



Solano County
LAW ENFORCEMENT MANAGEMENT ASSOCIATION

P.O. Box 123
Fairfield, CA 94533

September 6, 2022

LABOR ASSOCIATION PROPOSAL #7

ALL LEMA MEMBERS

Parity Pay

This will confirm an understanding reached between the County of Solano (hereafter referred to as the "County") and the Law Enforcement Management Association (hereafter referred to as the "Association"), representing Units 17 and 18. Collectively, County and Association are hereafter referred to as "the parties."

The parties agree that if any other bargaining unit represented by a union/association receives a general wage increase greater than the general wage increase set forth in Appendix B during the term of this Memorandum of Understanding, then the same general wage increase shall be provided to Units 17 and 18. The term "general wage increase" does not include any special adjustments/equity adjustments specific to a classification, subset or group of a bargaining unit and excludes any wage increase (or portion thereof) which is attributable to a change in other collective bargaining provisions.

Parity Leave

The parties further agree that if any other bargaining unit represented by a union/association receives an increase in the leave accrual rates during the term of this Memorandum of Understanding, then the same increase in leave accrual rates shall be provided to Units 17 and 18.

For the County of Solano:

For the LEMA:

Charmie Junn
Director of Human Resources or Designee

Jonathan Mazer
President and Lead Negotiator