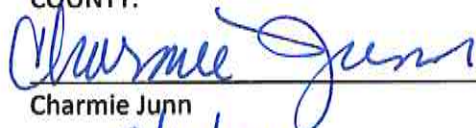


**SIDE LETTER AGREEMENT**  
To the Memorandum of Understanding  
Between the County of Solano and Law Enforcement Management Association (LEMA)  
Unit # 18  
Employee Retention/Recognition

This will confirm an understanding reached between the County of Solano (hereinafter referred to as the "County") and Law enforcement Management Association (hereinafter referred to as the "Association"), representing Unit # 18. Collectively, County and Association are hereinafter referred to as "the parties."

In an effort to retain employees and recognize the work performed by unit members, the County shall provide a one-time bonus in the amount of one thousand dollars (\$1,000) to all bargaining unit employees as of September 4, 2022. A part-time employee shall receive a pro-rata amount based on the employee's full-time equivalence. The payment shall be made on the last pay day of November 2022.

COUNTY:

  
\_\_\_\_\_  
Charmie Junn

Date: 9/16/2022

ASSOCIATION:

  
\_\_\_\_\_  
Jon Mazer

Date: 09-06-2022