



**County of Solano  
&  
IUOE – Stationary Engineers, Local 39**

**2022 Contract Negotiations**

**9/12/22**

**Local 39 Proposal # 33**

**Union Counterproposal to County Rejection received 8/29/22**

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 nine (9) months of expiration of the Solano County/IUOE Local 39 collective bargaining 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 three (3) months and no later than July 1, 2025. 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 scope of the Total Compensation Study shall include the following, at minimum:

1. The consultant shall conduct salary surveys as needed for similar positions as required.
2. Surveyed agencies shall include the following counties: San Francisco, Alameda, Santa Clara, Napa, Sonoma, Contra Costa, San Mateo, Marin, Sacramento, Yolo, and San Joaquin.

The parties agree to establish the following classifications as identified below as the benchmark classifications and to use the above listed agencies for determining total compensation.

**Benchmark Classifications: Stationary Engineer**

- Senior Stationary Engineer
- Building Trades Mechanic (Senior)
- Building Trades Mechanic
- Building Maintenance Assistant
- Cogen Industrial Engine Mechanic
- Airport Maintenance Worker

**Benchmark Classifications: Park Ranger**

- Park Ranger Assistant

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3. Surveyed agencies shall include the following counties: San Francisco, Alameda, Santa Clara, Napa, Sonoma, Contra Costa, San Mateo, Marin, Sacramento, Yolo, and San Joaquin.

Surveyed agencies shall also include the following cities: Fairfield, Vacaville, Vallejo, Concord, Walnut Creek, Richmond, and Sacramento.

The parties agree to establish the following classifications as identified below as the benchmark classifications and to use the above listed agencies for determining total compensation.

Benchmark Classifications: Public Works Maintenance Worker

- Public Works Maintenance Worker (Senior)
- Public Works Maintenance Worker (Lead)
- Public Works Trainee

Benchmark Classifications: Equipment Mechanic

- Equipment Service Worker
- Equipment Mechanic Assistant

Benchmark Classifications: Custodian

- Custodian (Lead)

Benchmark Classifications: Groundskeeper

Benchmark Classifications: Capital Projects Coordinator

4. The consultant shall include the same compensation data types as previously established (County's 2021 Total Compensation Study).
5. The consultant shall provide the mean and median results for each compensation category (categories as established in the County's 2021 Total Compensation Study).
6. The consultant shall not utilize the County's comparison data in calculating the mean and median.