

Web Posting Transmittal Sheet

Meeting Date: 9/4/19

✓	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
X	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.

08/30/2019

After the last negotiations session on August 27, the Solano County Law Enforcement Management Association (LEMA) is offering the following counter offer, intended to be taken as a whole package, on all items not yet tentatively agreed upon:

Item 1

Wages – The percentages of 3/3/2/1/1, as proposed by the County, is agreed with the stipulations listed below.

Item 2

Floating Holiday – Add 1 for an additional 8 hours

Items 7 & 9

POST/Management Certificate Pay – Concede *for* a Total Compensation Survey to be conducted 90 days prior to the start of the next negotiations utilizing County provided comparison entities to include LEMA represented classifications and the following additional classifications as data reference points:

1. Sheriff (E)
2. District Attorney (E)
3. Chief Probation Officer
4. H&SS Director
5. County Administrator
6. Human Resources Director

Item 10

Contracting Out – County's deferment to MMBA law is agreed upon.

Item 11

JLM – The Department's pledge of increased communication is agreed upon.

Items 12 & 13

Wage Compaction & Inequity between PSMs and SSM – Equity Adjustment – Probation (all represented managers) 2/1/1, annually.