

The following Comprehensive Package Proposal constitutes the County's 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 10/2/25 Proposal #1- [36 months (expiring 10/28/28)]

2. **Wages [UP#1]**  
Appendix B – Salary Schedule

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)

3. **Side Letters**  
Base Wage Reopener  
Pay Parity  
CCW Training  
Classification Study

4. **Bereavement Leave [UP#6]**  
County Counter Proposal 2 (See attached)

5. **Medical Insurance/Cafeteria Plan [UP# 8]**  
Section 6.3  
County Counter Proposal 1 (11/13/25)

6. **Student Loan Reimbursement Plan [UP#10]**  
Section 6.12  
County Counter Proposal 1 (See attached)

**All previously signed tentative agreements:**

UP# 3 – Vacation Accrual- County Counter Proposal # 3- signed 12/11/25

UP# 4 – Uniform Allowance- County Counter Proposal # 1- signed 12/11/25

County of Solano and Solano County Correctional Supervisors (Unit 14)

Date Passed: \_\_\_\_\_

Solano County Last Best Final Package Proposal - 2/17/26

Time Passed: \_\_\_\_\_

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

Tentative Agreement of: \_\_\_\_\_

**For the County:**

*Anne Cardwell*

\_\_\_\_\_  
Anne Cardwell, Chief Spokesperson

Date: 3/19/2026

**For the Union:**

  
\_\_\_\_\_  
Jonathan Murphy, Chief Spokesperson

Date: 3/19/2026

MOU Section 2 TERM

2. TERM

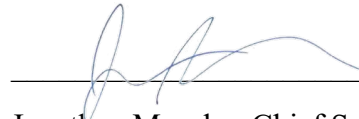
This Memorandum of Understanding shall be in effect the later of ~~October 22, 2022~~, October 26, 2025 or on the date it is adopted by the Board of Supervisors and the Unions, and shall remain in full force and effect to ~~October 25, 2025~~ October 28, 2028.

Tentative Agreement of: \_\_\_\_\_

**For the County:**

**For the Union:**

*Anne Cardwell*



\_\_\_\_\_  
Anne Cardwell, Chief Spokesperson

\_\_\_\_\_  
Jonathan Murphy, Chief Spokesperson

Date: 3/19/2026

Date: 3/19/2026

## Appendix B- Salary Schedule

1. The present (~~September 4, 2022~~) approximate monthly pay rate for represented classifications 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 the first pay period following ~~October 25, 2022~~October 26, 2025, whichever is later, the base wage rates will increase by ~~four~~ three percent (~~4%~~) (3%) of the base wage rates in effect the day before such increase takes effect. ~~Effective concurrent with the wage increase described in this paragraph, employees in the Custody Lieutenant class shall receive a wage increase of four percent (4%) as an equity adjustment, which shall be cumulative and not compounded (e.g. 4% + 4% = 8%).~~

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 twenty-sixth (26th) pay period 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 concurrent with the wage increase described in this paragraph, employees in the Custody Lieutenant class shall receive a wage increase of four percent (4%) as an equity adjustment, which shall be cumulative and not compounded (e.g., 4% + 4% = 8%).~~

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 following the wage increase set forth in this Appendix B, paragraph 3 above, the base wage rates will increase by one percent (1%) of the base wage rates in effect the day before such increase takes effect.

### Wage Re-opener

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

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.

~~5. Effective the beginning of the thirteenth (13th) pay period following the wage increase set forth in this Appendix B, paragraph 4 above, the base wage rates will increase by one percent (1%) of the base wage rates in effect the day before such increase takes effect.~~

~~6. Effective the first pay period October 2025 the base wage rates set forth in this Appendix B, paragraph 5 above, will increase by one percent (1%) of the base wage rates in effect the day before such increase takes effect.~~


- 5. The hourly pay rate is calculated by multiplying monthly pay rate by twelve (12) months and dividing that value by two thousand eighty (2,080) hours.

