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County of Solano
and the
Solano Sheriff Custody Association
2022 Memorandum of Understanding Negotiations

Solano Sheriff Custody Association

Subject: Annual Retention Bonus

Associations Interest: The Association is interested in retaining valuable employees and rewarding those that stay employed with the County. Employees look forward to the annual lump sum uniform allowance and the Association understands the County's position on splitting this up per pay period. An annual retention bonus would allow employees to have a yearly goal to get lump sum money and encourage retention.

Proposal:

Effective the first full pay period July in each year the County will pay one thousand dollars (\$1000) to all Unit 13 Members off probation and in good standing. Every employee of Unit 13 shall receive a \$1,000 retention bonus as a one-time payout on the first pay period of July, as long as the employee meets the following criteria.

The employee must be off of probation by the distribution of the bonus. Employees that are in an unpaid leave status, not to include 4850 leave, for longer than 3 months in the fiscal year will not qualify for the retention bonus. The employee must not be on any performance improvement plan at the time of distribution of bonus. The employee will be required to have a satisfactory annual evaluation on their last evaluation before distribution of bonus.