



County of Solano
&
IUOE – Stationary Engineers, Local 39
2022 Contract Negotiations

9/26/22

Local 39 Proposal # 33

Union Counterproposal to County Counterproposal received
9/19/22

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

**SIDE LETTER OF AGREEMENT TO THE MEMORANDUM OF UNDERSTANDING
BETWEEN THE COUNTY OF SOLANO AND THE INTERNATIONAL UNION OF
OPERATING ENGINEERS, LOCAL 39**

This will confirm an understanding reached between the County of Solano (hereinafter referred to as the "County") and the International Union of Operating Engineers, Local 39 (the "Union"), representing Unit 10. Collectively, County and Union are hereinafter referred to as "the parties."

The County has an established list of comparable counties and cities that it uses for classification and compensation (wage and/or total compensation) studies. The Union has proposed to alter this list of comparable counties and cities. The County recognizes that its list of comparable counties/cities has not changed since 2008 and that the County will relook at its comparable counties/cities by no later than October 2023. As such, the parties agree to meet and confer regarding any proposed changes to the comparable counties/cities used for all future classification and/or compensation studies.

In addition, the County agrees to, 1) establish the following classifications identified below as the benchmark classifications for determining total compensation, 2) use the benchmark classifications listed below for all future compensation studies, and 3) to contract with a qualified consultant specializing in public sector total compensation studies to complete a comprehensive total compensation study for all benchmark classification listed below. The study shall include current data as of January 1, 2025 and shall be completed 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.

Benchmark Classifications: Stationary Engineer

- Senior Stationary Engineer
- Cogen Industrial Engine Mechanic

Benchmark Classifications: Building Trades Mechanic

- Building Trades Mechanic (Senior)
- Building Maintenance Assistant
- Airport Maintenance Worker

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Benchmark Classifications: Park Ranger

- Park Ranger Assistant

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