

County of Solano and Solano County Sheriff's Custody Association (Unit 13)

Date Passed: 12/23/25

Solano County Last Best Final Package Proposal 12/22/25

Time Passed: 1:00 PM

TA - 12/31/25

The following Comprehensive Package Proposal constitutes the County's Last Best and Final Offer (LBFO) 2:13 PM in bargaining. The LBFO is submitted in an attempt to reach a settlement on a successor Memorandum of Understanding. In the event the LBFO is not accepted in its entirety, the County reserves the right to modify, amend and/or add proposals.

The LBFO is contingent upon ratification by the bargaining unit and approval by the County Board of Supervisors and is offered in good faith as a fair and balanced resolution to negotiations. Any Proposal not referenced herein is not part of this Comprehensive Package LBFO and shall remain status quo.

1. **Salary [UP #1]**

Appendix B – Salary Schedule

The County proposes the attached Counter proposal plus a revised side letter on wage reopeners. This is a package proposal with the specific base wage rate increases contemporaneously proposed by the County for Year One with Side Letter of one-time lump sum payment of \$500 for active unit employees, as long as MOU is signed, ratified, and to HR Director by 12/31/25; Year Two with one-time lump sum payment of \$500 for active unit employees, and Year Three. (see attached)

2. **Side Letter**

Pay Parity

All previously signed tentative agreements:

CP #1 - Salary Upon Reclassification - signed 12/3/25

CP #2 - Term - signed 12/3/25

CP #3 - Bereavement Leave - County Counter Proposal 1 - signed 10/28/25

CP #4 - Tuition Reimbursement - signed 12/3/25

UP #2 – CTO - County Counter Proposal 1 - signed 12/10/25

UP# 4 – Jail Training Officer Differential - County Counter Proposal 2 - signed 11/25/25

UP #9 - Bilingual Pay - County Counter Proposal 1 - signed 12/3/25

UP #10 - Standby Pay - County Counter Proposal 1 - signed 10/28/25

UP #12 - Agency Shop - County Counter Proposal 1 - signed 10/14/25

UP #16 - Uniform Allowance - County Counter Proposal 1 - signed 11/25/25

UP #17 - Medical Insurance (Cafeteria Plan) - County Counter Proposal 1 - signed 12/3/25

Side Letter - Critical Incident Leave Meet and Confers - signed 12/23/25

County of Solano and Solano County Sheriff's Custody Association (Unit 13) Date Passed: _____

Solano County Last Best Final Package Proposal 12/22/25 Time Passed: _____

Any issue not referenced herein is not part of the LBFO and shall remain status quo.

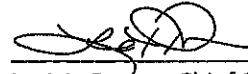
For the County:

Anna Cardwell

Anne Cardwell, Chief Spokesperson

Date: 1/5/26

For the Union:



Leticia Ruano, Chief Spokesperson

Date: 1/5/2026

MOU Appendix B Salary Schedule

TA 12/31/25

Appendix B- Salary Schedule

2:13 PM

1. The present approximate monthly pay rate for represented classification is:

*(Revise values in table according to below)

2. Effective the later of beginning of the first full pay period following October 21, 2022-26, 2025 or the beginning of the first pay period following the Board of Supervisors' adoption of the collective bargaining agreement, the base wage rates set forth in this Appendix B, paragraph 1 above, will increase by ~~five~~ ~~three~~ percent ~~(5%)~~ ~~(3%)~~ of the base wage rates in effect the day before such increase takes effect.
3. Effective the beginning of the twenty-sixth (26th) pay period following the wage increase set forth in this Appendix B, paragraph 2 above, the base wage rates will increase by ~~four~~ ~~two~~ percent ~~(4%)~~ ~~(2%)~~ of the base wage rates in effect the day before such increase takes effect.

Effective concurrently with the wage increase described in paragraph 3 above, active employees shall receive a lump sum payment of five hundred dollars (\$500).

A part-time employee shall receive a pro-rata amount based on the employee's full-time equivalence. The parties intend that the lump sum payment is not subject to CalPERS reporting of benefits.

4. Effective the beginning of the twenty-sixth (26th) pay period following the wage increase set forth in this Appendix B, paragraph 3 above, the base wage rates will increase by ~~three~~ ~~one~~ percent ~~(3%)~~ ~~(1%)~~ of the base wage rates in effect the day before such increase takes effect.

