

IFPTE Local 21, Executive & Senior Management (Unit 19)
2022 Contract Negotiations – Solano County
Union Proposal #20
Date Presented: 8/11/22

Subject: Salary Alignment, Parity, and External Equity Adjustments

Basis for Proposal: the following classifications are performing work that is functionally equivalent in the level and scope of work and responsibility. Internal pay alignment is warranted to ensure pay parity and to promote recruitment and retention in key management positions.

1. Effective the first pay period following ratification by the Board of Supervisors, the County shall set the salaries of the following classifications at rates equal to the Behavioral Health Administrator job classification:

Health Services Administrator
Social Services Administrator
Employment & Eligibility Services Administrator
Public Authority Administrator

2. Effective the first pay period following ratification by the Board of Supervisors, the County shall set the salaries of the following classifications at rates equal to the Deputy Director of H&SS - Behavioral Health job classification:

Deputy Director of H&SS - Child Welfare Services
Deputy Director of H&SS - Employment & Eligibility

3. Effective the first pay period following ratification by the Board of Supervisors, the County shall set the salary of the Administrative Services Manager at a rate equal to that of the Policy & Financial Manager.
4. Placeholder – Animal Care Manager
5. The Union reserves the right to make equity adjustment proposals for the classifications listed above based on external market factors.

For the Union:

For the County:

DATE:

DATE: