

# Employee Wage Concessions To Date

72% of employees have made no salary & benefit concessions

COUNTY OF SOLANO ◆ NOVEMBER 23, 2010								
Number of Employees	Employee Bargaining Unit	Forego FY09/10 3% COLA	Forego FY10/11 3% COLA	3% EPMC Pickup Implemented	2 <sup>nd</sup> EPMC Pickup	Reduction in Cafeteria Plan and/or Cash Back	2 <sup>nd</sup> Tier Retirement for New Employees (conditionally implemented)	Eliminated MIP
5	Board of Supervisors	N/A	N/A	X	3% Pending	X	X	N/A
52	Executive Management	X	X	X	3% Pending	X	X	X
148	Senior Management and all Other Unrepresented	Delayed 7 months	X	X	3% Pending	Excludes confidential	X	X
26	Correctional Supervisors	X	0 – 3 % Jan 11	X	Offsets COLA		X	
195	Correctional Officers	X	0 – 3 % Jan 11	X	Offsets COLA	X	X	
119	Deputy Sheriffs			X	3% Nov 10 3% Jun 12	X- Jan 2013	X – Jan 2011	
94	Attorneys			3% Temp.				
88	Mid-Managers			3% Temp.				
1,727	SEIU							
19	UAPD – Physicians							
74	PEU – Unit 6							
94	Skilled Crafts – Unit 10							