

County of Solano and DSA (Unit #'s 3 and 4)

Solano County Last Best Final Package Proposal – 2/6/26

Date Passed: 2/6/26

Time Passed: 5:27 PM

TA: 2/19/26
6:14 PM

The following Comprehensive Package Proposal constitutes the County's revised Last Best and Final Offer (LBFO) 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. **Term [CP# 1]**
Section 2
County Proposal #1 - 9/30/25
2. **Salary Upon Reclassification [CP# 2]**
County Proposal #1 - 9/30/25
3. **Bereavement Leave [CP#3]**
County Counter Proposal - 10/28/25
4. **Tuition Reimbursement [CP# 5]**
County Proposal # 1- 10/21/25
5. **Salary [UP#1]**
The County proposes the attached Counter proposal plus a revised side letter on wage reopener. This is a package proposal with the specific base wage rate increases contemporaneously proposed by the County for Year One with a one-time lump sum payment of \$1000 for active unit employees; Year Two with one-time lump sum payment of \$500 for active unit employees, and Year Three. (see attached)
6. **POST Career Incentive [UP#3] (Unit 4 Only)**
Section 8.5
County Counter Proposal #1- 12/10/25
7. **Bilingual Pay [UP#05]**
County Counter Proposal #2- (See attached)
8. **Vacation [UP#07]**
Section 5.10
County Counter Proposal #2- 11/12/25.

County of Solano and DSA (Unit #'s 3 and 4)

Date Passed: _____

Solano County Last Best Final Package Proposal – 2/6/26

Time Passed: _____

9. Call Back/Standby- DA Investigator, Sup. Only [UP# 9]

Section 8.2

County Counter Proposal # 1 (See attached)

10. Cafeteria Plan [UP#12]

Section 6.3

County Counter Proposal #1- 9/30/25.

All previously signed tentative agreements:

County Proposal #6: Assignment Rotation (12/10/25)

Union Proposal # 11: Standby Pay (10/14/25)

County Proposal #4: FTO Differential (Unit 3 Only - 1/5/26)

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

Units # 3&4, DSA

Date Passed: 9/30/25

Solano County Proposal #1 – 9/30/25

Time Passed: 11:27 am

MOU Section 2 TERM

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 of this Memorandum of Understanding which 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: _____

For the County:

For the Union:

Anne Cardwell

[Handwritten Signature]

Anne Cardwell, Chief Spokesperson

Mark Bartley, Chief Spokesperson

Leticia Ruano

Date: 2/6/2028

Date: 2/11/2024

MOU Section 5 Salaries
Subsection 5.8 Salary Upon Reclassification

5. Salaries

5.8 Salary Upon Reclassification

When a regular or probationary employee's position is reclassified and the employee remains in the reclassified position, the salary of an ~~the reclassified employee~~ incumbent permanent or probationary employee in a position which is reclassified shall be determined as follows, if the incumbent remains in the position that is reclassified:

- A. If the position is reclassified to a class with the same salary range, the salary and the merit increase eligibility date of the employee shall 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.

Units 3&4, DSA

Date Passed: 9/30/25

Solano County Proposal #2 -9/30/25

Time Passed: 11:26 am

MOU Section 5 Salaries
Subsection 5.8 Salary Upon Reclassification

~~Years of Continuous Regular Service~~
Years

- Less than 5
- 5 but less than 10
- 10 but less than 15
- 15 but less than 20
- 20 but less than 25
- 25 or more

~~Effective Date of Salary Change~~ Effective Date

- 2 years ~~from date of~~ after reclassification date
- 3 years ~~from date of~~ after reclassification date
- 4 years ~~from date of~~ after reclassification date
- 5 years ~~from date of~~ after reclassification date
- 6 years ~~from date of~~ after reclassification date
- 7 years ~~from date of~~ after reclassification date

Tentative Agreement of: _____

For the County:

Anne Cardwell

Anne Cardwell, Chief Spokesperson

Date: 2/6/2028

For the Union:



Mark Bartley, Chief Spokespersons

Leticia Rundo

Date: 2/6/2024

Unit 3&4, DSA

Date Passed: 10/28/25

Solano County Proposal #3 -- 10/28/25

Time Passed: 11:14

MOU Section 12 Bereavement Leave

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 step brothers 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: _____

For the County:

For the Union:

Anne Cardwell



Anne Cardwell, Chief Spokesperson

Mark Bartley, Chief Spokespersons

LETICIA RUANO

Date: 2/6/2028

Date: 2/6/2024

Unit 3, DSA

10/21/25
10:34

Solano County Proposal 5 – [10/21/2025]

MOU Section 6.12 Tuition Reimbursement

Subsection 6.12 B Technical correction "not"

Subsection 6.12 C through E

6.12 Tuition Reimbursement Program

A. [...]

B. Eligibility of Employees for Tuition Reimbursement

Only full-time employees filling regular positions, on other than a limited-term basis, who have completed their initial County probationary period and who are performing their jobs satisfactorily are eligible to participate in the Tuition Reimbursement Program. Employees in Federally funded, limited-term positions are eligible to participate in the program provided such reimbursement can be provided by Federal funds. Employees are eligible for reimbursement if their educational costs are not being defrayed by another agency such as the U.S. Veterans Administration, the California State Department of Veterans Affairs or the Commission on Peace Officers Standards and Training.

C. Policy for Tuition Reimbursement

1. Courses must be job related to the position held. 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, reimbursements 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.
 - 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. Departments shall continue to use their conference and convention funds and make their requests in conformance with the policy of the Board of Supervisors.
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 and subject to the approval of the Director of Human Resources.
8. Requests for reimbursement must be approved before the course is undertaken.
9. Reimbursement shall be made only upon presentation of evidence of payment for and successful completion of courses (as evidenced by a grade of "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.

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 ~~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 five dollars (\$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 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.
2. The employee's department head 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, the department head shall forward the application to the Director of Human Resources.
3. The Director of Human Resources shall evaluate the request for reimbursement and approve or deny the request.
4. 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 to the Civil Service Commission, which shall make a final decision to approve or deny the request.
5. 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 Department of Human Resources. The employee shall also present evidence of payment of required textbook costs.
6. The department head may require that the employee evaluate the course in writing and forward such evaluation to the Department of Human Resources through normal supervisory channels.
7. 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:

Anne Cardwell

[Name], Chief Spokesperson
Anne Cardwell

Date: 2/6/2028

For the Union:



[Name], Chief Spokesperson
LETITIA DUAND

Date: 2/6/2024

Units 3&4, DSA

Solano County Counter Proposal 8 to Union Proposal 1 – 2/4/26

MOU Appendix B Salary Schedule

Appendix B- Salary Schedule

Date Passed: 2/6/26

Time Passed: 5:27 PM

TA: 2/19/26

6:14 PM

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

*(Revise values in table according to below)

2. Effective the first pay period following the Board of Supervisors' adoption of the collective bargaining agreement or October 21, 2022 26, 2025, whichever is later, the base wage rates will increase by ~~five~~ three percent (~~5%~~) (3%) of the base wage rates in effect the day before such increase takes effect. ~~Effective concurrently with the wage increase, represented classifications shall receive a five percent (5%) equity adjustment, which shall be cumulative and not compounded (e.g., 5% + 5% = 10%).~~

Effective concurrently with the wage increase described in paragraph 2 above, active employees shall receive a lump sum payment of one thousand dollars (\$1000).

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.

3. Effective the beginning of the twenty-sixth (26th) pay period ~~of October 29, 2023~~, 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 ~~of October 27, 2024~~, 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. ~~Effective concurrently with the wage increase, represented classifications shall receive a one percent (1%) equity adjustment, which shall be cumulative and not compounded (e.g., 3% + 1% = 4%).~~

Wage Re-opener

5. 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

Units 3&4, DSA

Date Passed:

Solano County Counter Proposal 8 to Union Proposal 1 – 2/4/26

Time Passed:

MOU Appendix B Salary Schedule

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.

6. The hourly 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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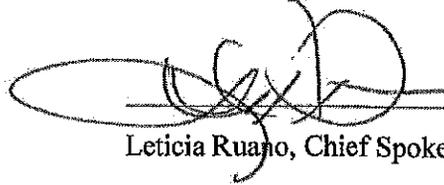
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Tentative Agreement of: _____

For the County:

For the Union:

Anne Cardwell



Anne Cardwell, Chief Spokesperson

Leticia Ruano, Chief Spokesperson

Date: 2/6/2028

Date: 2/4/2026

SIDE LETTER AGREEMENT
TO THE MEMORANDUM OF UNDERSTANDING
BETWEEN THE COUNTY OF SOLANO AND
SOLANO COUNTY DEPUTY SHERIFF'S ASSOCIATION (DSA) UNITS 3 and 4

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 [Union Name] (hereafter referred to as the "Union"), representing Unit # xx. 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

~~Nigel Edwards~~
~~Director of Human Resources~~

Anne Cardwell
Chief Negotiator

Date: 2/6/2028

FOR THE UNION:



Leticia Ruano
Chief Negotiator

Date: 2/6/2024

SIDE LETTER AGREEMENT
To the Memorandum of Understanding
Between the County of Solano and the Solano County Deputy Sheriff's Association Units 3 & 4
Pay Parity

This will confirm an understanding reached between the County of Solano (hereinafter referred to as the "County") and the Solano County Deputy Sheriff's Association (hereinafter referred to as the "Association"), representing Units 3 & 4. 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 Units 3 & 4. 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, Units 3 & 4 shall have the option to elect to accept the same one-time cash payment under the terms proposed by the County.

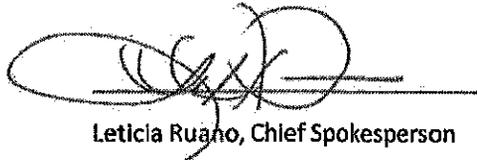
For the County:

Anne Cardwell

Anne Cardwell, Chief Spokesperson

Date: 2/6/2028

For the Union:



Leticia Ruano, Chief Spokesperson

Date: 2/10/2024

Unit 4, DSA

Date Passed: 12/10/25

Union Proposal 3, Solano County Counterproposal 1 -- 12/10/25

Time Passed: 3:08 pm

MOU Section 8.5 Career Incentive

The County agrees to provide Career Incentive pay to all members in the unit as follows:

Sergeant – Sheriff and Supervising District Attorney Investigator:

~~P.O.S.T. Intermediate Certificate~~ — An amount equal to three percent (3%) over the rate for which employed.

Note - Sergeant-Sheriff employees currently receiving a 3% differential for possessing a P.O.S.T. Intermediate Certificate, as of the effective date of the 2025-2028 MOU, will continue to receive the differential until they become eligible to receive the P.O.S.T. Advanced Certificate differential.

P.O.S.T. Advanced Certificate An amount equal to ~~five~~ ten percent (5%) (10%) over the rate for which employed.

Welfare Fraud Investigator (Supervising):

P.O.S.T. Intermediate Certificate An amount equal to five percent (5%) over the rate for which employed.

P.O.S.T. Advanced Certificate An amount equal to ten percent (10%) over the rate for which employed

All other classifications:

~~P.O.S.T. Advanced Certificate.~~ — An amount equal to five percent (5%) over the rate for which employed.

Note: Employees are eligible to receive pay for either a P.O.S.T. Intermediate Certificate or a P.O.S.T. Advanced Certificate, but not both.

