



Solano County
LAW ENFORCEMENT MANAGEMENT ASSOCIATION

P.O. Box 123
Fairfield, CA 94533

September 6, 2022

LABOR ASSOCIATION PROPOSAL #5

ALL LEMA MEMBERS

8.2 Career Incentive Pay

Effective at the beginning of the first pay period following Association ratification and Board of Supervisors' approval of this collective bargaining agreement, the County will pay a Lieutenant-Sheriff five percent (5%) to base salary for career incentive pay upon attainment of the below-referenced certification:

- P.O.S.T. Management Certificate

XX Education Incentive Pay

Effective at the beginning of the first pay period following Association ratification and Board of Supervisors' approval of this collective bargaining agreement, the County will pay a cumulative incentive of two and a half percent (2.5%) to base salary for each of the following college degrees if it exceeds the minimum qualifications of the classification.

- Baccalaureate degree
- Master's degree
- Doctoral degree

For the County of Solano:

For the LEMA:

Charmie Junn
Director of Human Resources or Designee

Jonathan Mazer
President and Lead Negotiator