Wage Re-opener

The County proposes a side letter allowing the Union to reopen negotiations on the Year Three (2027) base wage rate increase in MOU Appendix B, Section 4, for the limited purpose of discussing potential modification to that increase. Re-opener negotiations would be strictly limited to the subject of a general base wage increase for the third year of the contract. Any modification to such base wage increase would require mutual written agreement of the parties. This is a package proposal with the specific base wage rate increases contemporaneously proposed by the County for Year One, Year Two, and Year Three; that is, the Union cannot TA the re-opener concept independent of acceptance of the County's proposed wage rate increases.

5. The parties agree that the "survey group" consists of the counties of Alameda, Contra Costa, Marin, Sacramento, Solano, San Joaquin, Sonoma, Stanislaus, Placer, Napa and Yolo and the State of California.

Unit 13, Solano County Sheriff's Custody Association

Date Passed:

Solano County Counter Proposal 7 to Union Proposal 1

Time Passed:

MOU Appendix B Salary Schedule

6. The hourly pay rate is calculated by multiplying monthly pay rate by twelve (12) months and dividing that value by two thousand eighty (2,080) hours.

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Tentative Agreement of: SALARY SCHEDULE

For the County:

Anne Cardwell

Anne Cardwell, Chief Spokesperson

For the Union:

Leticia Ruano

Leticia Ruano, Chief Spokesperson

Date: 1/5/26

Date: 1/5/2026

PASSED 12/23/25

1:00 PM

SIDE LETTER AGREEMENT
TO THE MEMORANDUM OF UNDERSTANDING
BETWEEN THE COUNTY OF SOLANO AND
SOLANO COUNTY SHERIFF'S CUSTODY ASSOCIATION UNIT 13

TA 12/31/25
2:13 PM

Regarding Base Wage Increase Re-opener

This will confirm an understanding reached between the County of Solano (hereafter referred to as the "County") and the Solano County Sheriff's Custody Association (hereafter referred to as the "Union"), representing Unit # 13. Collectively, County and Union are hereafter referred to as "the parties."

Solely consistent with the terms and conditions of this Side Letter Agreement, the Union may reopen negotiations on the Year Three (2027) base wage rate increase set forth in Appendix B, Section 4, of the Memorandum of Understanding between the parties dated TBD, 2025 through October 28, 2028 ("MOU"), solely for the limited purpose of discussing potential modification to that Year Three base wage rate increase, if any. All other MOU provisions and terms and conditions of employment shall remain unchanged and the MOU shall remain in effect.

Re-opener negotiations are strictly limited to the subject of a base wage rate increase for the third year of the contract. Any modification to the base wage rate increase would require mutual written agreement of the parties. If, after such re-opener, there is no subsequent mutual written agreement of the parties to a change in the Year Three base wage rate set forth in the MOU, the Year Three base wage rate set forth in the MOU shall remain as stated in the MOU at the time of its original execution. This Side Letter Agreement is not intended to allow re-opener of, and does not re-open, modify or otherwise affect any other term or condition of employment or term or condition of employment covered in or by operation of the MOU, including but not limited to the terms for other forms of compensation or benefits.

Any such request to reopen the Year Three (2027) base wage rate increase in MOU Appendix B, Section 4, shall be submitted to the Human Resources Director in writing, no later than August 6, 2027, with exhibits and a narrative setting forth the Union's position based solely on one or more of the criteria ordinarily to be considered by factfinders as set forth in Government Code 3505.4, subdivision (d).

Any Union information request relevant to such a request to reopen would be required to be submitted in writing to the Human Resources Director by no later than August 6, 2027. The County would then be required to respond with their position submitted to the Union in writing, no later than August 20, 2027, with exhibits and narrative setting forth the County's position based solely on one or more of the criteria ordinarily to be considered by factfinders as set forth in Government Code 3505.4, subdivision (d). The County's response to any such information request shall be according to existing requirements of the MMBA.

After exchange of such written positions as just described, the parties shall meet at least once. If at that meeting no agreement is reached to change the Year Three base wage rate increase in Appendix B, Section 4, either party may then declare the re-opener process concluded, or solely by mutual agreement the parties may agree to continue meeting at subsequent times.

The Year Three base wage rate increase stated in Appendix B, Section 4, at time of execution of the MOU shall remain a term of the MOU with an effective date on the date of the beginning of the 52nd pay period following the Board of Supervisors' adoption of the Memorandum of Understanding: (1) during

any re-opener negotiations; and (2) through the expiration of the MOU if the re-opener process does not result in agreement.

If re-opener negotiations are commenced pursuant to this Side Letter Agreement and the parties are by mutual agreement still in discussions on the date of the beginning of the 52nd pay period following the Board of Supervisors' adoption of the MOU, the Year Three base wage rate increase in Appendix B, Section 4, shall go into effect as stated in the MOU, and any different amount later agreed to in the re-opener negotiations, if any, shall only take effect at an agreed upon date, if any, subsequent to conclusion of those negotiations.

