



*PROFESSIONAL & TECHNICAL ENGINEERS, LOCAL 21, AFL-CIO  
An Organization of Professional, Technical, and Administrative Employees*

October 23, 2025

Solano County  
Human Resources  
675 Texas Street  
Fairfield, CA

Sent via Email

Subject: Petition to Assign Classification to Bargaining Unit #16

On behalf of the Association of Mid-Management Professionals (AMMPS), IFPTE Local 21, and pursuant to Article 4, Section 13 of the County's Employer-Employee Relations Rules & Regulations (hereafter, the "EERRR"), the Union is petitioning to assign the unrepresented Compliance & Quality Assurance Analyst job series to existing Bargaining Unit #16 (Mid-Management).

The employees and Union contend that the unrepresented Compliance & Quality Assurance Analyst job series shares a clear community of interest with other classifications in Bargaining Unit #16.

I have enclosed signed authorization cards from a majority of incumbents of the job classification, indicating their support for this petition. Solano County should respect the right of its employees to freely associate with a labor union when there is a clear community of interest.

The Compliance & Quality Assurance Analyst job classification shares a community of interest with classifications in Bargaining Unit #16 in the following ways, which is not exhaustive:

- The classification is a professional-level job class.
- The classification is designated as FLSA-exempt. The incumbents receive administrative leave in lieu of overtime pay, which is in line with other classifications in Bargaining Unit #16.
- Incumbents to the Compliance & Quality Assurance Analyst classification work in close proximity to and in collaboration with other Unit #16 employees.
- Incumbents to the classification do not have the ability to supervise, hire, fire, or otherwise discipline other members of the bargaining unit.

- The classification reports to a senior management level classification that is assigned to represented Bargaining Unit #19.
- The minimum qualifications are within the same range as many classifications in Bargaining Unit #16.
- The incumbents are required to attain and maintain special certifications necessary for carrying out official duties. This is also a common requirement of incumbents to classifications in Unit #16.
- The classification's prescribed benefit package is comparable with other classifications represented by IFPTE Local 21 in Solano County.

We believe that Bargaining Unit #16 is the most appropriate assignment for this job classification when considering the totality of factors underlying the community of interest and the employees' support for this change. In addition, the Compliance & Quality Assurance Analyst job series is the only non-executive level classification in Health & Social Services without membership in a represented bargaining unit. This should be corrected.

We thank you and look forward to your response to our petition.

For the Union,

*Justin Decker*

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