



Solano County  
LAW ENFORCEMENT MANAGEMENT ASSOCIATION

P.O. Box 123  
Fairfield, CA 94533

September 6, 2022

**LABOR ASSOCIATION PROPOSAL #3C**

EQUITY ADJUSTMENT - UNIT 17 Probation Management

**Note: Comparable Study Corrections**

It is the position of LEMA that the Ralph Andersen & Associates (RAA) study dated November 2021, erroneously utilized the comparable agencies identified for Executives and Senior Management for the Probation Service Manager classification, a Mid-Management class.

LEMA corrected and updated the comparable study utilizing data obtained in July 2022. The resulting update was a 0.5% wage increase over the data provided by the RAA study and an additional 0.4% increase when the comparable agencies were corrected. The 0.5% update figure is proposed as an update across all LEMA classifications for economy of effort.

**A. Probation Service Manager**

Effective the October 25, 2022, the base wage rates will increase by 14% of the base wage rates in effect the day before such increase takes effect as an equity adjustment, which shall be cumulative and not compounded with any Cost-of-Living Adjustment.

**B. Probation Division Chief**

Effective the first pay period following October 25, 2022, the base wage rates will increase by 5% of the base wage rates in effect the day before such increase takes effect as an equity adjustment, which shall be cumulative and not compounded with any Cost-of-Living Adjustment.

For the County of Solano:

For the LEMA:

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Charmie Junn  
Director of Human Resources or Designee

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Jonathan Mazer, Lieutenant-Sheriff  
Chief Spokesperson -- President