Tentative Agreement of: _____

For the County:

For the Union:

Anne Cardwell



Mark Bartley, Chief Spokespersons
Mark Bartley

Anne Cardwell, Chief Spokesperson

Mark Bartley, Chief Spokespersons

Date: 2/6/2028

Date: 2/6/2026

Units 3&4, DSA

Solano County Counter Proposal 2 to Union Proposal 5 – 12/17/25

MOU Section 8- Incentives and Differentials

8.1- Bilingual Pay

Date Passed: 2/6/26
Time Passed: 5:27 PM
TA: 2/19/26
6:14 PM

8.1 Bilingual Pay

A. 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. The provisions of this Section shall be limited to those employees occupying permanent, probationary, or limited-term full-time positions.
4. 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.
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).

B. Bilingual Differential Allowance

1. Designated employees shall be eligible to receive additional compensation at the rate of ~~\$65.00~~ \$80.00 per pay period (approximately ~~\$1690.00~~ \$2080 per year).
2. Such compensation shall be effective the first day of the payroll period following certification by the Department of Human Resources that the employee is eligible to receive the bilingual differential.

Units 3&4, DSA

Date Passed:

Solano County Counter Proposal 2 to Union Proposal 5 – 12/17/25

Time Passed:

MOU Section 8- Incentives and Differentials

C. Termination of Compensation

The bilingual differential allowance shall cease when any of the following occurs:

1. The employee terminates their employment with the County
2. The employee is released from County employment.
3. The position is determined to no longer require bilingual skills.
4. The employee is assigned to a position not requiring the bilingual ability.

An employee who is on leave of absence without pay during a pay period shall receive the bilingual differential in proportion to the relationship the time worked during that pay period bears to eighty (80) hours.

D. Procedures for Requesting the Bilingual Differential Allowance

1. Recommendations for bilingual appointments shall be submitted by the department head to the Department of Human Resources 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
2. The Director of Human Resources shall evaluate the recommendation and approve or deny the request.

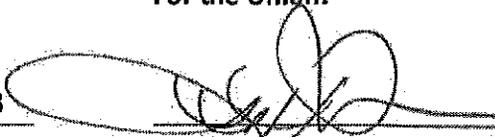
Tentative Agreement of: _____

For the County:

For the Union:

Anne Cardwell 2/6/2028

 Anne Cardwell, Chief Spokesperson Date

 2/6/2028

 Mark Bartley, Chief Spokesperson Date
LETICIA RUANO

Units 3&4, DSA

Date Passed: 2/6/26

Solano County Counter Proposal 2 to Union Proposal 7 - 11/12/25

Time Passed: 5:27 PM

MOU Section 9. Vacation

TA: 2/19/26

6:14 PM

9. VACATION

- A. Full-time regular or limited-term employees receive vacation benefits for each pay period of continuous service according to the following schedule:

Vacation Credit

Pay Periods of Continuous Service	Per Pay Period of Continuous Service	Maximum Earnable Vacation Accrual
0 through 78 pay periods	3.08 hours	160 200 hours
79 through 260 pay periods	4.62 hours	240 280 hours
Over 260 pay periods	6.16 hours	320 360 hours

Vacation accrual shall date from the first of the pay period following the pay period in which the employee commenced such continuous service. If such commencement date was the first working day of the pay period, vacation accrual shall start from such commencement date.

K. Prior to the beginning of each calendar year, an employee wishing to cash out up to forty (40) hours of vacation accruals, may make such a request between November 1st and by no later than December 20th of the preceding year. This election will be irrevocable. Payment will be made before December 31st of the next calendar year. Approval of such a request will be conditional upon:

1. the projection that the employee will reach the maximum vacation accrual based on the employee's years of service (200/280/360 hours) during the following calendar year;
2. the requirement for the employee to have accrued the requested number of hours to be cashed out; and
3. the requirement that the employee has taken at least eighty (80) hours of vacation during the calendar year in which the Irrevocable election is made.

