



September 29, 2022

LABOR ASSOCIATION COUNTER PROPOSAL #3C

EQUITY ADJUSTMENT - UNIT 17 Probation Management

Note: Comparable Study Corrections

It is the position of LEMA that the Ralph Andersen & Associates (RAA) study dated November 2021, erroneously utilized the comparable agencies identified for Executives and Senior Management for the Probation Service Manager 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. Probation Service Manager

Effective the October 25, 2022, the base wage rates will increase by ~~4~~12% 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. Probation Division Chief

Effective the first pay period following October 25, 2022, the base wage rates will increase by 5% 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