

**IFPTE Local 21, Unit 16 (AMMPS)
2022 Contract Negotiations – Solano County
Union Proposal #11
Date Presented: 8/4/22**

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 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. Employees may receive credit for prior years of service employed with California cities, counties, joint power authorities, and other special districts as approved by the Director of Human Resources and the County Administrator.

| | |
|-------------------------------|-------------|
| 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: