

Representatives of the County and the Solano County Custody Association (Association) representing Unit 13, Correctional Officers, have met and conferred in good faith on the changes to the collective bargaining agreement on wages, hours and other terms and conditions of employment. The following are changes to the existing collective bargaining agreement.

1. **TERM OF THE AGREEMENT:** The successor collective bargaining agreement will be for a term through September 28, 2015.
2. **WAGES:** During Fiscal Year 2013/14 employees will receive a 2% wage increase effective at the beginning of the first full pay period following the Board of Supervisors' approval of the new collective bargaining agreement. During Fiscal Year 2014/15 employees will receive a 2% wage increase effective the beginning of the pay period which includes October 1, 2014.

The parties also agree to conduct a wage survey in September 2014 and meet and confer on the survey result in October 2014.

The new collective bargaining agreement has a parity clause such that if Unit 14, Correctional Supervisors, receive a larger wage increase in their successor collective bargaining agreement, then Unit 13, Correctional Employees, will also receive that same wage increase.

3. **EMPLOYER PAID MEMBER CONTRIBUTIONS:** Effective at the beginning of the first full pay period following the Board of Supervisors' approval of the new collective bargaining agreement, the remaining Employer Paid Member Contributions (EPMC) will stop and employees will receive a comparable wage increase in lieu. The employees' 4.8% EPMC will stop and employees will receive a 3.77% wage increase. The County's discontinuation of EPMC means that employees fully pay their own portion of the CalPERS retirement plan.
4. **PERS COST-SHARING:** Many employees also share in the cost of the County's retirement costs. The new collective bargaining agreement includes a cost-sharing provision with employees agreeing to share in the employer PERS contribution when the employer rate exceeds 16%, to a maximum cost-sharing to 18%.

The effect of the new cost-sharing provision within the new collective bargaining agreement is that employees will be one-half of one percent (0.5%) effective the first pay period upon the new MOU's ratification. Effective September 28, 2014, the employees' contribution will increase to one percent (1%).

5. **HEALTH INSURANCE/CAFETERIA PLAN:** The County's contribution for health insurance/cafeteria plan is presently set at the maximum rate of 80% of the 2011 Bay Area Kaiser family rate (\$1,183.50). Effective the first full month following the Board of Supervisors' approval, the maximum County contribution will increase to 75% of the 2014 Bay Area Kaiser family rate (\$1,448.30). Effective January 1, 2015 the County's contribution will be set at 75% of the 2015 Bay Area Kaiser family rate.

Additionally, the cash back provision for unspent cafeteria plan funds and the waive monies for employees who possess health insurance outside the County increase to the standardized rate established for other bargaining units.

6. **OTHER ITEMS:** The new collective bargaining agreement identifies safety equipment which will be supplied by the Sheriff's Office. It also indicated that uniforms damaged while the employee is on duty can be repaired or replaced at the discretion of the Sheriff's Office.

A thirty year longevity pay step is added effective January 4, 2015.

Lastly, a variety of clean-up language was initiated by removing obsolete references, making contractual language clearer, and making other non-substantive changes. The collective bargaining agreement is presented in a new format.

ALTERNATIVES:

The Board of Supervisors could elect to not adopt the collective bargaining agreement between the County and the Solano County Sheriff's Custody Association; however, this option is not recommended as the new agreement is within the negotiation guidelines provided by the Board to its negotiation team. Additionally, employees represented by this association have ratified the terms of the new collective bargaining agreement.

OTHER AGENCY INVOLVEMENT:

Negotiations of the collective bargaining agreement were through a collaborative effort by the County and the Solano County Sheriff's Custody Association.

CAO RECOMMENDATION:

APPROVE DEPARTMENTAL RECOMMENDATION