



Solano County  
LAW ENFORCEMENT MANAGEMENT ASSOCIATION

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P.O. Box 123  
Fairfield, CA 94533

September 6, 2022

**LABOR ASSOCIATION PROPOSAL #4**

**ALL LEMA MEMBERS**

5.9 Longevity Compensation

For the purpose of longevity, continuous service is defined as employment in a regular or limited position which has not been interrupted by resignation, discharge, or retirement.

All employees in a regular or limited term ~~Captain-Sheriff~~ position shall be entitled to an increase in compensation based upon completion of the years of continuous full-time service listed below.

10 years	2.5%
15 years an additional	2.5%
20 years an additional	2.5%
25 years an additional	2.5%
30 years an additional	2.5%
35 years an additional	2.5%

~~All employees in a regular or limited or limited-term Lieutenant-Sheriff position shall be entitled to an increase in compensation based upon completion of the years of continuous full-time service listed below.~~

<del>10 years</del>	<del>2.5%</del>
<del>20 years an additional</del>	<del>2.5%</del>
<del>25 years an additional</del>	<del>2.5%</del>
<del>30 years an additional</del>	<del>2.5%</del>
<del>35 years an additional</del>	<del>2.5%</del>

All employees in regular or limited-term part-time positions shall be entitled to longevity compensation in the same ratio to the longevity compensation received by employees in regular or limited-term full-time positions as the number of hours in the part-time work schedule is to the number of hours in the full-time work schedule.



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Employees represented in this Unit may receive credit for prior years of service employed with California cities, counties, joint power authorities, and other special districts as approved by the Director of Human Resources and the County Administrator. Such credit shall begin the pay period following approval by the Director of Human Resources and the County Administrator.

Upon qualifying for longevity increase, any further pay increase shall be in addition thereto and not restricted or reduced by the longevity increase.

For the County of Solano:

For the LEMA:

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Charmie Junn  
Director of Human Resources or Designee

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Jonathan Mazer  
President and Lead Negotiator