

### Side Letter of Agreement

To the Memorandum of Understanding

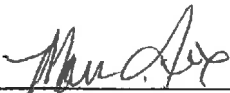
Between the County of Solano and

Solano HSS Association of Professional Employees (SHAPE)

This will confirm an understanding reached between the County of Solano ("County") and the Solano HSS Association of Professional Employees ("SHAPE"), which represents the County's bargaining unit 6, collectively, the "parties."

1. The following language is deleted from the previous side letter signed regarding the 8 hour lump sum payment (signed October 3, 2017), "The parties agree that effective with pay period 25 of 2018 (presently payable December 7, 2018), all active employees shall receive a one-time lump sum payment equivalent to eight hours of base pay, with said payment not subject to CalPERS reporting of benefits" and is replaced with "Effective with the pay period 15 of 2018 (presently payable July 20, 2018), all active employees as of July 1, 2018 who were employed by the County on January 24, 2018 and covered under bargaining unit 6 (or, alternatively, who was employed by the County on January 24, 2018, concurrently retired from the County and CalPERS on or before June 30, 2018, and was covered under bargaining unit 6) shall receive a one-time lump sum payment of two hundred twenty-five dollars (\$225.00), with said payment not subject to CalPERS reporting of benefits."
2. Effective January 1, 2019, the following language will be deleted from 14.3 Other Paid Holidays B. "Special or limited holidays appointed by the President or the Governor," and will be replaced by the following language "Employees represented by the collective bargaining agreement shall be entitled to one (1) paid floating holiday in each calendar year. The timing of the employee's use of floating holiday shall be subject to advance approval of the Department Head or his/her designee. The holiday maybe taken at any time during the calendar year, but must be taken within the calendar year." The language for 14.3 B before January 1, 2019 will be assigned the letter "C," and all of the following letters of the section will be adjusted to reflect the subsequent letter in the alphabet.

For the County:

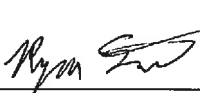


Marc Fox

Director of Human Resources

Date: 3/13/18

For the Association:



Ryan Friesen or Kim Gillingham

Labor Representative

Date: 2-6-18


### Side Letter of Agreement

To the Memorandum of Understanding  
Between the County of Solano and the Skilled Craft and  
Service Maintenance Stationary Engineers Local 39, Unit #10

This will confirm an understanding reached between the County of Solano ("County") and the International Union of Operating Engineers, Stationary Engineers Local 39, AFL-CIO ("Local 39"), which represents the County's bargaining unit 10 – Skilled Craft and Service Maintenance, collectively "the parties."

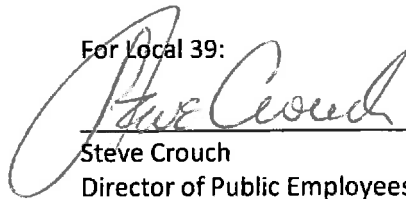
1. The following language is deleted from Appendix B #3 "Effective with pay period 14 of 2018 (presently payable on July 6, 2018), all active employees shall receive a one-time lump sum payment equivalent to eight (8) hours of base pay, with said payment not subject to CalPERS reporting benefits" and is replaced with "Effective with the pay period 15 of 2018 (presently payable July 20, 2018), all active employees as of July 1, 2018 who were employed by the County on January 24, 2018 and covered under bargaining unit 10 (or, alternatively, who was employed by the County on January 24, 2018, concurrently retired from the County and CalPERS on or before June 30, 2018, and was covered under bargaining unit 10) shall receive a one-time lump sum payment of two hundred twenty-five dollars (\$225.00), with said payment not subject to CalPERS reporting of benefits."
2. Effective January 1, 2019, the following language will be deleted from Section 14C Other Paid Holidays #1 "One (1) paid floating holiday in each calendar year. The timing of the employee's use of the floating holiday shall be subject to advance approval of the Department Head or his/her designee. The holiday maybe taken at any time during the calendar year, but must be taken within the calendar year" and it will be replaced by "Two (2) paid floating holidays in each calendar year. The timing of the employee's use of the floating holiday shall be subject to advanced approval of the Department Head or his/her designee. The holiday maybe taken at any time during the calendar year, but must be taken within the calendar year."

For the County:

  
\_\_\_\_\_  
Marc Fox  
Director of Human Resources

Date: 3/12/18

For Local 39:

  
\_\_\_\_\_  
Steve Crouch  
Director of Public Employees

Date: 2-21-18

  
\_\_\_\_\_  
Stan Eichenberger  
Business Representative

Date: 2/20/18

**Side Letter of Agreement**  
**To the Memorandum of Understanding**  
**Between the County of Solano and**  
**The Solano County Probation Peace Officer Association**

This will confirm an understanding reached between the County of Solano ("County") and the Solano County Probation Peace Officer Association ("SPPOA"), which represents the County's bargaining unit 15, collectively "the parties."

