

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

**Solano Sheriff Custody Association**

**Subject: Low Staffing Incentive**

**Associations Interest:** The Association is interested in being compensated for having to work in low staffing conditions at the Jail. When the County does not have sufficient staffing it forces our Members to work harder when at work because there are not enough employees to be effective for normal operations. Low staffing also causes our Members to have to come into work on their regular day off or extend their shift to accommodate coverage. When Members are forced to work overtime for the needs of the County they are missing out on planned family events, school functions and not able to just relax and rejuvenate.

**Proposal:**

The County will pay all members in the bargaining unit five percent (5%) salary increase to their base rate of pay when their division gets below sixty percent (60%) of budgeted staffing. Employees that are directly reporting to a training officer will not count as staff. Staff will be considered employees that are off training and covering shifts for their respective divisions. Staffing levels will be verified on the last work day of each month to establish the respective staffing levels. If either or both divisions are below the sixty percent (60%) level, that division will receive the five percent (5%) Low Staffing Incentive for the following month.