

Unit 18, Law Enforcement Management Association

Date Passed: 12/4/25

Solano County Counter Proposal 1 to Union Proposal 7 – 12/3/25

Time Passed: 12:35 pm

TA 12/4/25 @ 1:01 pm

## MOU Section 8 – Incentives and Differentials

### Subsection 8.4 Law Enforcement Services Contract Incentive Pay

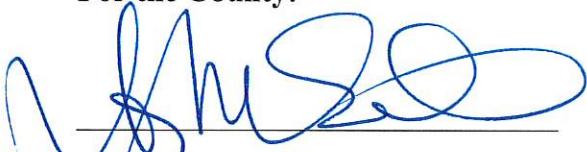
If a city police department within the County contracts with the Sheriff's Office to provide services within the city jurisdiction, and the contract with the city provides that a County Lieutenant-Sheriff is to serve as Chief of Police, or a substantially similar role; then, the County shall seek to obtain a contract which includes a 5% differential as a percentage of the Lieutenant-Sheriff base wage rate. Provided, however, that after initially proposing at least a 5% differential, the County retains full discretion to ultimately negotiate and conclude a city contract on any terms acceptable to the Board of Supervisors, including a contract without a differential. When included in the contract, and paid by the city, the County shall pay the 5% differential to the Lieutenant-Sheriff when fulfilling the duties of the role.

This provision is to be applied to all new law enforcement services contracts negotiated by the county following the effective date of this MOU.

Tentative Agreement of:

Law Enforcement Incentive

For the County:



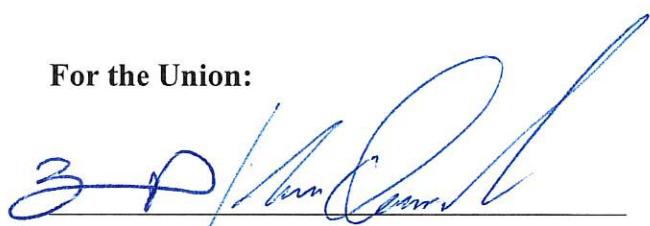
Niger Edwards

Chief Spokesperson

Date:

12/4/25

For the Union:



Bill Elbert/Asish Chandra

Chief Spokespersons

Date:

12-4-25