1. The following language is deleted from Appendix B – Salary Schedule, "Effective with pay period 15 of 2018, all active employees shall receive a one-time lump sum payment equivalent to eight hours of base pay, with said payment not subject to CalPERS reporting of benefits" and is replaced by the following language, "Effective with the pay period 15 of 2018 (presently payable July 20, 2018), all active employees as of July 1, 2018 who were employed by the County on January 24, 2018 and covered under bargaining unit 15 (or, alternatively, who was employed by the County on January 24, 2018, concurrently retired from the County and CalPERS on or before June 30, 2018, and was covered under bargaining unit 15) shall receive a one-time lump sum payment of two hundred twenty-five dollars (\$225.00), with said payment not subject to CalPERS reporting of benefits."
2. Effective January 1, 2019 the following language will be deleted from Section 14.3B – Other Paid Holidays Include #1: "One (1) paid floating holiday in each calendar year. The timing of an employee's use of the floating holiday shall be subject to advance approval of the department head or his/her designee," and it will be replaced by "Two (2) paid floating holidays in each calendar year. The timing of an employee's use of the floating holiday shall be subject to advance approval of the department head or his/her designee. The holiday maybe taken at any time during the calendar year, but must be taken within the calendar year."

For the County:



Marc Fox

Director of Human Resources

Date: 3/13/18

For the Association:



Tarita Tennison

President, SPPOA

Date: 2/16/18

**Side Letter of Agreement**

To the Memorandum of Understanding

Between the County of Solano and

The Solano County Probation Peace Officer Association

This will confirm an understanding reached between the County of Solano ("County") and the Solano County Probation Peace Officer Association ("SPPOA"), which represents the County's bargaining unit 12, collectively "the parties."

1. The following language is deleted from Appendix B – Salary Schedule, "Effective with pay period 15 of 2018, all active employees shall receive a one-time lump sum payment equivalent to eight hours of base pay, with said payment not subject to CalPERS reporting of benefits" and is replaced by the following language, "Effective with the pay period 15 of 2018 (presently payable July 20, 2018), all active employees as of July 1, 2018 who were employed by the County on January 24, 2018 and covered under bargaining unit 12 (or, alternatively, who was employed by the County on January 24, 2018, concurrently retired from the County and CalPERS on or before June 30, 2018, and was covered under bargaining unit 12) shall receive a one-time lump sum payment of two hundred twenty-five dollars (\$225.00), with said payment not subject to CalPERS reporting of benefits."
2. The following language will be deleted effective January 1, 2019 from Section 14.3B – Other Paid Holidays Include #1: "One (1) paid floating holiday in each calendar year. The timing of an employee's use of the floating holiday shall be subject to advance approval of the department head or his/her designee," and will be replaced by "Two (2) paid floating holidays in each calendar year. The timing of an employee's use of the floating holiday shall be subject to advance approval of the department head or his/her designee. The holiday may be taken at any time during the calendar year, but must be taken within the calendar year."<sup>1</sup>

For the County:



Marc Fox

Director of Human Resources

Date:

3/13/18

For the Association:



Tarita Tennison

President, SPPOA

Date:

2/16/18

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<sup>1</sup> Group counselors are excluded from the additional floating holiday granted in this side letter.

**Side Letter of Agreement**

**To the Memorandum of Understanding**


**Between the County of Solano and**

**Association of Mid-Management Professionals at Solano County**

This will confirm an understanding reached between the County of Solano ("County") and the Association of Mid-Management Professionals at Solano County ("AMMPS"), which represents the County's bargaining unit 16, collectively "the parties."

1. The following language is deleted from the side letter of agreement regarding the 8 hours lump sum payment (signed on October 3, 2017) "The parties agree that effective with pay period 25 of 2018 (presently payable on December 7, 2018), all active employees shall receive a one-time lump sum payment equivalent to eight hours of base pay, with said payment not subject to CalPERS reporting benefits" and is replaced with "Effective with the pay period 15 of 2018 (presently payable July 20, 2018), all active employees as of July 1, 2018 who were employed by the County on January 24, 2018 and covered under bargaining unit 16 (or, alternatively, who was employed by the County on January 24, 2018, concurrently retired from the County and CalPERS on or before June 30, 2018, and was covered under bargaining unit 16) shall receive a one-time lump sum payment of two hundred twenty-five dollars (\$225.00), with said payment not subject to CalPERS reporting of benefits."
2. Effective January 1, 2019, the following language is deleted from Section 14.3 Other Paid Holidays C "One (1) paid floating holiday in each calendar year. The timing of the employee's use of the floating holiday shall be subject to advance approval of the Department Head or his/her designee, " and is replaced by "Two (2) paid floating holidays in each calendar year. The timing of the employee's use of the floating holiday shall be subject to advanced approval of the Department Head or his/her designee. The holiday maybe taken at any time during the calendar year, but must be taken within the calendar year."

