

**SIDE LETTER AGREEMENT
TO THE MEMORANDUM OF UNDERSTANDING
BETWEEN THE COUNTY OF SOLANO AND
THE SOLANO PROBATION PEACE OFFICER ASSOCIATION
Units # 12 and 15**

Regarding Lump Sum Payment for Settlement& MOU Ratification

This will confirm an understanding reached between the County of Solano (hereinafter referred to as the "County") and the Solano Probation Peace Officer Association (hereinafter referred to as the "Union"), representing Units # 12 and 15. Collectively, County and Union are hereinafter referred to as "the parties."

To encourage the settlement and ratification of the successor Memorandum of Understanding, members of Units # 12 and 15 who receive pay or are on approved leave of absence as of December 31, 2025 shall receive the following lump sum payment by the last pay day in January 2026:

- If the Union returns the signed ratified Memorandum of Understanding to the Director of Human Resources on or before December 31, 2025, then employees shall receive a lump sum payment of five hundred dollars (\$500) subject to standard withholdings.
- If the Union returns the signed ratified Memorandum of Understanding to the Director of Human Resources after December 31, 2025, there shall be no payment to employees under this Side Letter Agreement.
- The parties intend that the lump sum payment is not subject to CalPERS reporting of benefits, however the parties acknowledge that is a determination to be made by CalPERS.
- A part-time employee shall receive a pro-rata amount based on the employee's full-time equivalence.

This Side Letter becomes effective only if and when the successor Memorandum of Understanding is adopted by the Board of Supervisors. The parties' intention is that the provisions of this Side Letter Agreement not be added to the successor Memorandum of Understanding. Once the \$500 lump sum payment has been made consistent with this Side Letter Agreement, or December 31, 2025 has passed without the County having received the signed ratified Memorandum of Understanding, this Side Letter Agreement shall expire by its own terms.

FOR THE COUNTY:

Niger Edwards
Director of Human Resources

Date: _____

FOR THE UNION:

John Pierce
Chief Negotiator

Date: 12-15-25