

Side Letter Agreement

To the Memorandum of Understanding
Between the County of Solano and the Professional and Technical Engineers, Local 21
Unit 16- Association of Mid-Management Professionals at Solano County

This will confirm an understanding reached between the County of Solano (County) and Professional and Technical Engineers, Local 21, representing Unit 16 (Association of Mid-Management Employees at Solano County), collectively, "the parties."

Clinic Physician Supervisor

The parties agree that the County, within its sole discretion, may provide new Clinic Physician Supervisor (hereafter "Physician") recruits who are not already employed within the immediate Partnership Healthplan of California (PHC) network (which includes the following Counties: Del Norte, Humboldt, Siskiyou, Lassen, Modoc, Mendocino, Trinity, Sonoma, Marin, Solano, Yolo, Shasta, Lake, Napa) with the following:

1. Up to a \$100,000 recruitment retention payment in exchange for a 60-month minimum employment commitment. The amount received will be pro-rated based on the amount of time that the Physician spends providing direct patient care while employed by the County.
2. Payout for a full time (providing 100% direct patient care) physician's recruitment retention payment of \$100,000 is as follows:
 - \$20,000 for the first year (50% of this initial payment at completion of PHC credentialing and verification of hiring and the remaining 50% of this initial payment at 12 months of employment with Solano County)
 - \$20,000 at 24 months of employment with Solano County
 - \$20,000 at 36 months of employment with Solano County
 - \$20,000 at 48 months of employment with Solano County
 - \$20,000 at 60 months of employment with Solano County
3. If the employment relationship between the County and the Physician ends for any reason during the first 12 full months, then the Physician is no longer eligible and shall repay to the County the initial funds received on a prorated 8.333% per month basis based on PHC grant rules.
4. An eligible Physician who works less than full-time shall receive a pro-rata recruitment retention payment subject to the same terms and conditions otherwise set forth in this Side Letter. For example, a Physician that is a .80 FTE would be eligible for up to a \$80,000 recruitment retention payment.
5. Changes to the Physician's FTE will impact the receipt of the recruitment retention payment and/or amount of the recruitment retention payment based on PHC grant rules and requirements.

6. Up to \$5000 reimbursement for moving expenses for extended family, (limited to parents/or parents in-law) with receipts or proof of reimbursement, will be paid after the Physician has been employed with the County for at least one year.

The parties understand that the payment of any portion of the recruitment retention payment is subject to the approval of PHC and compliance with PHC's grant rules and requirements, which are subject to change. The parties further acknowledge that funding availability through the PHC grant is subject to change or may be discontinued with little advanced notice to the County. If that happens, the County shall no longer be obligated to pay the recruitment retention payment. The County may increase or decrease the amounts of the recruitment retention payments based on grant rules.

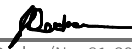
This Side Letter of Agreement will be effective as of the date of approval by the Board of Supervisors other than for any Clinic Physician Supervisor whose first date of employment with the County was November 27, 2023 or later, and expire upon expiration of the Memorandum of Understanding, dated October 25, 2025.

FOR THE COUNTY

Debbie Vaughn
Interim Director of Human Resources

Date

FOR LOCAL 21



Justin Decker (Nov 21, 2023 13:35 PST)
Justin Decker
Representative

Nov 21, 2023

Date



Side Letter Agreement - Clinic Physician Supervisor Recruitment Retention- 11.20.23

Final Audit Report

2023-11-21

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