



Solano County
LAW ENFORCEMENT MANAGEMENT ASSOCIATION

P.O. Box 123
Fairfield, CA 94533

September 6, 2022

LABOR ASSOCIATION PROPOSAL #3B

EQUITY ADJUSTMENT - UNIT 17 Chief Welfare Fraud Investigator

Note: Comparable Study Corrections

It is the position of LEMA that the Ralph Andersen & Associates (RAA) study dated November 2021, should apply the approximately 0.5% increase when LEMA updated the comparable study utilizing data obtained in July 2022 to the Chief Welfare Fraud Investigator classification. The resulting update added to the 7.3% below median reported by the study results in a 7.8% below median. Further, the RAA study identified a **27.2% deficiency** when retirement benefits were included in the comparable study.

Effective the first pay period following October 25, 2022, the base wage rates of the Chief Welfare Fraud Investigator will increase by 15% of the base wage rates in effect the day before such increase takes effect as an equity adjustment, which shall be cumulative and not compounded with any Cost-of-Living Adjustment.

For the County of Solano:

For the LEMA:

Charmie Junn
Director of Human Resources or Designee

Jonathan Mazer, Lieutenant-Sheriff
Chief Spokesperson - President