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Units 3&4, DSA

Date Passed:

Solano County Counter Proposal 2 to Union Proposal 7 – 11/12/25

Time Passed:

MOU Section 9. Vacation

Tentative Agreement of: _____

For the County:

For the Union:

Anne Cardwell



Anne Cardwell, Chief Spokesperson

Mark Bartley, Chief Spokesperson

LETICIA RUANO

Date: 2/6/2028

Date: 2/11/2024

Unit 4, DSA

Solano County Counter Proposal 1 to Union Proposal 9 - 12/17/25

MOU Section 8- Incentives and Differentials

8.2- Call Back and Standby Differential

Date Passed: 2/6/26

Time Passed: 5:27 PM

TA: 2/19/26

6:14 PM

8.2 Call Back and Standby Pay Differential

A. Standby

If an employee is required by the Sheriffs' Department, or District Attorney's Office, to be on standby duty, such employee shall be compensated for the time spent on assigned standby at ~~two dollars and 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 dollars (\$3.00)~~ five dollars (\$5.00) per hour. No employees shall be paid 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

B. Call Back

1. Employees on Standby

Employees called back while on standby shall be paid for call back duty at their straight time hourly rate, not to exceed the maximum step of the working level classification, with a guaranteed payment equivalent to two (2) hours straight time pay when the call back time worked is less than two {2} hours.

2. Employees not on Standby

Any employee, who is not on standby and is called back by the department during off-duty hours, shall receive a minimum of three (3) hours work time credit for any period worked less than three (3) hours.

Tentative Agreement of: _____

For the County:

For the Union:

Anne Cardwell 2/6/2028



Anne Cardwell, Chief Spokesperson Date

Mark Bartley, Chief Spokesperson Date

LETICIA RUANO

2/6/2024

Units 3 &4, DSA

Date Passed: 9/30/25

Solano County Counter Proposal 1 to Union Proposal 3 – 9/30/25

Time Passed: 11:29 am

MOU Section 6 Benefits

Subsection 6.3 Cafeteria Plan

TA: 2/19/26

6:14 PM

Effective 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 cafeteria plan 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 cafeteria plan shall be set at eighty percent (80%) of the ~~2025~~ 2028 PEMHCA Region 1 Kaiser Permanente family rate minus the PEMHCA MEC.

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

An employee who has unused (unspent) cafeteria plan contributions shall retain those contributions as additional earnings (wages), but only to a maximum of three hundred thirty-four dollars and fifty-eight cents (\$334.58) per month.

An employee who waives health insurance because the employee demonstrates to the County that the employee has alternate health insurance coverage shall receive five hundred dollars (\$500.00) per month minus the PEMHCA MEC.

A regular or limited term part-time employee shall receive a pro-rata amount of the total sum of the PEMHCA MEC and the cafeteria plan of the full-time employee contribution 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, through December 16, 2022, or the start date of the increase to the County's contribution to the cafeteria plan to eighty percent (80%) of the PEMHCA Region I Kaiser Permanente family rate minus the PEMHCA MEC, whichever is sooner, 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

MOU Section 6 Benefits

Subsection 6.3 Cafeteria Plan

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 of fifty dollars (\$50.00) shall sunset at the end of the pay period which includes the expiration of the ~~2022-2025~~ 2025-2028 collective bargaining agreement.

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 Health Care Reimbursement Account ("HCRA"). 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 HCRA at the end of the plan year or at the end of the grace period, if any, allowed under the County's 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 Reimbursement Account ("DCRA").

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 in their DCRA at the end of the plan year or at the end of the grace period, if any, allowed under the County's Plan Document, whichever is later. During the period allowed under the Plan Document, the employee may use the funds in their DCRA to obtain reimbursement of eligible dependent care expenses.

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Units 3 &4, DSA

Date Passed: 9/30/25

Solano County Counter Proposal 1 to Union Proposal 3 - 9/30/25

Time Passed: 11:29 am

MOU Section 6 Benefits
Subsection 6.3 Cafeteria Plan

Tentative Agreement of: _____

For the County:

For the Union:

