

Web Posting Transmittal Sheet

Meeting Date: 9.25.19

✓	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>
X	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 2019 Bargaining
Unit #14 – Teamsters Local #856
Correctional Supervisors**

Counter Proposal to Union Proposals #1,2&3 Wages
Including corrected effective date

Date and Time _____

APPENDIX B

~~1.~~ The present approximate monthly pay rate for represented classification is:

Classification	Step 1*	Step 2*	Step 3*	Step 4*	Step 5*
Custody Lieutenant					
Custody Sergeant					

*Pay rates will be recalculated prior to finalization of the contract.

2. Effective the later of December 31, 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. Effective concurrent with the wage increase described in this paragraph, employees in the Custody Lieutenant class shall receive a wage increase of one and half percent (1.5%) as an equity adjustment, which shall be cumulative and not compounded (e.g. 3% + 1.5% = 4.5%).
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.~~ ~~7.~~ Effective July 29, 2018 the base wage rates set in this appendix B, paragraph 1, will be increased by four (4%) of the base wages in effect the day before such increase takes effect.
- ~~3.~~ Effective with pay period 25 of 2018 (presently payable December 7, 2018) or two full pay periods following the beginning of the term of this agreement, whichever occurs later,

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~~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.~~

- ~~4.~~ The hourly pay rate is calculated by multiplying monthly pay rate by twelve (12) months and dividing that value by two thousand eighty (2,080) hours.