

**Solano Probation Peace Officer Association**

Proposal #3 Units 12 & 15

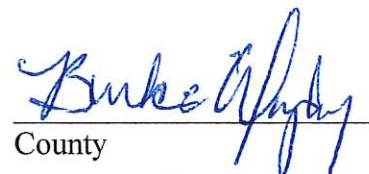
Correct Typographical Error in the Text.

**5.9 Longevity Compensation**

- A. All employees employed in regular or limited-term full-time positions, upon the completion of ten (10) years continuous full-time service, shall be entitled to a two and one-half percent (2.5%) increase in compensation; additionally, employees who complete twenty (20) years of continuous full-time service, shall be entitled to an additional two and one-half percent (2.5%) increase in compensation (a total of 5%) additionally, after twenty-five (25) years of continuous full-time service, an additional two and a half (2.5%) percent increase in compensation (a total of 7.5%) additionally, employees who complete (30) years of continuous full-time service, shall be entitled to an additional two and one-half (2.5%) percent increase in compensation (a total of 10%) additionally effective the beginning of the pay period following Board of Supervisors adoption of this MOU, employees who complete (35) years of continuous full-time service shall be entitled to an additional two and one-half (2.5%) percent increase in compensation (a total of 12.5%) over the rate for the class in which employed.

Effective the first full pay period of July 2023, employees who complete fifteen (15) years of continuous full-time service shall be entitled to an additional two and a half percent (2.5%) increase in compensation over the rate for the class in which employed, and the total longevity benefit ~~at~~ each subsequent tier will increase by two and a half percent (2.5%), up to a maximum of fifteen percent (15%) for employees who complete thirty-five (35) years of continuous full-time service.

  
SPPOA  
10/2/25

  
County  
10/2/25

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pne  
9/22/25  
signed 10/2/25