

**IFPTE Local 21, Unit 16 (AMMPS)**  
**2022 Contract Negotiations – Solano County**  
**Union Proposal #21**  
**Date Presented: 8/11/22**

Subject: Recruitment & Retention Incentive Program

The County shall implement a recruitment and retention incentive program.

Retention

Effective October 15, 2023, the County shall provide all current employees hired on or before October 16, 2022 with a \$1500 retention payment. Active employees hired on October 16, 2022 or before shall receive an additional \$1500 retention incentive on October 13, 2024.

Recruitment Bonuses for New Hires

During the term of this MOU, the County shall be authorized to provide new employees hired on October 30, 2022 or after a "recruitment incentive" of \$1000 upon appointment. Employees recruited as part of this program shall receive an additional \$1000 upon completion of each additional year of service on the first pay period following their anniversary date, up to a total of \$3000 (\$1000 upon hire, \$1000 following Year 1, \$1000 following Year 2).

Recruitment & Retention Strategies Committee

No later than March 1, 2023, the parties shall form a labor-management committee to mutually consider additional recruitment and retention strategies.

For the Union:

For the County:

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Date:

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Date: