

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

**Solano Sheriff Custody Association**

**Subject: Wages**

**Associations Interest:** The Association is interested in having a competitive wage to retain as many valuable employees as possible. Solano SCA is doing the same work and face the same risk as CDCR but not receiving that pay of \$8422 per month versus \$7369.03. The median is Napa County Corrections at \$8346.52 and are currently out of contract. The Solano SCA wants to the current County COLA of 11% in addition to an equity wage increase of 3% to combat the retention issue that the County now faces in this bargaining unit.

**Proposal:**

Effective October 22, 2022 the base wage for all positions represented by the Association will increase by eleven percent (11%) to the base rate of pay for cost-of-living adjustment.

Effective October 22, 2022 salaries for all positions represented by the Association will increase by three percent (3%) to the base rate of pay for equity adjustment.

Effective the twenty-sixth (26<sup>th</sup>) pay period following the wage increase of 2022, the base wage for all positions represented by the Association will increase by four percent (4%) to the base rate of pay for cost-of-living adjustment.

Effective the twenty-sixth (26<sup>th</sup>) pay period following the wage increase of 2023, the base wage for all positions represented by the Association will increase by four percent (4%) to the base rate of pay for cost-of-living adjustment.