

**SIDE LETTER AGREEMENT**  
**To the Memorandum of Understanding**  
**Between the County of Solano and the Law Enforcement Management Association (LEMA)**  
**Unit # 18**  
**Pay Parity**

This will confirm an understanding reached between the County of Solano (hereinafter referred to as the "County") and the Law Enforcement Management Association (hereinafter referred to as the "Association"), representing Units 17 and 18. 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 18. 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 18 shall have the option to elect to accept the same one-time cash payment under the terms proposed by the County.

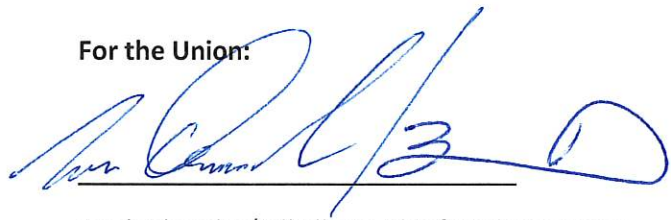
**For the County:**

  
Niger Edwards, Chief Spokesperson

Date:

12/4/25

**For the Union:**

  
Asish Chandra/Bill Elbert, Chief Spokespersons

Date:

12-4-25