

IFPTE Local 21, Unit 6 (SHAPE)
2022 Contract Negotiations – Solano County
Union Proposal #11 – Revised
Date Presented: 9/28/22

Subject: Longevity Compensation

Longevity compensation is an important recruitment and retention tool at all levels of the organization. Staff experience and continuity is beneficial to the provision of public services. Currently, a majority of unit employees have 10 or fewer years of service with Solano County. An enhanced benefit would improve retention prospects over the coming years. The Union is proposing to add an additional longevity step (2.5%) at fifteen (15) years of service and to incorporate credit for prior service with qualifying California agencies.

5.9 Longevity Compensation

- A. All employees in regular or limited-term positions, upon the completion of ten (10) years continuous full-time service, shall be entitled to a two and one-half percent (2.5%) increase in compensation; additionally, employees who complete twenty (20) years of continuous full-time service shall be entitled to an additional two and one-half percent (2.5%) increase in compensation (a total of 5%) additionally, after twenty-five (25) years of continuous full-time service an additional two and one half percent increase in compensation (a total of 7.5%) over the rate for the class in which employed; additionally, after thirty (30) years of continuous full-time service and additional two and one half percent (2.5%) increase in compensation (a total of 10%); additionally, after thirty-five (35) years of continuous full-time service an additional two and one half percent (2.5%), (a total of 12.5%) over the rate for the class in which employed.

- A. All employees in a regular or limited-term position shall be entitled to an increase in compensation based upon completion of the years of continuous full-time service listed below.

10 years	2.5%
<u>15 years an additional</u>	<u>2.5%</u>
20 years an additional	2.5%
25 years an additional	2.5%
30 years an additional	2.5%

35 years an additional 2.5%

- B. All employees in regular or limited-term part-time positions shall be entitled to longevity compensation in the same ratio to the longevity compensation received by employees in regular or limited-term full-time positions as the number of hours in the part-time work schedule is to the number of hours in the full-time work schedule.
- C. Upon qualifying for longevity increase, any further pay increase shall be in addition thereto and not restricted or reduced by the longevity increase.

For the Union:

For the County:

Date:

Date: