuing Education Days:~~

~~"Effective the first full pay period including July 1, 2016 and each July 1st thereafter, employees in the classifications of Dentist Manager, Supervising Psychiatrist or Clinic Physician Supervisor, shall receive cash payment of Fifteen Hundred Dollars (\$1,500). This payment is to partially offset tuition and /or registration fees and the cost of course related materials for continuing education requirements. This payment shall be made in advance. Employees who start County employment after July 1st, shall receive within the employees first two full pay period paychecks following date of hire, the pro-rata amount based on the number of full pay periods remaining in the fiscal year from the date of hire. This payment shall be prorated for less than full-time employees."~~

And is replaced by the language immediately below:

~~"Each July 1st employees in the classifications of Dentist Manager, Supervising Psychiatrist or Clinic Physician Supervisor, shall receive cash payment of Fifteen Hundred Dollars (\$1,500). This payment is to partially offset tuition and /or registration fees and the cost of course related materials for continuing education requirements. This payment shall be made in advance. Employees who start County employment after July 1st, shall receive within the employees first two full pay period paychecks following date of hire, the pro-rata amount based on the number of full pay periods remaining in the fiscal year from the date of hire. This payment shall be prorated for less than full-time employees."~~

6.13 Continuing Education Days

With the approval of the Deputy Director of Health and Social Services – Mental Health, or designee, a probationary, or regular full time Mental Health Services Manager (Senior) or Mental Health Services Manager, who is required to possess licensure by the State of California Board of Behavioral Services may be granted up to thirty-six (36) hours per fiscal year (pro-rated for regular part-time employees) to attend continuing education courses required for licensing as accepted by the Board of Behavioral Sciences. The continuing education hours granted will be for class hours only. Any other expenses will be the responsibility of the employee. Mileage will be paid for attendance at continuing education classes.

With the approval of the Director of Health and Social Services or other appropriate departmental authority, a probationary, or regular full time Nursing Manager or Nursing Supervisor, Health Services Manager (Senior), Health Services Manager, Occupational Health Program Manager, Public Health Nurse Manager, or any classification that is required to possess licensure by the State of California Board of Registered Nurses may be granted up to thirty (30) hours per fiscal year (pro-rated for regular part-time employees) to attend continuing education courses which meet the requirements of Article 5, section 1456 of the Board of Registered Nursing Continuing Education Regulations. The continuing education hours granted will be for class hours and reasonable travel time only. Any other expenses will be the responsibility of the employee. Mileage will be paid for attendance at continuing education classes.

[Handwritten signatures and dates]
8/14/19

County Proposal 9 REVISED
~~July 30, 2019~~ August 14, 2019

With the approval of the Director of Health and Social Services or other appropriate departmental authority, a probationary, or regular full time Dentist Manager, Supervising Psychiatrist or Clinic Physician Supervisor required to possess licensure by the State of California Board of Dentistry or Board of Medicine may be granted up to fifty (50) hours per license renewal cycle (pro-rated for regular part-time employees) to attend continuing education course which meet the requirements of the Board of Dentistry or Medicine, whichever applies for continuing education credit toward maintaining the employee's license. The number of hours allowed under this provision for the renewal cycle in progress on that date will be limited to the number of hours remaining for the employee to complete their continuing education requirement for the employee's next license renewal.

Requests for continuing education time must be made at least two weeks in advance of the course on forms approved by the Director of Health and Social Services, or his/her designee, and a copy of the course brochure must accompany the request. Requests will not be unreasonably denied. The maximum, annual or license cycle specified above are not cumulative. The time off to attend continuing education must be claimed to personal leave until documentation of attendance is received. Mileage will be paid for attendance at continuing education classes.

For the classes of Dentist Manager, Supervising Psychiatrist or Clinic Physician Supervisor, Continuing Education Hours (CEH) may be carried over to the next fiscal year if the employee is denied the opportunity to use his/her CEH leave during the fiscal year. Employees must request to use CEH leave for it to be considered denied. No more than one year CEH leave may be carried over to the next fiscal year and total CEH leave carry over may not exceed one hundred (100) hours at any time.

~~Effective the first full pay period including July 1, 2016 and e~~Each July 1st thereafter, employees in the classifications of Dentist Manager, Supervising Psychiatrist or Clinic Physician Supervisor, shall receive cash payment of ~~Fifteen Hundred D~~two thousand dollars (\$~~2,000~~,500). This payment is to partially offset tuition and /or registration fees and the cost of course related materials for continuing education requirements. This payment shall be made in advance. Employees who start County employment after July 1st, shall receive within the employees first two full pay-period paychecks following date of hire, the pro-rata amount based on the number of full pay periods remaining in the fiscal year from the date of hire. This payment shall be prorated for less than full-time employees.

~~Effective the pay period following Board Adoption, employees in the classifications of Dentist Manager, Supervising Psychiatrist or Clinic Physician Supervisor, shall receive a one-time proration of the annual \$1500 cash payment in proportion to the number of remaining pay periods in the Fiscal Year.~~
Effective the first full pay period including July 1, 2020 and each July 1 thereafter, employees shall be reimbursed for up to \$550 per fiscal year for costs associated with membership in their preferred professional organization. This payment shall be prorated for less than full-time employees.

For the County:

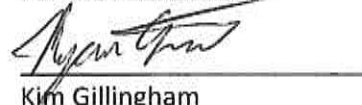


Jeannine Seher
Assistant Director of Human Resources

Date

8/14/19

For the Association:



Kim Gillingham
Representative

Date

8/14/19

Article 10, Sick Leave:

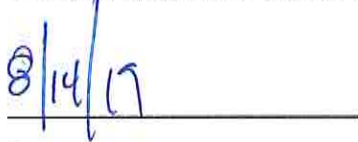
E. No more than one-hundred 89(100) hours of sick leave annually may be granted to an employee or absence due to the care or attendance of ill or injured members of his or her immediate family.

For the County:



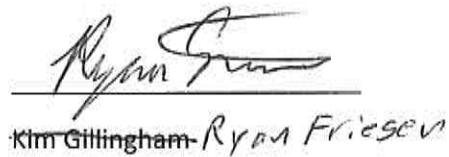
Jeannine Seher

Assistant Director of Human Resources



Date

For the Association:



~~Kim Gillingham~~ Ryan Friesen

Representative



Date

22.9 Classification Studies

When a position study is completed, the County shall provide the final determination of the study to the employee and their association representative. classification study is requested by an employee or his/her representative pursuant to County policy, the Human Resources Director or his/her designee shall notify, in writing, the employee and his/her authorized association representative the results of the study.

Within ten (10) calendar days of the date of the written notification, the employee or his/her authorized representative may request a meeting with the Human Resources Director or his/her designee to discuss the results of the study. The employee or the Association may present any significant duties or responsibilities it believes were not considered. This Section shall not be subject to the grievance and arbitration section of the Agreement. The determination of the Director, unless subsequently modified, shall be final.

^
Human Resources

TA
Myra
8/14/19
JMS