This Side Letter Agreement shall go into effect upon the later to occur of both full execution of this Agreement and full execution of the MOU. If the MOU is not fully executed, this Agreement shall not go into effect.

This Side Letter Agreement will expire on December 31, 2027.

FOR THE COUNTY:

Anne Cardwell

Anne Cardwell
Chief Negotiator

Date: 1/5/26

FOR THE UNION:

Leticia Ruano

Leticia Ruano
Chief Negotiator

Date: 1/5/2026

PASSED 12/23/25

1:00 PM

SIDE LETTER AGREEMENT
TO THE MEMORANDUM OF UNDERSTANDING
BETWEEN THE COUNTY OF SOLANO AND
SOLANO COUNTY SHERIFF'S CUSTODY ASSOCIATION UNIT 13

TA

12/31/25

2:13 PM

Regarding Lump Sum Payment for Settlement & MOU Ratification

This will confirm an understanding reached between the County of Solano (hereinafter referred to as the "County") and the Solano County Sheriff's Custody Association (hereinafter referred to as the "Union"), representing Unit #13. Collectively, County and Union are hereinafter referred to as "the parties."

To encourage the settlement and ratification of the successor Memorandum of Understanding, members of Unit # 13 who receive pay or are on approved leave of absence as of December 31, 2025 shall receive the following lump sum payment by the last pay day in January 2026:

- If the Union returns the signed ratified Memorandum of Understanding to the Director of Human Resources on or before December 31, 2025, then employees shall receive a lump sum payment of five hundred dollars (\$500) subject to standard withholdings.
- If the Union returns the signed ratified Memorandum of Understanding to the Director of Human Resources after December 31, 2025, there shall be no payment to employees under this Side Letter Agreement.
- The parties intend that the lump sum payment is not subject to CalPERS reporting of benefits, however the parties acknowledge that is a determination to be made by CalPERS.
- A part-time employee shall receive a pro-rata amount based on the employee's full-time equivalence.

This Side Letter becomes effective only if and when the successor Memorandum of Understanding is adopted by the Board of Supervisors. The parties' intention is that the provisions of this Side Letter Agreement not be added to the successor Memorandum of Understanding. Once the \$500 lump sum payment has been made consistent with this Side Letter Agreement, or December 31, 2025, has passed without the County having received the signed ratified Memorandum of Understanding, this Side Letter Agreement shall expire by its own terms.

FOR THE COUNTY:

Anne Cardwell

Anne Cardwell
Chief Negotiator

Date: 1/5/26

FOR THE UNION:



Leticia Ruano
Chief Negotiator

Date: 1/5/2026

PASSED 12/23/25

1:00 PM

TA

12/31/25

**SIDE LETTER AGREEMENT
To the Memorandum of Understanding
Between the County of Solano and the Solano County Sheriff's Custody Association Unit # 13
Pay Parity**

This will confirm an understanding reached between the County of Solano (hereinafter referred to as the "County") and the Solano County Sheriff's Custody Association (hereinafter referred to as the "Association"), representing Unit 13. Collectively, County and Association are hereinafter 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 Unit 13. The Term "general wage increase" does not include any special adjustments/equity adjustments specific to a classification, subset, or group of bargaining unit and excludes any wage increase (or portion thereof) which is attributable to a change in other collective bargaining provisions.

In addition, the Parties agree that if the County makes an offer to any other bargaining unit that includes a one-time cash payment applicable to the term of this Memorandum of Understanding, regardless of whether any other bargaining unit accepts the offer, Unit 13 shall have the option to elect to accept the same one-time cash payment under the terms proposed by the County.

For the County:

Anne Cardwell

Anne Cardwell, Chief Spokesperson

Date: 1/5/26

For the Union:

Leticia Ruano

Leticia Ruano, Chief Spokesperson

Date: 1/5/2026

TA 12/3/25

2:00 PM

5. Salaries

5.8 Salary Upon Reclassification

When a regular employee's position is reclassified and the employee remains in the reclassified position, the salary of the reclassified employee incumbent regular in a reclassified position shall be determined as follows, if the incumbent remains in the reclassified position:

- A. If the position is reclassified to a class with the same salary range, the salary and the merit increase eligibility date will not change.
- B. If the position is reclassified to a class with a higher salary range, the reclassification shall be considered to be a promotion, and the salary will be adjusted based on the promotion.
- C. If the position is reclassified to a class with a lower salary range, the salary shall be determined as follows:
 - 1. If the employee's current salary of the employee is the same or less than the maximum salary of the new class, the salary and merit increase eligibility date shall not change.
 - 2. If the employee's current salary of the employee is greater than exceeds the maximum salary of the new classification after reclassification to a lower range, the salary shall be designated as a frozen (Y-Rated) and shall not change during continuous regular service until the maximum of the new range exceeds the salary of the employee or until the period of time indicated in the schedule below has elapsed, whichever is sooner. If, at the end of the calendar indicated below, the salary still exceeds the maximum of the new salary range for the new classification, the salary shall be reduced to the maximum salary for the new class either:
 - i. The new classification's salary range matches or exceeds the employee's salary; or
 - ii. The time limit indicated below is reached, after which the employee's salary will be reduced to the new classification's maximum salary.

Years of Continuous Regular Service Years	Effective Date of Salary Change Effective Date
Less than 5	2 years from date of after reclassification date
5 but less than 10	3 years from date of after reclassification date
10 but less than 15	4 years from date of after reclassification date
15 but less than 20	5 years from date of after reclassification date
20 but less than 25	6 years from date of after reclassification date
25 or more	7 years from date of after reclassification date

Unit 13, Solano County Sheriff's Custody Association

Date Passed: 9/23/25

Solano County Proposal #1 - 9/23/25

Time Passed: 11:03:29 PM

Tentative Agreement of: SALARY UPON RECLASSIFICATION

For the County:



Anne Cardwell, Chief Spokesperson

Date: 12/3/25

For the Union:



Mark Bartley, Chief Spokesperson

Date: 12/3/2025

Unit # 13, Solano County Sheriff's Custody Association

Solano County Proposal #2 – 9/30/25

MOU Section 2 TERM

Date Passed: 9/30/25

Time Passed: 11:05 PM

TA 12/3/25

2:00 PM

2. TERM

This Memorandum of Understanding shall be in effect the later of October 22, 2022, October 26, 2025 or on the date it is adopted by the Board of Supervisors, except those provisions that have been assigned other effective dates and shall remain in full force and effect to and including October 25, 2025 October 28, 2028.

Tentative Agreement of: TERM

For the County:



Anne Cardwell, Chief Spokesperson

Date: 12/3/25

For the Union:



Mark Bartley, Chief Spokesperson

Date: 12/3/2025

MOU Section 12 Bereavement Leave

TA 1:10 PM

Employees shall be entitled to a bereavement leave, not chargeable to vacation or sick leave in the event of the death of one of the following members of the employee's family:

- natural, step, adoptive parents and grandparents of the employee;
- natural, step, adopted children and grandchildren of the employee;
- natural and stepbrothers and sisters of the employee;
- present spouse or domestic partner of the employee;
- natural parents and grandparents of the employee's spouse or domestic partner;
- grandchildren of the employee's spouse or domestic partner;
- natural brothers and sisters of the employee's spouse or domestic partner;
- present spouses or domestic partner of the employee's natural brothers and sisters;
- son-in-law and daughter-in-law of the employee.

Such leave shall be a maximum of forty (40) hours within ten (10) consecutive calendar days and taken within six (6) months following the loss, whether services are within the State or outside the State of California. Employees desiring more time off under these circumstances may request vacation or other appropriate leaves, which may or may not be granted at the sole discretion of the department head.

A female An employee who has a miscarriage or who gives birth to a stillborn child experiences a reproductive loss shall be eligible for bereavement leave in accordance with Section 12, paragraph two above. This provision shall be applicable only to the employee having the miscarriage who directly experienced the reproductive loss (i.e. mother/father) and the grandparents. Grandparents shall be allowed a maximum of twenty-four (24) hours within ten (10) consecutive calendar days and taken within six (6) months following the loss. Bereavement leave for a miscarriage reproductive loss shall not be applicable for any other family members identified in Section 12, paragraph one above.

For purposes of this section a reproductive loss consists of the following: miscarriage, stillborn, failed surrogacy; failed adoption; or unsuccessful assisted reproduction.

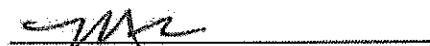
Tentative Agreement of BEREAVEMENT LEAVE

For the County:



Anne Cardwell, Chief Spokesperson

For the Union:



Mark Bartley, Chief Spokespersons

Date: 10/28/25

Date: 10/28/2025

10/21/25

1:10 PM

TA 12/3/25
2:00 PM

Unit 13, Correctional Officer
Solano County Proposal 4 – [10/21/2025]

MOU Section 6.12 Tuition Reimbursement

Subsection 6.12.C through 6.12.E.