Tentative Agreement of: \_\_\_\_\_

**For the County:**

**For the Union:**

*Anne Cardwell*



\_\_\_\_\_  
Anne Cardwell, Chief Spokesperson

\_\_\_\_\_  
Jonathan Murphy, Chief Spokespersons

Date: 3/19/2026

Date: 3/19/2026

**SIDE LETTER AGREEMENT**  
TO THE MEMORANDUM OF UNDERSTANDING  
BETWEEN THE COUNTY OF SOLANO AND  
SOLANO COUNTY CORRECTIONAL SUPERVISORS ASSOCIATION UNIT 14

**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 52<sup>nd</sup> 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 52<sup>nd</sup> 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*

\_\_\_\_\_  
Anne Cardwell  
Chief Negotiator

Date: 3/19/2026

FOR THE UNION:



\_\_\_\_\_  
Jonathan Murphy  
Chief Negotiator

Date: 3/19/2026

**SIDE LETTER AGREEMENT**  
**To the Memorandum of Understanding**  
**Between the County of Solano and the Solano County Sheriff's Correctional Supervisors**  
**Unit # 14**  
**Pay Parity**

This will confirm an understanding reached between the County of Solano (hereinafter referred to as the "County") and the Solano County Sheriff's Correctional Supervisors Association (hereinafter referred to as the "Association"), representing Unit 14. 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 14. 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 14 shall have the option to elect to accept the same one-time cash payment under the terms proposed by the County.

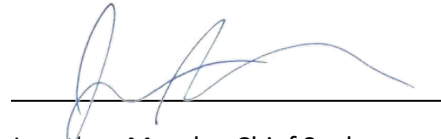
**For the County:**

*Anne Cardwell*

\_\_\_\_\_  
Anne Cardwell, Chief Spokesperson

Date: 3/19/2026

**For the Union:**



\_\_\_\_\_  
Jonathan Murphy, Chief Spokesperson

Date: 3/19/2026

**SIDE LETTER AGREEMENT**  
**To the Memorandum of Understanding**  
**Between the County of Solano and the Teamsters, Local 856 (Unit # 14)**  
**Concealed Carry Weapon Training**

This will confirm an understanding reached between the County of Solano (hereinafter referred to as the "County") and the Teamsters, Local 856 (hereinafter referred to as the "Association"), representing Unit 14. Collectively, County and Association are hereinafter referred to as "The Parties."

The Parties agree to meet and confer on the topic of Concealed Carry Weapon training. The first meet and confer will occur no later than the end of April 2026. Subsequent meetings will occur, as necessary.

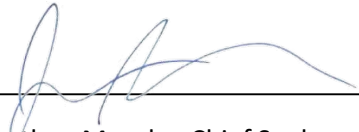
This Side Letter Agreement will expire at the expiration of the Memorandum of Understanding, October 28, 2028.

**For the County:**

*Anne Cardwell*

\_\_\_\_\_  
Anne Cardwell, Chief Spokesperson

**For the Union:**

  
\_\_\_\_\_

Jonathan Murphy, Chief Spokesperson

Date: 3/19/2026

Date: 3/19/2026

**SIDE LETTER AGREEMENT**  
**To the Memorandum of Understanding**  
**Between the County of Solano and the Teamsters, Local 856 (Unit # 14)**  
**Classification Study**

This will confirm an understanding reached between the County of Solano (hereinafter referred to as the "County") and the Correctional Supervisors Teamsters Local 856 (hereinafter referred to as the "Teamsters"), representing Unit 14. Collectively, County and Teamsters are hereinafter referred to as "The Parties."

The Parties agree that the County will conduct a classification study to research which agencies within the County's current list of comparable agencies have job classifications comparable to the County's job classifications of Custody Sergeant and Custody Lieutenant, and to identify the compensation received by persons in those positions at the other agencies. The Parties agree to meet to discuss the findings of the study.

The Parties mutually intend that the study will be completed prior to October 28, 2028, in sufficient time so that the results of the study will be available for discussion in negotiations for a successor MOU currently anticipated to commence October 28, 2028.

This Side Letter Agreement will expire October 27, 2028.

