

County Proposal #16(Revised) Units 3 & 4  
October 19, 2022

**SIDE LETTER AGREEMENT**

To the Memorandum of Understanding  
Between the County of Solano and Solano County Deputy Sheriff's Association  
Units 3 and 4

**Comparable Counties and Cities**

The County has an established list of comparable counties and cities that it uses for classification and compensation (wage and/or total comp.) studies. The Union has proposed to alter this list of comparable counties and cities. The County recognizes that its list of comparable counties/cities has not changed since 2008 and that the County will relook at its comparable counties/cities by no later than October 2023. As such, the parties agree to meet and confer regarding any proposed changes to the comparable counties/cities used for all future classification and/or compensation studies. The County ~~intends will to~~ perform a total compensation survey of Deputy Sheriff and Sergeant-Sheriff classifications, prior to negotiations over a successor MOU. The County will provide that study to Units 3 and 4 no later than June 30, 2025. The Association may perform its own total compensation survey and will provide that to the County prior to June 30, 2025. The parties will bargain over wage adjustments based on these results.

For County:

For the Union:

\_\_\_\_\_  
Georgia Cochran

\_\_\_\_\_  
David Brock

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

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