

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 an 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 17, Law Enforcement Management Association

Solano County Proposal #1 – 9/15/25

Date Passed: 9/29/25

Time Passed: 2:41 pm

Tentative Agreement of: 5. Salaries 5.8

For the County:



Niger Edwards, Chief Spokesperson

Date: 9.29.25

For the Union:



Bill Elbert/Asish Chandra, Chief Spokespersons

Date: 9-29-25