



Solano County
LAW ENFORCEMENT MANAGEMENT ASSOCIATION

P.O. Box 123
Fairfield, CA 94533

September 6, 2022

LABOR ASSOCIATION PROPOSAL #3D

EQUITY ADJUSTMENT - UNIT 18 Captain-Sheriff and Lieutenant-Sheriff

Note: Comparable Study Corrections

It is the position of LEMA that the Ralph Andersen & Associates study dated November 2021, erroneously utilized the comparable agencies identified for Executives and Senior Management for the Lieutenant-Sheriff classification, a Mid-Management class.

LEMA corrected and updated the comparable study utilizing data obtained in July 2022. The resulting update was a 0.5% wage increase over the data provided by the RAA study and an additional 0.4% increase when the comparable agencies were corrected. The 0.5% update figure is proposed as an update across all LEMA classifications for economy of effort.

A. Lieutenant-Sheriff

Effective the October 25, 2022, the base wage rates will increase by 7.9% 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.

B. Captain-Sheriff

Effective the first pay period following October 25, 2022, the base wage rates will increase by 9.9%* 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

* To preserve a 12% noncompaction wage gap per Request #2.