



Solano County

675 Texas Street
Fairfield, California 94533
www.solanocounty.gov

Minutes - Final Board of Supervisors

Tuesday, December 23, 2025

10:30 AM

Board of Supervisors Chambers

Special Meeting

CALL TO ORDER

The Solano County Board of Supervisors met on the 23rd day of December, 2025 in regular session in the Board of Supervisors' Chambers at the Solano County Government Center, 675 Texas Street, Fairfield, California at 10:31 A.M.

ROLL CALL

Present were Supervisors James, Brown, Williams, Vasquez, and Chair Mashburn. Chair Mashburn presided. Also present were County Administrator Ian Goldberg and County Counsel Carrie Blacklock.

SALUTE TO THE FLAG AND A MOMENT OF SILENCE

This meeting of the Solano County Board of Supervisors continued with the Salute to the Flag and a Moment of Silence.

ITEMS FROM THE PUBLIC

Chair Mashburn invited members of the public to address the Board on matters not listed on the agenda but within the subject matter jurisdiction of the Board. There was no public comment.

ADDITIONS TO OR DELETIONS FROM THE AGENDA

There were no additions to or deletions from the Solano County Board of Supervisors' agenda for December 23, 2025.

APPROVAL OF THE AGENDA

On motion of Supervisor Brown, seconded by Supervisor Vasquez, the Board approved the agenda of the Solano County Board of Supervisors for December 23, 2025, as submitted. So ordered by a 5-0 vote.

REGULAR CALENDAR

- 1 [26-29](#) Adopt resolutions approving Tentative Agreements with the Law Enforcement Management Association Unit 17 and Unit 18, and the Solano Probation Peace Officer Association Unit 12 and Unit 15 for Successor Memorandums of Understanding for the term December 21, 2025 through October 28, 2028; and Delegate authority to the County Administrative Officer or Director of Human Resources to execute the final Memorandums of Understanding and make technical, non-substantive adjustments consistent with the approved Tentative Agreement once finalized

Attachments:

[A - Unit 17 Resolution](#)
[B - Unit 18 Resolution](#)
[C - Unit 12 Resolution](#)
[D - Unit 15 Resolution](#)
[C - Unit 17 Side Letter - Base Wage Reopener](#)
[F - Unit 17 Side Letter - Pay Parity](#)
[G - Unit 18 Side Letter - Pay Parity](#)
[H - Unit 18 Side Letter - Base Wage Reopener](#)
[I - Unit 17 Tentative Agreement - Salary Upon Reclassification](#)
[J - Unit 17 Tentative Agreement - Holidays](#)
[K - Unit 18 Tentative Agreement - Salary Upon Reclassification](#)
[L - Unit 18 Tentative Agreement - Holidays](#)
[M - Unit 17 Tentative Agreement - Management Business Expense Allowanc](#)
[N - Unit 18 Tentative Agreement - Management Business Expense Allowance](#)
[O - Unit 17 Tentative Agreement - Removal Chief District Attorney Investigat](#)
[P - Unit 18 Tentative Agreement - Standby Pay Differential](#)
[Q - Units 17 & 18 Tentative Agreement - Education Reimbursement](#)
[R - Units 17 & 18 Tentative Agreement - Vacation](#)
[S - Units 17 & 18 Tentative Agreement - Vacation Max Accruals](#)
[T - Units 17 & 18 Tentative Agreement - Cafeteria Plan](#)
[U - Unit 18 Tentative Agreement - Incorporation of Swing Shift Side Letter](#)
[V - Unit 18 Tentative Agreement - Uniform Allowance](#)
[W - Units 17 & 18 Tentative Agreement - Bereavement Leave](#)
[X - Unit 18 Tentative Agreement - Law Enforcement Services Contract Incent](#)
[Y - Units 17 & 18 Tentative Agreement - Wages](#)
[Z - Unit 17 Tentative Agreement - Term](#)
[AA - Unit 18 Tentative Agreement - Term](#)
[BB - Units 12 & 15 Side Letter - Wage Reopener](#)
[CC - Units 12 & 15 Side Letter - Pay Parity](#)

[DD - Units 12 & 15 Side Letter - Lump Sum Payment](#)
[EE - Units 12 & 15 Tentative Agreement - Time Off for Blood Donation](#)
[FF - Units 12 & 15 Tentative Agreement - Longevity Compensation](#)
[GG - Units 12 & 15 Tentative Agreement - Uniforms](#)
[HH - Units 12 & 15 Tentative Agreement - Holidays](#)
[II - Units 12 & 15 Tentative Agreement - Vacation](#)
[JJ - Units 12 & 15 Tentative Agreement - Application of Overtime](#)
[KK - Units 12 & 15 Tentative Agreement - Cancelled Overtime Shifts](#)
[LL - Units 12 & 15 Tentative Agreement - Vacation Bidding](#)
[MM - Unit 12 Tentative Agreement - JCC Probationary Period](#)
[NN - Units 12 & 15 Tentative Agreement - Bereavement Leave](#)
[OO - Units 12 & 15 Tentative Agreement - Cafeteria Plan](#)
[PP - Unit 12 Tentative Agreement - Fixed Paid Holidays](#)
[QQ - Unit 15 Tentative Agreement - Fixed Paid Holidays](#)
[RR - Unit 12 Tentative Agreement - Salary](#)
[SS - Unit 15 Tentative Agreement - Salary](#)
[TT - Units 12 & 15 Tentative Agreement - Overtime](#)
[UU - Units 12 & 15 Tentative Agreement - Term](#)