6.11 Tuition Reimbursement Program

Subsection 6.11.C through 6.11.E

6.11 Tuition Reimbursement Program

A. Objective [...]

C. Policy for Tuition Reimbursement

1. Courses must be job related to the position held for the employee to be eligible for reimbursement of books and tuition. Courses must be taken on the employee's own time. With prior approval, General Education courses required for a job related degree program, shall be eligible for reimbursement.
2. Courses must be taken for credit; audited courses will not be reimbursed.
3. Courses must be taken at accredited institutions. Correspondence courses from reputable institutions will be considered only when equivalent courses are not available at local accredited schools, or when the employee's circumstances prevent them from attending local courses.
4. Prerequisite courses for eligible courses or courses, which are required for the completion of a specific program, are also eligible for tuition reimbursement. However, reimbursement shall not be made until the appropriate eligible courses have been satisfactorily completed.
5. Courses are not eligible for tuition reimbursement if they:
 - a. Are taken to bring unsatisfactory performance up to an acceptable level, unless the course is directed to correct a deficiency.
 - b. Are taken to acquire skills or knowledge which the employee was deemed to have when appointed.
 - c. Duplicate in-service training which is available.
 - d. Duplicate training which the employee has already had.
6. Conventions, workshops, institutes, etc., are not included in the Tuition Reimbursement Program.

7. Reimbursement shall be subject to certification by the department concerned that the course of study is directly related to the work of the employee.

8. Requests for reimbursement must be approved before the course is undertaken and such approval shall be subject to the availability of funds for tuition reimbursement within the Department of Human Resources.

9. Reimbursement shall be made only upon presentation of evidence of payment for and successful completion of courses (as evidenced by a grade "C" or higher or its equivalent or "CR" when the course is required as a milestone course to complete the degree program) and a satisfactory (standard or above) current performance evaluation. Reimbursement is made for the same fiscal year in which the course is completed and documentation must be presented to the Department of Human Resources within ninety (90) days after the course completion date.

D. Nature of Reimbursement

1. Reimbursement may be made in the amount of fifty percent (50%) of actual out-of-pocket expenditures for tuition, registration fees, laboratory fees and required textbooks. Other related expenses and incidental costs are not reimbursable.

2. Reimbursement shall be limited as follows:

a. No employee shall be reimbursed for more than two (2) courses in a single semester or quarter. When the educational institution does not recognize a semester or quarter system (e.g. self-paced classes), the employee may seek reimbursement for not more than three courses in a four-month period within the same fiscal year.

b. The maximum reimbursement that may be received by an employee in one fiscal year shall be ~~for two thousand dollars (\$2,000)~~. Effective July 1, 2023, the maximum reimbursement that may be received by an employee in one fiscal year shall be five thousand dollars (\$5,000).

c. An employee shall be reimbursed for expenses totaling five dollars (\$5.00) or more for a single course. Expenses less than \$5.00 for a single course are not reimbursable.

d. No employee shall be reimbursed for non-resident fees above the normal resident fees.

E. Procedure for Tuition Reimbursement

1. Prior to the course start date, the employee shall submit their request to their department head who shall either recommend approval of the request or deny it, based on the criteria set forth in this policy. If the department head recommends approval, they shall forward the application to the Director of Human Resources.

2. The employee shall apply for Tuition Reimbursement through such supervisory channels as are designated by the head of their department, on forms provided by the Director of Human Resources.
3. An employee may appeal denial of the request by the department head to the Director of Human Resources and the Director of Human Resources' decision (unless the reason for denial is lack of funds) to the grievance procedure provided in this MOU.
4. Upon completion of an approved course, the employee shall request the institution to certify fees paid and grade achieved, and to send certification to the Human Resources Department. The employee shall also present evidence of payment of required textbook costs.
5. The department head may require that the employee evaluate the course in writing and forward such evaluation to the Human Resources Department through normal supervisory channels.
6. Upon being informed of certification by the Department of Human Resources, the Auditor-Controller shall issue a warrant to the employee for reimbursement.

