

IFPTE Local 21, Unit 16 (AMMPS)
2022 Contract Negotiations – Solano County
Union Comprehensive Response #3
Date Presented: 9/26/22

COVID Essential Worker Relief Payment - New Side Letter - UP 1

The Union maintains its proposal for a one time essential worker stipend of \$3000 to be paid during the first full pay period following implementation of the MOU. The Union withdrew its proposal to provide an Administrative Leave option on 9/1.

Lump Sum Payment for Early Settlement - New Side Letter - Union Counter 1

The Union continues to reject the concept of conditioning one-time monies on early settlement of the contract. The proposed deadline is unrealistic and the timeline should be eliminated. Although our goal is to reach an agreement before expiration, the Union does not have full control over the timeline. The proposed one-time lump sum payment amount should only be conditional on full agreement and ratification of a successor contract. Alternatively, the proposed amount should be reallocated towards proposed recruitment/retention lump sum incentives.

Term - Section 2 - UP 2

Union maintains 7/14 proposal for a three year agreement ending September 30, 2025.

Joint Labor Management Benefits Committee - New Section – UP 5

Proposal Accepted

The Union accepts the County's counter proposal dated 9/7 to incorporate language regarding potential changes to employee benefits in the existing section on the Labor Management Committee.

Holidays - Section 14 - UP 9

The Union maintains its 9/1 proposal to add Juneteenth to the list of recognized holidays (+1 holiday).

Cost of Living Adjustments – Appendix B – UP 10

The Union maintains its 9/7 counter proposal as follows:

- Effective October 22, 2022, wages shall be increased by seven percent (7%)
- Effective October 1, 2023, wages shall be increased by seven percent (7%)
- Effective October 1, 2024, wages shall be increased by five percent (5%)

Cafeteria Plan (Healthcare) – UP 12

New Proposal/Counter (Attached)

The Union modifies its proposal to increase the County's annual contribution to eighty-five percent (85%) effective January 1, 2023. Full proposal attached.

Deferred Compensation – Section 6.3 – UP 13

The Union maintains its 9/7 counter proposal to increase the deferred compensation match to \$75 per pay period effective with the first full pay period in January 2023.

Tuition Reimbursement – Section 6.12 – UP 15

The Union presented a counter proposal on 8/24. The Union maintains its proposal to include a student loan repayment option under the current program.

Business Expense Benefit – New Section - UP 17 – Withdrawn

Proposal Withdrawn

The Union withdraws its proposal dated 8/4.

Classification Studies – New Side Letter – UP 19

The Union maintains its 9/7 counter to include a contract reopener on the subject of comparable counties and cities. The contract reopener shall begin no later than October 2023. Both parties shall be entitled to make proposals and negotiate the list of comparable cities and counties. MMBA impasse procedures shall apply.

Equity Adjustments – Appendix B – UP 20

Counter Proposal (attached)

The Union maintains its proposal to increase the base salaries of the Staff Analyst job classification series (Entry, Journey, and Senior) by five percent (5%). The Union withdraws its proposal to increase the base salary of the Employment & Eligibility Manager job classification. The Union and County are in agreement on a five percent (5%) equity adjustment increase to base salary for the Health Services Manager and Health Services Manager (Senior) job classifications.

Recruitment & Retention Incentive Program – New Side Letter – UP 21

The Union maintains its proposal dated 8/11.

Assignment Pay – New Section – UP 22

The Union maintains its proposal to incorporate the County's existing Assignment Pay program into the MOU.

Vacation Accruals – Section 8 – UP 23

New Proposal

The Union withdraws its proposal to increase vacation accrual rates, but maintains its proposal to increase the maximum accrual limits.

Compaction Adjustments – Appendix B – UP 24

The Union maintains its proposal dated 8/11.

Emergency Response Compensation – New Section – UP 28

Union Counter (attached)

The Union presented a counter proposal on 9/22.

Retiree Healthcare – Section 6.2 – UP 31 – Withdrawn

Proposal Withdrawn

The Union withdraws its proposal on retiree healthcare.

Parity Clause - New Side Letter - UP 29

The Union maintains its proposal dated 8/11.

TENTATIVE AGREEMENTS:

Joint Labor Management Committee
CWS Emergency Response Differential (TA on 9/22)
Dispatch Certificate Differential (TA on 9/22)
Longevity Compensation (TA on 9/22)
Military Leave of Absence (TA on 9/22)
Grievance Procedure (TA on 9/22)
New Employee Orientation (TA on 9/1)
Bereavement Leave (TA on 9/1)
Maternity Leave (TA on 9/1)
Full Understanding, UP 30 (TA on 8/24)
Names & Classes of Represented Employees (TA on 8/24)
Shift Differential (TA on 8/11)
Salary on Reemployment (TA on 8/4)

Withdrawn Proposals:

Technology Allowance (UP 14) – withdrawn 9/7
Business Expense Reimbursement (UP 19) – withdrawn 9/26
Retiree Healthcare (UP 31) – withdrawn 9/26