



Solano County
LAW ENFORCEMENT MANAGEMENT ASSOCIATION

P.O. Box 123
Fairfield, CA 94533

September 15, 2022

LABOR ASSOCIATION PROPOSAL #5A

UNIT 17

8.2 Career Incentive Pay

Effective at the beginning of the first pay period following Association ratification and Board of Supervisors' approval of this collective bargaining agreement, the County will pay ~~a Lieutenant Sheriff~~ ~~the Chief Welfare Fraud Investigator and Chief District Attorney Investigator~~ **five percent (5%)** to base salary for career incentive pay upon attainment of each of the below-referenced certifications, to a maximum of 10%:

- P.O.S.T. Intermediate Certificate
- P.O.S.T. Advanced Certificate
- P.O.S.T. Management Certificate
- P.O.S.T. Executive Certificate

For the County of Solano:

For the LEMA:

Charmie Junn
Director of Human Resources or Designee

Jonathan Mazer
President and Lead Negotiator