Tentative Agreement of:

For the County:

SIGNATURE

[Name], Chief Spokesperson
ANNE C. COLDWELL

Date: 12/3/25

For the Union:

SIGNATURE

[Name], Chief Spokesperson
MARIE BARTLEY

Date: 12/3/2025

Unit 13, Solano County Sheriff's Custody Association

Date Passed: 12/10/25

Union Proposal 2, Solano County Counterproposal 1 - 12/10/25

Time Passed: 12:46 PM

20.2 - Overtime

TA - 12/10/25

C. Overtime Payment

2:05 PM

1. Employees covered under FLSA (designated as 09) shall be paid for all work in excess of forty (40) hours in a workweek at one and one-half times the regular rate of pay, however, employees may be granted CTO at the rate of one and one-half hours off for each hour worked in lieu of overtime payment with the concurrence of the appropriate departmental authority. Compensatory time off shall be approved at the sole discretion of the department head. Employees will be able to accumulate one hundred and sixty (160) hours of CTO per calendar year for overtime worked.
2. Payment for overtime shall be separately itemized on the payroll certification.
3. Any CTO accumulation in excess of eighty (80) hours shall be taken off within the fiscal year in which it is earned. If the department head is unable to schedule sufficient time off during the fiscal year the employee's accrual balance shall be reduced to eighty (80) hours at the end of the fiscal year and the employee paid for all hours reduced from their balance at the employee's applicable straight time rate in effect on the last full pay period in the outgoing fiscal year.

In addition to the fiscal year end payout, a department head may authorize employees to reduce the accrued hours to eighty (80) forty (40) hours on the first paycheck of December. The payout of compensatory time off may occur, subject to it being offered (authorized) by the department head, in both December and June of any given fiscal year.

Tentative Agreement of: CTO

For the County:

Anne Cardwell 12/10/25

Anne Cardwell, Chief Spokesperson Date

For the Union:

Mark Bartley 12/10/2025

Mark Bartley, Chief Spokesperson Date

Unit 13, Solano County Sheriff's Custody Association

Date Passed: 11/18/25

Solano County Counter Proposal 2 to Union Proposal 4

Time Passed: 5:11 PM

MOU Section 8- Incentives and Differentials

TA: 11/25/25

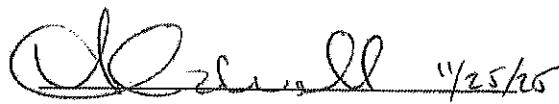
8.2 E. Jail Training Officer Differential

11:54 AM

Correctional Officers designated by the Sheriff as Jail Training Officers (JTO) shall be eligible to receive additional compensation in the amount of thirty-seven five dollars and sixty-three cents (\$37.63) per day hour while engaged in the training of a Correctional Officer; not to exceed three-hundred and seventy dollars (\$370) 80 hours (\$450.40) per pay period. In order to receive such additional compensation, the employee must be a certified trainer through STC (Standards and Training for Corrections).

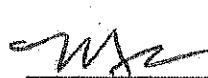
Tentative Agreement of: JAIL TRAINING OFFICER DIFFERENTIAL

For the County:



Anne Cardwell, Chief Spokesperson Date

For the Union:



11/25/2025

Mark Bartley, Chief Spokesperson Date

Unit 13, Solano County Sheriff's Custody Association

Date Passed: 10/14/25

Solano County Counter Proposal 1 to Union Proposal 9

Time Passed: 11:15 PM

MOU Section 8- Incentives and Differentials

TA 12/3/25

8.1- Bilingual Pay Differential

2:00 PM

A. Procedure for Requesting Bilingual Pay Differential

1. Recommendations for bilingual appointments shall be submitted by the department head to the Human Resources Department and shall include:
 - a. Name and class of each employee recommended for duties requiring bilingual skills.
 - b. A description of the bilingual duties to be performed by each employee in sufficient detail to indicate second language to be utilized, purpose, nature and frequency of use.
 - c. Location of assignment.
 - d. An employee may appeal the recommendation of the department head to the Director of Human Resources who shall evaluate the recommendation and approve or deny the request.

B. Bilingual Pay Differential Eligibility

1. Any bilingual person employed in a designated public contact position, which has been assigned duties involving regular and frequent use of bilingual skills, shall be eligible to receive the additional compensation.
2. Regular and frequent use shall mean using the skill on the average of once per workday and/or fifty percent (50%) of the time a regular basis. However, exceptions can be made at the discretion of the department and concurrence of the Director of Human Resources for unique circumstances.
3. Any bilingual employee who has been assigned duties involving the use of bilingual skills (e.g., Interpreter) may be eligible to receive the additional compensation provided in this Section.
4. The provisions of this Section shall be limited to those employees occupying permanent, probationary, or limited-term full-time positions.

Unit 13, Solano County Sheriff's Custody Association

Date Passed:

Solano County Counter-Proposal 1 to Union Proposal 9

Time Passed:

MOU Section 8- Incentives and Differentials

5. The provisions of this Section shall not apply to supervisory positions with the exception of working supervisors who spend at least fifty percent (50%) of their time in direct contact with the public.
6. The compensable second languages shall be limited to those required in the delivery of public services to the various target groups within the County (e.g., Spanish, Filipino Tagalog).

