

**County of Solano**  
**and the**  
**Solano Sheriff Custody Association**  
**2022 Memorandum of Understanding Negotiations**

**Solano Sheriff Custody Association**

**Subject: Wages**

**Associations Interest:** The Association is interested in having a competitive wage to retain as many valuable employees as possible. Solano SCA is doing the same work and face the same risk as CDCR but not receiving that pay of \$8422 per month versus \$7369.03. The median is Napa County Corrections at \$8346.52 and are currently out of contract. The Solano SCA wants the current County COLA of 11% in addition to an equity wage increase of 43% to combat the retention issue that the County now faces in this bargaining unit. The COLA and equity will be distribute over the term of the three (3) year contract.

**Proposal:**

Effective October 22, 2022 the base wage for all positions represented by the Association will increase by ~~eleven~~ five percent (~~11~~ 5%) to the base rate of pay for cost-of-living adjustment.

~~Effective October 22, 2022 salaries for all positions represented by the Association will increase by three percent (3%) to the base rate of pay for equity adjustment.~~

Effective the twenty-sixth (26<sup>th</sup>) pay period following the wage increase of 2022, the base wage for all positions represented by the Association will increase by ~~four~~ five percent (~~4~~ 5%) to the base rate of pay for cost-of-living adjustment.

Effective the twenty-sixth (26<sup>th</sup>) pay period following the wage increase of 2023, the base wage for all positions represented by the Association will increase by ~~four~~ one percent (~~4~~ 1%) to the base rate of pay for cost-of-living adjustment and a four percent (4%) equity adjustment.