Director of Human Resources Niger Edwards introduced the item and provided a brief overview of the recommended action to approve tentative agreements with the Law Enforcement Management Association (LEMA), representing Units 17 and 18 and the Solano Probation Peace Officer Association (SPPOA) Unit 12 and Unit 15. Ms. Edwards noted since these units are approving their agreements prior to other units, each agreement does contain a “me too” clause for pay parity as well as a side letter that will approve the addition of any lump sum payments that will be received by the other units.

Chair Mashburn invited members of the public to address the Board on this matter. There was no public comment.

On motion of Supervisor Vasquez, seconded by Supervisor Brown, the Board:
1) adopted Resolution No. 2025-261 approving tentative agreements with the Law Enforcement Management Association (Unit 17), 2) adopted Resolution No. 2025-262 approving tentative agreements with the Law Enforcement Management Association (Unit 18), 3) adopted Resolution No. 2025-263 approving tentative agreements with the Solano Probation Peace Officer Association (Unit 12), 4) adopted Resolution No. 2025-264 approving tentative agreements with the Solano Probation Peace Officer Association (Unit 15), and 5) delegated authority to the County Administrative Officer or Director of Human Resources to execute the final Memorandums of Understanding and make technical, non-substantive adjustments. So ordered by a 5-0 vote. (see Resolution Book)

Enactment No: Resolution No. 2025-261 through Resolution No. 2025-264

CLOSED SESSION

The Solano County Board of Supervisors recessed to Closed Session at 10:38 A.M. to discuss the following matters with no action to report:

2

[26-33](#)

1) CONFERENCE WITH LABOR NEGOTIATORS (Pursuant to Government Code § 54957.6): Solano County representatives: Director of Human Resources Niger Edwards, Charles Sakai, Sloan Sakai Yeung & Wong LLP, Asst. Director of Human Resources David Pak, Human Resources Manager Nick Balolong, County Administrator Ian Goldberg and Assistant County Administrator Debbie Vaughn. Employee organizations: Teamsters, Local 150 for Unit 1 (Attorneys); SEIU Local 1021 for Unit 2 (Nurses), Unit 5 (Health and Welfare Employees), Unit 7 (Regulatory, Technical and General Services Employees), Unit 8 (General Services Supervisors), Unit 9 (Clerical Employees) and Units 82, 87, 89, and 90 (Extra Help Employees); Solano County Deputy Sheriff's Association for Unit 3 (Law Enforcement Employees) and Unit 4 (Law Enforcement Supervisors); Public Employees Union, Local One for Unit 6 (Health and Welfare Supervisors) and Unit 16 (Mid-Management Employees); Stationary Engineers, Local 39 for Unit 10 (Skilled Craft and Service Maintenance Employees); Union of American Physicians and Dentists for Unit 11 (Physicians, Dentists and Psychiatrists); Solano County Probation Peace Officer Association for Unit 12 (Probation Employees) and Unit 15 (Probation Supervisors); Solano County Sheriff's Custody Association for Unit 13 (Correctional Officers); Teamsters, Local 856 for Unit 14 (Correctional Supervisors); Solano County Law Enforcement Management Association for Unit 17 (Law Enforcement Management) and Unit 18 (Sheriff's Office Management); Professional and Technical Engineers, Local 21 for Unit 19 (Executive and Senior Management); Unit 60 Legislative Group; Unit 61 (unrepresented Executive Management Employees), Unit 62 (unrepresented Senior Management Employees) and Unit 30 (Confidential Employees)

2) CONFERENCE WITH LABOR NEGOTIATORS (Pursuant to Government Code § 54957.6) In Home Supportive Services Authority representatives: Director of Human Resources Niger Edwards, Assistant Director of Human Resources David Pak, Human Resources Manager Nicholas Balolong, County Administrator Ian Goldberg, Assistant County Administrator Debbie Vaughn; Employee organization: SEIU Local 2015

No action to report

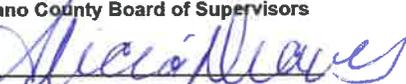
ADJOURN:

This meeting of the Solano County Board of Supervisors adjourned at 10:40 A.M. Next meeting of the Solano County Board of Supervisors will be January 6, 2026, at 9:00 A.M., Board Chambers, 675 Texas Street, Fairfield California.



MITCH H. MASHBURN Chair
Solano County Board of Supervisors

IAN GOLDBERG, Clerk
Solano County Board of Supervisors

By 
Alicia Draves, Chief Deputy Clerk