Tentative Agreement of:

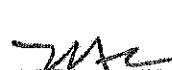
BILINGUAL PAY

For the County:

 12/3/25

Anne Cardwell, Chief Spokesperson Date

For the Union:

 12/03/2025

Mark Bartley, Chief Spokesperson Date

Unit 13, Solano County Sheriff's Custody Association

Date Passed: 10/14/25

Solano County Counter Proposal 1 to Union Proposal 10

Time Passed: 1:17 PM

MOU Section 8-Incentives and Differentials

TA 10/28/25

8.2- Call Back and Standby Pay Differential

1:35 PM

C. Standby

Standby is any time other than time when the employee is actually on duty during which an employee is not required to be on County premises but stand ready to immediately report for duty and must arrange so that their supervisor can reach them on ten (10) minutes' notice or less.

If an employee is placed on standby duty, such employee shall be compensated for the time spent on assigned standby at two dollars fifty cents (\$2.50) four dollars (\$4.00) per hour. If such standby is spent on weekends or holidays, the employees shall be compensated at three five dollars (\$3.00) (\$5.00) per hour. No employee shall be compensated for standby duty and call back work simultaneously. Classes used as standby and call back must be approved by the County Administrator both as to authorized classes and authorized numbers.

Tentative Agreement of: STAND BY

For the County:

AC 10/28/25

Anne Cardwell, Chief Spokesperson Date

For the Union:

MB 10/28/2025

Mark Bartley, Chief Spokesperson Date

Unit 13, Solano County Sheriff's Custody Association

Date Passed: 10/14/25

Solano County Counter Proposal 1 to Union Proposal 12

Time Passed: 1:19 PM

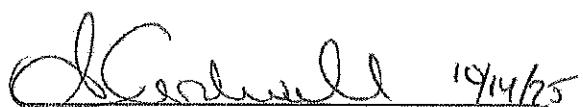
MOU Section 3 Union Security and Rights

3.1 Agency Shop (new section title: Human Resources New Employee Orientation)

As a condition of continuing employment, employees shall become and remain members of the Association or shall pay to the Association a service fee in lieu thereof. Such service fee shall be established by the Association and shall not exceed that portion of the Association's dues and initiation fees (hereinafter collectively termed "service fee") paid by members of the Association as are expended by the Association in fulfilling its responsibilities for representing members of the Representation Unit in the negotiation and administration of the Memorandum of Understanding. Initiation fees shall only apply to employees hired after implementation of this agreement. The Association shall comply with the rules governing the establishment of agency shop fees as set forth in the U. S. Supreme Court's decision in March 1986 in *Chicago Teachers Union v. Hudson*.

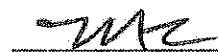
Tentative Agreement of: _____

For the County:

 10/14/25

Anne Cardwell, Chief Spokesperson Date

For the Union:



Mark Bartley, Chief Spokesperson Date

10/14/2025

Unit 13, Solano County Sheriff's Custody Association

Date Passed: 11/4/25

Solano County Counter Proposal 1 to Union Proposal 16

Time Passed: 12:46 PM

MOU Section 6 - Benefits

TA: 11/25/25

4.1.6.13 Uniforms

11:53 AM

- A. The County provides an annual uniform and safety equipment allowance in the amount of one thousand two hundred four hundred and forty dollars (\$1,200 \$1,440), payable to Correctional Officer (Entry) and Correctional Officers.
- B. New employees shall receive payment of the uniform allowance in biweekly payments. For all other employees, effective July 2023, the uniform allowance shall be paid biweekly.

An employee who is absent from work and in an unpaid leave status shall not be eligible for the uniform allowance during the pay period that the employee is in an unpaid leave status.

{...}

Tentative Agreement of: UNIFORMS

For the County:

ACardwell

Anne Cardwell, Chief Spokesperson

For the Union:

MB

Mark Bartley, Chief Spokesperson

Date: 11/25/25

Date: 11/25/2025

Unit 13, Solano County Sheriff's Custody Association

Date Passed: 10/14/25

Solano County Counter Proposal 1 to Union Proposal 17

Time Passed: 11:19 PM

MOU Section 6 Benefits

TA 12/3/25

Subsection 6.3 Cafeteria Plan

2:00PM

Effective for coverage beginning January 1, 2023 2026 or the first of the month following the Term of Agreement's start date, whichever is later, the County's contribution to the cafeteria plan shall be set at eighty percent (80%) of the 2023 2026 PEMHCA Region 1 Kaiser Permanente family rate minus the PEMHCA MEC.

