

**County of Solano**  
**and the**  
**Solano Sheriff Custody Association**  
**2022 Memorandum of Understanding Negotiations**

**Solano Sheriff Custody Association**

**Subject: Education Incentive**

**Associations Interest:** The Association is interested in recognizing the benefits of having well educated employees that will possess increased critical thinking skills.

**Proposal:**

Education Incentive:

Employees shall be eligible to the following educational incentive pay:

- a. An employee who has graduated from an accredited college or university with an Associates of Arts degree, or its equivalent, shall receive education incentive pay of two- and one-half percent (2.5%) above the employee's base rate of pay each pay period. For the purposes of this section, the equivalent of an Associates of Arts degree is at least 60 semester units or 90 quarter units.
- b. An employee who has graduated from an accredited college or university with a Bachelor's degree, or its equivalent, shall receive an educational incentive pay of five percent (5.0%) above the employee's base rate of pay each pay period. For the purposes of this section, the equivalent of a Bachelor's degree is at least 120 semester units or 180 quarter units.
- c. An employee who has graduated from an accredited college or university with a Master's degree, or its equivalent, shall receive an educational incentive pay of ten percent (10.0%) above the employee's base rate of pay each pay period. For the purposes of this section, the equivalent of a Master's degree is at least 180 semester units or 240 quarter units.