**For the County:**

  
\_\_\_\_\_  
Anne Cardwell, Chief Spokesperson

**For the Union:**

  
\_\_\_\_\_  
Jonathan Murphy, Chief Spokesperson

Date: 3/19/2026

Date: 3/19/2026

**MOU Section 12 - Bereavement Leave**

- A. 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 stepbrothers and sisters of the employee;
  - present spouse or domestic partner of the employee;
  - ex-spouse or domestic partner who is a natural parent of a minor child in the custody 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.
- B. 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.
- C. ~~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.B. This provision shall be applicable ~~only to the employee having the miscarriage~~ to the employee 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.A.

For purposes of this section, a reproductive loss consists of the following: miscarriage, stillborn, failed surrogacy; failed adoption; or unsuccessful assisted reproduction.

**Unit # 14, Solano County Correctional Supervisors**  
**Solano County Counterproposal 2 to Union Proposal 6**

**Date Passed:**  
**Time Passed:**

Tentative Agreement of: \_\_\_\_\_

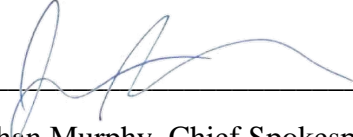
**For the County:**

*Anne Cardwell*

\_\_\_\_\_  
Anne Cardwell, Chief Spokesperson

Date: 3/19/2026

**For the Union:**



\_\_\_\_\_  
Jonathan Murphy, Chief Spokesperson

Date: 3/19/2026

## MOU Section 6. Benefits

### Subsection 6.3 Cafeteria Plan

Effective for coverage of January 1, ~~2023~~ 2026, or the first of the month following the Term of Agreement's start date-Board of Supervisor's adoption date, the County's contribution toward 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, as historically administered, 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, as historically administered, 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 \$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 \$500.00 per month minus the PEMHCA MEC.

A regular part-time or limited term part-time employee shall receive a pro-rata amount of the total sum of the PEMHCA MEC and the cafeteria plan contribution of the full-time employee 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, effective the later of the beginning the first of the month following the effective date of the Term of the Agreement or the first of the month following adoption of the collective bargaining agreement, 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 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 in October ~~2025~~ 2028.

### 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 the employee's 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 the employee's 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.

Tentative Agreement of: \_\_\_\_\_

**For the County:**

**For the Union:**

*Anne Cardwell*



\_\_\_\_\_  
Anne Cardwell, Chief Spokesperson

\_\_\_\_\_  
Jonathan Murphy, Chief Spokesperson

Date: 3/19/2026

Date: 3/19/2026

6.12 Tuition Reimbursement Program

A. Objective

The Tuition Reimbursement Program is designed to encourage employees to continue their self-development by enrolling in classroom and online courses, which will prepare them in new concepts and methods needed to meet the changing demands of County service.

B. Eligibility of Employees for Tuition Reimbursement

1. 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 not eligible for reimbursement if their educational costs are being defrayed by another agency such as the U.S. Veterans' Administration, the California State Department of Veterans Affairs or the Commission on Peace Officer Standards and Training.
2. Part-time employees are eligible after 5 years of continuous employment. Part-time employees shall not be eligible for County time off under this program; however, they shall be entitled to reimbursement up to the maximum prorated amount in proportion to the relationship their basic workweek bears to forty hours.

C. Policy for Tuition Reimbursement

1. Courses must be related to the work of the employee's position, career development or occupation in such a fashion as will offer substantial benefit to the County.
2. Courses which are directly related to the employee's work may be taken on not more than 50% of the County's time. Employees taking approved courses which encroach on their regular scheduled working hours may be granted paid time off for such encroaching hours up to a total maximum amount of paid time off from work equal to 50% of the class time. Courses not directly related to the employee's work, such as career development, shall be on the employee's own time.

