

Web Posting Transmittal Sheet

Meeting Date: 11-16-19

✓	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 CORRECTIONAL SUPERVISORS-UNIT 14
NEGOTIATIONS 2019**

BARGAINING UNIT COMPREHENSIVE SUMMARY #3

SUBMITTED: 11-13-2019

MOU SECTION/ISSUE: VARIOUS

PROPOSAL:

Information Based on Current Salary Survey of Comparison Counties

- Custody Lieutenant is currently 21% below the median. Custody Sergeant is currently less than 1% below the median.
- The base salary difference between top step custody sergeant and top step custody lieutenant in this bargaining unit is 13%. The median differential between these classifications in the market is 36%.

Cost Of Living Adjustment

- Effective the later or December 15, 2019, or the first full pay period after ratification/approval of contract, represented classifications shall receive a 3% increase to base wage.
- Effective first full pay period following December 1, 2020, represented classifications shall receive a 3% increase to base wage.
- Effective first full pay period following December 1, 2021, represented classifications shall receive a 3% increase to base wage.
- Effective the first full pay period following June 1, 2021, represented classifications shall receive a 2% increase to base wage.
- Effective September 4, 2021, represented classifications shall receive a 1% increase to base wage.

Market Equity Adjustment

- In addition to the cost of living adjustments above, bargaining unit members in the classification Custody Lieutenant shall receive the following market equity adjustments:
 - Effective the later of December 15, 2019, or the first full pay period following ratification/approval of the contract, a 4% increase to base wage.
 - Effective the first full pay period following December 1, 2020, a 4% increase to base wage.
 - Effective the first full pay period following December 1, 2021, a 5% increase to base wage.

5. MOU Section 6.10. K. (Retiree Health Insurance Bank)

- The County will maintain a retiree health insurance bank based on the cash conversion of each employee's accrued, unused sick leave, based upon current payout rules and in accordance with the provisions of the County's Retirement Health Savings Plan. The bank may be used for payment of an employee's monthly health insurance costs following retirement.
- **The County and all members of Bargaining Unit 14 agree to contribute one hundred dollars (\$100) per member, per month, to the County's Retiree Health Savings Plan.**