

## RESOLUTION NO. 2019 - 176

### RESOLUTION OF THE SOLANO COUNTY BOARD OF SUPERVISORS AMENDING THE ALPHABETICAL LISTING OF CLASSES AND SALARIES

**Whereas**, regulation of compensation of officers and employees of the County may be fixed by resolution of the Board of Supervisors; and

**Whereas**, the County's confidential employees, designated as Unit 30 – Confidential Employees, the unrepresented senior managers, designated as Unit 62 – Senior Management Employees, and the unrepresented executive managers, designated as Unit 61 – Executive Management Employees, are not represented by an employee association or union and do not collectively bargain for wages, hours and other terms and conditions of employment; and

**Whereas**, the County finds it desirable to provide employees with Unit 30 – Confidential Employees, Unit 62 – unrepresented Senior Management Employees, and Unit 61 – unrepresented Executive Management employees, with a wage increase and/or benefit changes.

**Resolved**, that the Solano County Board of Supervisors amends the Solano County Alphabetical Listing of Classes and Salaries as follows:

1. For Unit 30:
  - a. Three percent (3%) wage increase effective November 17, 2019;
  - b. Three percent (3%) wage increase effective November 15, 2020;
  - c. Two percent (2%) wage increase effective November 14, 2021;
  - d. One percent (1%) wage increase effective May 15, 2022;
  - e. One percent (1%) wage increase effective September 4, 2022.
2. For Unit 62 and Unit 61:
  - a. Three percent (3%) wage increase effective October 6, 2019;
  - b. Three percent (3%) wage increase effective October 4, 2020;
  - c. Two percent (2%) wage increase effective October 3, 2021;
  - d. One percent (1%) wage increase effective April 3, 2022;
  - e. One percent (1%) wage increase effective September 4, 2022.
3. For Unit 30, Unit 62 and Unit 61: Payable on January 17, 2020, all active employees in Unit 30, Unit 62 and Unit 61 as of December 29, 2019 will receive a one-time lump sum payment of nine hundred dollars (\$900.00), with said payment not subject to CalPERS reporting of benefits. Part-time employees in these units will receive a pro-rata amount based on the employee's full-time equivalence.
4. The Director of Human Resources continues to be authorized to:
  - a. Maintain a ten percent (10%) wage separation between Attorney V and Chief Deputies in the various classifications.
  - b. Maintain the same average wage increase of Unit 19 – represented Executive and Senior Management Employees with Unit 62 – unrepresented Senior Management Employees.
  - c. Maintain a minimum ten percent (10%) wage separation between assistant department directors and subordinate staff.
  - d. Maintain a twenty percent (20%) wage separation between assistant department directors and department directors.<sup>1</sup>

<sup>1</sup> Excludes comparison between County Administrator and Assistant County Administrator; excludes comparison between County Counsel and Assistant County Counsel.

5. Authorize the Director of Human Resources to make any technical corrections.

Passed and adopted by the Solano County Board of Supervisors at its regular meeting on September 10, 2019 by the following vote:

AYES: Supervisors Brown, Vasquez, Thomson

and Chairwoman Hannigan

NOES: Supervisors None.

EXCUSED: Supervisors Spering

  
ERIN HANNIGAN, Chairwoman  
Solano County Board of Supervisors

ATTEST:  
BIRGITTA E. CORSELLO, Clerk  
Solano County Board of Supervisors

By:   
Jeanette Neiger, Chief Deputy Clerk