



Solano County  
LAW ENFORCEMENT MANAGEMENT ASSOCIATION

P.O. Box 123  
Fairfield, CA 94533

September 29, 2022

**LABOR ASSOCIATION COUNTER PROPOSAL – APPENDIX B**

ALL LEMA MEMBERS

1. Effective October 23, 2022, the base wage will increase seven percent (7%) of the base wage rates in effect the day before such increase takes effect as a Cost-of-Living Adjustment (COLA).
2. Effective the beginning of the 26<sup>th</sup> pay period following the wage increase set forth in item one above, the base wage rates will increase by seven percent (7%) of the base wage rates in effect the day before such increase takes effect as a COLA.
3. Effective the beginning of the 26<sup>th</sup> pay period following the wage increase set forth in item two above, the base wage rates will increase by ~~seven~~five percent (~~7~~5%) of the base wage rates in effect the day before such increase takes effect as a COLA.

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