3. Courses must be taken for credit; audited courses will not be reimbursed.
4. Courses must be provided through 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 the employee from attending local courses.
5. Prerequisite courses for eligible courses or courses, which are required for the completion of a specific program, are also eligible for tuition reimbursement. However, reimbursement shall not be made until the appropriate eligible courses have been satisfactorily completed.
6. Courses are not eligible for tuition reimbursement if they:
  - a. Are taken to bring unsatisfactory performance up to an acceptable level, unless the course is directed to correct a deficiency.
  - 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.
7. Conventions, workshops, institutes, etc., are not included in the Tuition Reimbursement Program.
8. Reimbursement shall be subject to certification by the department concerned that the course of study is directly related to the work of the employee.
9. Requests for reimbursement must be approved before the course is undertaken and such approval shall be subject to the availability of funds for tuition reimbursement within the Department of Human Resources.
10. Reimbursement shall be made only upon presentation of evidence of payment for and successful completion of courses (as evidenced by a grade "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. Reimbursement is made for the same fiscal year in which the course is completed, and documentation must be presented to the Department of Human Resources within ninety (90) days after the course completion date.

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 \$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, ~~t~~The employee shall submit his/her/their request to their department head who 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.

- 2. The employee shall apply for Tuition Reimbursement through such supervisory channels as are designated by the department head, on forms provided by the Director of Human Resources.
- 3. 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 (unless the reason for denial is lack of funds) to the grievance procedure provided in this MOU.
- 4. 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 Human Resources Department. The employee shall also present evidence of payment of required textbook costs.
- 5. The department head may require that the employee evaluate the course in writing and forward such evaluation to the Human Resources Department through normal supervisory channels.

F. Continued Service Requirement

An employee must continue in a full time, regular position in the county service for one (1) year from the date of completion of the course. Failure to continue in the county service, through resignation or discharge, will result in the forfeiture of any tuition reimbursement payments received less than one (1) year prior to separation. In such situation, the Union agrees that the Auditor-Controller is authorized to make a deduction from the employee's final payroll warrant for the appropriate amount of tuition reimbursement to be forfeited.

Tentative Agreement of: \_\_\_\_\_

**For the County:**

**For the Union:**

*Anne Cardwell*



\_\_\_\_\_  
Anne Cardwell, Chief Spokesperson

\_\_\_\_\_  
Jonathan Murphy, Chief Spokesperson

Date: 3/19/2026

Date: 3/19/2026

Unit # 14, Solano County Correctional Supervisors

Date Passed: 10-17-16

Solano County Counter Proposal #1 to Union Proposal #3

10:04a

Time Passed:

TA - 12/11/25

MOU Section 9 VACATION

3:46 PM

A. Accrual

1. Every employee in a full-time regular or limited-term position shall receive vacation benefits for each pay period of continuous service according to the following schedule:

Vacation Credit:

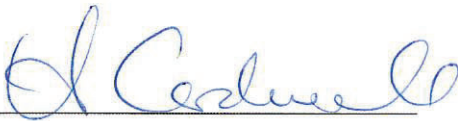
Pay Periods of Earnable Continuous Service	Per Pay Period of Continuous Service	Maximum Earnable Vacation Accrual
0 through 78 pay periods	3.08 hours	<del>160</del> <u>200</u> hours
79 through 260 pay periods	4.62 hours	<del>240</del> <u>280</u> hours
Over 260 pay periods	6.16 hours	<del>320</del> <u>360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

Tentative Agreement of: \_\_\_\_\_

For the County:

For the Union:





Anne Cardwell, Chief Spokesperson

Jonathan Murphy, Chief Spokesperson

Date: 12/11/25

Date: 12-11-25

Unit # 14, Solano County Correctional Supervisors

Date Passed: 12/11/25

Solano County Counterproposal 1 to Union Proposal 4

Time Passed: 2:43 PM

MOU Section 6 - Benefits

TA - 12/11/25  
3:46 PM

6.13 Uniform Allowance

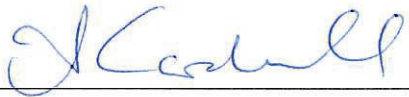
A. The County provides an annual uniform allowance payable to employees as follows:

Class	Amount
Sergeant-Corrections	\$1,200 <u>\$1440</u>
Lieutenant-Corrections	\$1,200 <u>\$1440</u>


Tentative Agreement of: \_\_\_\_\_

For the County:

For the Union:

  
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Anne Cardwell, Chief Spokesperson

  
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Jonathan Murphy, Chief Spokesperson

Date: 12/11/25

Date: 12-11-25