Anne Cardwell



Anne Cardwell, Chief Spokesperson

Mark Bartley, Chief Spokesperson

LEONIL PUANO

Date: 2/6/2028

Date: 9/10/2025

Unit 3, DSA

Date Passed: 12/10/25

Solano County Proposal #6 (revised) – 12/10/25

Time Passed: 3:26

MOU Section 20 Hours of Work and Overtime

20.3 Assignment Rotation

- 2. For the purpose of this policy, the term "lateral assignment" refers to the reassignment of Deputy Sheriffs from one bureau to another internally, for periods of four (4) years, with the exception of the Coroner which shall be a minimum of five (5) years. The actual term of assignment will be dependent on the employee performing satisfactorily and the needs of the organization.
 - a. The term "lateral assignment" is synonymous with the internal reassignment of Deputy Sheriffs from one bureau to another.
 - b. The term "lateral assignment" most commonly refers to the reassignment of Deputy Sheriffs to bureaus such as, but not limited to: Civil, Marine Patrol, Investigations, Vice, Auto Theft Task Force, SET, Coroner, CCW Coordinator, Community Deputy, Background Investigator, Contract City Assignments (see sub-section E for additional definition), and other lateral assignments created by the Sheriff.

Tentative Agreement of: _____

For the County:

For the Union:





Anne Cardwell, Chief Spokesperson

Mark Bartley, Chief Spokespersons

Date: 12/10/25

Date: 12/10/2025

Passed:
Date: 9/30/25
Time: 10:57

County of Solano
and the
Solano Deputy Sheriff Association
2025 Memorandum of Understanding Negotiations

Solano DSA Proposal # 11

Subject: Standby Pay

Associations' Interest: The Association is interested in receiving an increase to their Standby Pay to match the Probation department.

Proposal:

The Association proposes the following changes to the MOU:

8.2 Call Back and Standby Pay Differential

- A. **Employees on Standby**
Employees called back while on standby shall be paid for call back duty at their straight time hourly rate, not to exceed the maximum step of the working level classification, with a guaranteed payment equivalent to two (2) hours straight time pay when the call back time worked is less than two (2) hours.
- B. **Employees not on Standby and Called back to Work**
Any employee, who is not on standby and is called back by the department during off-duty hours, shall receive a minimum of three (3) hours work time credit for any period worked less than three (3) hours.
- C. **Employees on Standby**
If an employee is required by the Sheriffs' Department or District Attorney's Office to be on standby duty, such employee shall be compensated for the time spent on assigned standby at ~~two dollars and 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 dollars (\$3.00)~~ five dollars (\$5.00) per hour. No employees shall be paid 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.

TA

MA

10/14/2025

[Signature]

10/14/25

Passed: 1/5/26
Date:
Time: 12:00 PM

TA - 2/6/26
12:09 PM

Units 3&4, DSA
Solano County Union Proposal #4 - 1/6/2026

MOU Section 8 Incentives and Differentials

8.6- Field Training Officer Differential

Deputy Sheriffs designated by the Sheriff or their designee, as a Field Training Officer (FTO) shall be eligible to receive additional compensation in the amount of five percent (5%) of the FTO's base pay-per pay period while assigned to one of the designated FTO assignments. Designated FTO assignments are limited to Patrol, Courts, and Rio Vista, with a maximum of ten (10) FTO positions.

Deputy Sheriffs who are designated as FTOs but are reassigned from a designated FTO assignment may retain their FTO designation, and shall be eligible for the five percent (5%) FTO differential during pay periods when they are assigned to provide formal field training.

The three (3) FTOs currently in lateral assignments and receiving FTO differential will be grandfathered in and continue to receive FTO differential for the length of the term in their current assignment. At the end of the term of their current assignment, they will be allowed to remain FTOs, if they choose, in one of the eligible positions covered under this memorandum. If at the end of the term of their current assignment, they apply for and are selected for the same assignment or another assignment not eligible for FTO differential under this memorandum, they will no longer receive the FTO differential. The term of their assignment shall not be terminated early without cause.

Tentative Agreement of: _____

For the County:

Anne Cardwell

Anne Cardwell, Chief Spokesperson

Date: 2/6/2026

For the Union:

Leticia Ruano

Leticia Ruano, Chief Spokespersons

Date: 2/6/2026