



Solano County
LAW ENFORCEMENT MANAGEMENT ASSOCIATION

P.O. Box 123
Fairfield, CA 94533

September 8, 2022

SIDE LETTER AGREEMENT

To the Memorandum of Understanding
Between the County of Solano and Law Enforcement Management Association (LEMA)
Unit # 18
Regarding Lump Sum Payment for Early Settlement

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

To encourage the early settlement of the successor collective bargaining agreement, upon the County's receipt of the signed, ratified Memorandum of Understanding, employees as of September 4, 2022, shall receive the following lump sum payment by the last pay period in November 2022:

- If the Association returns the signed, ratified Memorandum of Understanding to the Director of Human Resources on or before ~~September 16~~ October 11, 2022, then employees shall receive a lump sum payment of one thousand dollars (\$1,000).
- If the Association returns the signed, ratified Memorandum of Understanding to the Director of Human Resources after ~~September 16~~ October 11, 2022, but on or before ~~September 30~~ October 25, 2022, then employees shall receive a lump sum payment of six hundred dollars (\$600).
- If the Association returns the signed, ratified Memorandum of Understanding to the Director of Human Resources after ~~September 30~~ October 25, 2022, but on or before ~~October 24~~ November 1, 2022, then employees shall receive a lump sum payment of three hundred dollars (\$300).
- If the Association returns the signed, ratified Memorandum of Understanding to the Director of Human Resources after ~~October 24~~ November 1, 2022, then there shall be no supplemental payment to employees under this Side Letter Agreement.
- The parties intend that the lump sum payment is not subject to CalPERS reporting of benefits.
- A part-time employee shall receive a pro-rata amount based on the employee's full-time equivalence.

COUNTY:

ASSOCIATION:

Charmie Junn

Date: _____

Jon Mazer

Date: _____