Effective with the coverage effective January 1, 2024 2027, the County's contribution toward the health cafeteria plan, as historically administered, shall be set at eighty percent (80%) of the 2024 2027 PEMHCA Region 1 Kaiser Permanente family rate minus the PEMHCA MEC.

Effective with the coverage effective January 1, 2025 2028, the County's contribution toward the health cafeteria plan shall be set at eighty percent (80%) of the 2025 2028 PEMHCA Region 1 Kaiser Permanente family rate minus the PEMHCA MEC.

Employees who waive health insurance because the employee demonstrates to the County that they have alternate health insurance coverage shall receive no more than \$500.00 per month minus the CalPERS Minimum Employer Contribution (MEC) as cash back. Employees who elect employee only coverage will receive no more than \$334.58 per month as cash back, depending on the medical plan selected.

An employee may use the County's contribution to the cafeteria plan toward the medical insurance plan for which they have elected to enroll.

A regular part-time or limited term part-time employee shall receive a pro-rata amount of the total sum of the PEMHCA MEC and the cafeteria plan contribution of the full-time employee in proportion to the relationship their basic workweek bears to forty (40) hours. That total amount shall first be allocated to the PEMHCA MEC and any remaining employer contribution shall then be allocated to the cafeteria plan.

Additionally, beginning the first pay period following adoption of the 2017 collective bargaining agreement, an employee enrolled in PEMHCA for "employee plus two or more dependents" shall receive a County contribution of fifty dollars (\$50.00) per month into the Cafeteria Plan. Said employee may use this County contribution for health insurance premium conversion, health care reimbursement account, and/or dependent care reimbursement account. In the absence of a cafeteria plan election form, the County contribution shall be used for health insurance premium conversion. The County contribution shall sunset at the end of the pay period which includes the expiration of the 2022-2025 2025-2028 collective bargaining agreement.

Unit 13, Solano County Sheriff's Custody Association

Date Passed:

Solano County Counter-Proposal 1 to Union Proposal 1.7

Time Passed:

MOU Section 6 Benefits
Subsection 6.3 Cafeteria Plan

Health Care Reimbursement Account

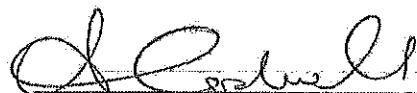
During an annual open enrollment period (normally November), an employee may elect to enter into a salary reduction agreement with the County whereby the County will direct the amount of the salary reduction on a pre-tax basis into the employee's Flexible Spending Account ("HFSA"). The employee's election is irrevocable until the next open enrollment period, except on the occurrence of a qualifying event specified in the County's Plan Document. The employee will forfeit all unused funds remaining in their HFSA at the end of the plan year or at the end of the grace period, if any, allowed under the County Plan Document, whichever is later. During the period allowed under the Plan Document, the employee may use the funds in their HCRA to obtain reimbursement for otherwise unreimbursed eligible medical expenses.

Dependent Care Reimbursement Account

During an annual open enrollment period (normally November), an employee may elect to enter into a salary reduction agreement whereby the County will direct the amount of the salary reduction on a pre-tax basis into the employee's Dependent Care Assistant Plan ("DCAP"). The employee's election is irrevocable until the next open enrollment period, except on the occurrence of a qualifying event specified in the County's Plan Document. The employee may request reimbursement of qualifying dependent care expenses from their DCAP Account. The employee will forfeit all unused funds remaining in their DCAP account at the end of the plan year or at the end of the grace period, if any, allowed under the County Plan Document, whichever is later.

Tentative Agreement of: CAFETERIA PLAN

For the County:



Anne Cardwell, Chief Spokesperson

For the Union:



Mark Bartley, Chief Spokesperson

Date: 12/3/25

Date: 12/3/2025

SIDE LETTER AGREEMENT
To the Memorandum of Understanding
Between the County of Solano and the Solano County Sheriff's Custody Association Unit # 13
Critical Incident Leave Meet and Confers

This will confirm an understanding reached between the County of Solano (hereinafter referred to as the "County") and the Solano County Sheriff's Custody Association (hereinafter referred to as the "Association"), representing Unit 13. Collectively, County and Association are hereinafter referred to as "The Parties."

The Parties agree to meet and confer on the topic of a Critical Incident Leave Pilot Program. The first meet and confer will occur prior to the end of February 2026, with subsequent meetings occurring every two months following the first meeting until it is determined whether the program will suit the needs of both parties.

This Side Letter Agreement will expire at the expiration of the Memorandum of Understanding, October 28, 2028.

For the County:



Anne Cardwell, Chief Spokesperson

Date: 12/23/25

For the Union:



Mark Bartley, Chief Spokesperson

Date: 12/23/2025