For the County:



Marc Fox

Director of Human Resources

Date: 3/13/18

For the Association:



Ryan Friesen or Kim Gillingham

Labor Representative

Date: 1-7-18

**Side Letter Agreement**

**To the Memorandum of Understanding**

**Between the County of Solano and the Skilled Craft and Service Maintenance Stationary Engineers  
Local 39**

This will confirm an understanding reached between the County of Solano ("County") and the Skilled Craft and Maintenance Stationary Engineers Local 39 representing Unit 10 – Skilled Craft & Service Maintenance, ("Local 39"), collectively "the parties."

Effective July 1, 2018, the parties agree to delete the following language from Section 3.11 B 1. of the Memorandum of Understanding:

1. A representative of the Union shall be permitted fifteen (15) minutes to meet with employees of the bargaining unit at the New Employee Orientation conducted by Human Resources (HR).

The deleted language from Section 3.11 B 1 will be replaced with the language below:

1. A representative of the Union shall be permitted thirty (30) minutes to meet with employees of the bargaining unit at the New Employee Orientation conducted by Human Resources (HR).

**County Representative**

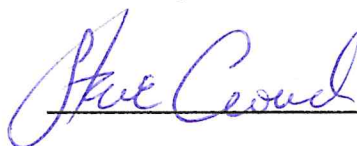


**Marc A. Fox**

**Director of Human Resources**

**Date:** 6/14/18

**Local 39 Representative**



**Steve Crouch**

**Director of Public Employees**

**Date:** 6-5-18



**Stan Eichenberger**

**Business Representative**

**Date:** 6/4/18

**Side Letter Agreement**

**To the Memorandum of Understanding**

**Between the County of Solano and the Solano Probation Peace Officer Association**

This will confirm an understanding reached between the County of Solano ("County") and the Solano Probation Peace Officer Association representing Unit 12 (Probation Employees), ("SPPOA"), collectively the "parties."

Effective July 1, 2018, the parties agree to delete the following language from Section 3.I of the Memorandum of Understanding:

1. A representative of the Recognized Employee Organization (Association) shall be permitted fifteen (15) minutes to meet with employees of the bargaining unit at the beginning of the New Employee Orientation conducted by Human Resources (HR).

The deleted language from Section 3.I will be replaced with the language below:

1. A representative of the Recognized Employee Organization (Association) shall be permitted thirty (30) minutes to meet with employees of the bargaining unit at the New Employee Orientation conducted by Human Resources (HR).

**County Representative**



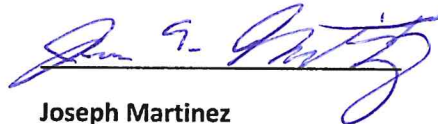
**Marc A. Fox**

**Director of Human Resources**

**Date:**

6/12/18

**SPPOA Representative**



**Joseph Martinez**

**SPPOA President**

**Date:**

6-6-18

**Side Letter Agreement**

**To the Memorandum of Understanding**

**Between the County of Solano and the Solano Probation Peace Officer Association**

This will confirm an understanding reached between the County of Solano ("County") and the Solano Probation Peace Officer Association representing Unit 15 (Probation Supervisors), ("SPPOA"), collectively the "parties."

Effective July 1, 2018, the parties agree to delete the following language from Section 3.I of the Memorandum of Understanding:

1. A representative of the Recognized Employee Organization (Association) shall be permitted fifteen (15) minutes to meet with employees of the bargaining unit at the beginning of the New Employee Orientation conducted by Human Resources (HR).

The deleted language from Section 3.I will be replaced with the language below:

1. A representative of the Recognized Employee Organization (Association) shall be permitted thirty (30) minutes to meet with employees of the bargaining unit at the New Employee Orientation conducted by Human Resources (HR).

**County Representative**

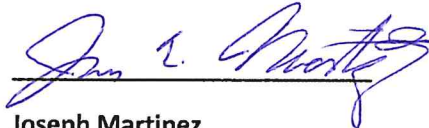


**Marc A. Fox**

**Director of Human Resources**

**Date:** 6/12/18

**SPPOA Representative**



**Joseph Martinez**

**SPPOA President**

**Date:** 6-6-18