



County of Solano
&
IUOE – Stationary Engineers, Local 39
2022 Contract Negotiations
8/15/22
Local 39 Proposal # 31 ³³

Local 39 reserves the right to alter, amend, modify, add to or subtract from the foregoing proposals as may be required during the course of negotiations.

PROPOSED SIDE LETTER OF AGREEMENT #1

Within sixty (60) days of the ratification of the Solano County/IUOE Local 39 successor agreement, the County shall contract with a qualified consultant specializing in public sector total compensation studies, to conduct a comprehensive total compensation study for all bargaining unit classifications. The study shall be completed within six (6) months. The County shall provide the Union a draft final version of the consultant's study for review and comments prior to finalizing the results. The County and the Union shall meet within six (6) weeks of completion of the study to negotiate an implementation plan of the study results if the study determines the total compensation is below the market rate. The negotiated plan shall be implemented with increases in compensation being effective October 21, 2023.

The scope of the Total Compensation Study shall include the following, at minimum:

Surveyed agencies shall include the following Bay Area counties: San Francisco, Alameda, Santa Clara, Napa, Sonoma, Contra Costa, San Mateo and Marin.

The study shall evaluate the present salary structure as compared to the specific job market for comparable positions in the public sectors within the Bay Area agencies listed above.

The consultant shall perform or provide the following:

- a) Establish appropriate benchmarking standards and conduct salary surveys as needed for similar positions as required.
- b) Identify potential pay compression issues and provide potential solutions.
- c) Analyze and recommend changes to the present compensation matrix and/or structure to meet the market analysis. This recommendation may include recommendations for individual positions as well.

Tentative Agreement: Date: _____

County: _____

Local 39: _____