

Solano Probation Peace Officer Association

September 1, 2022

Proposal # 12 Units 12 & 15

5.9 Longevity Compensation

5.9 Longevity ~~Compensation Pay~~

- A. All employees employed in regular or limited-term full-time positions, ~~upon the completion of ten (10) years continuous full-time service,~~ shall be entitled to longevity pay on the following schedule:
1. Upon completion of five (5) years of continuous full-time service, a \$1000.00 one-time lump sum payment;
 2. Upon completion of ten (10) years of continuous full-time service, a two and one-half percent (2.5%) increase in compensation;
 3. Upon completion of fifteen (15) years of continuous full-time service, an additional two and one-half percent (2.5%) increase in compensation (a total of 5%);
 4. ~~additionally, employees who complete~~ Upon completion of twenty (20) years of continuous full-time service, ~~shall be entitled to~~ an additional two and one-half percent (2.5%) increase in compensation (-a total of ~~5%~~ 7.5%);
 5. Upon completion of ~~additionally, after~~ twenty-five (25) years of continuous full-time service, an additional two and a half (2.5%) percent increase in compensation (-a total of 10%)
 6. Upon completion of ~~additionally, employees who complete~~ thirty (30) years of continuous full-time service, ~~shall be entitled to~~ an additional two and one-half (2.5%) percent increase in compensation (-a total of 12.5%) ~~additionally effective the beginning of the pay period following Board of Supervisors adoption of this MOU, employees who complete (35) years of continuous full-time service shall be entitled to an additional two and one-half (2.5%) percent increase in compensation (a total of 15%) over the rate for the class in which employed.~~