

Amendment
To the Memorandum of Understanding (MOU)
Between Solano County and SEIU, Local 1021

This will confirm an understanding reached between the County of Solano ("County") and the Service Employees Internal Union, Local 1021 ("SEIU"), which represents the County's bargaining unit 7 – Regulatory, Technical and General Services, collectively "the parties."

The current collective bargaining agreement between the parties expires on November 4, 2019. The parties expressly desire for this Amendment to continue beyond the expiration of the current collective bargaining agreement.

Appendix B, Salary Schedule, of the current collective bargaining agreement is amended by adding the following after paragraph 2:

For Agricultural Biologist/Weights & Measures Inspector (Trainee)

- Effective July 14, 2019, increase the pay from \$4,965.71 to \$5,367.93 (approx. 8.1% increase).
- Effective July 12, 2020, increase the pay from \$5,367.93 to \$5,802.74 (approx. 8.1% increase).
- Effective July 11, 2021, increase the pay from \$5,802.74 to \$6,275.25 (approx. 8.14% increase).
- The corresponding lower salary steps of 1 through 4 are five percent (5%) less than the next higher salary step.
- In addition to the above, should Environmental Health Specialist (Entry) receive a wage increase, then the Agricultural Biologist/Weights & Measures Inspector (Trainee) also would receive the same wage increase.
- In no instance shall the wage of Agricultural Biologist/Weights & Measures Inspector (Trainee) exceed the wage of Environmental Health Specialist (Entry).

For Agricultural Biologist/Weights & Measures Inspector

- Effective July 14, 2019, increase the pay from \$5,757.11 to \$6,217.68 (approx. 8.0% increase).
- Effective July 12, 2020, increase the pay from \$6,217.68 to \$6,721.34 (approx. 8.1% increase).
- Effective July 11, 2021, increase the pay from \$6,721.34 to \$7,266.87 (approx. 8.12% increase).
- The corresponding lower salary steps of 1 through 4 are five percent (5%) less than the next higher salary step.
- In addition to the above, should Environmental Health Specialist (Journey) receive a wage increase, then the Agricultural Biologist/Weights & Measures Inspector also would receive the same wage increase.
- In no instance shall the wage of Agricultural Biologist/Weights & Measures Inspector exceed the wage of Environmental Health Specialist (Journey).

For Agricultural Biologist/Weights & Measures Inspector (Senior)

- Effective July 14, 2019, increase the pay from \$6,586.50 to \$7,021.21 (approx. 6.6% increase).
- Effective July 12, 2020, increase the pay from \$7,021.21 to \$7,484.61 (approx. 6.6% increase).
- Effective July 11, 2021, increase the pay from \$7,484.61 to \$7,986.04 (approx. 6.7% increase).
- The corresponding lower salary steps of 1 through 4 are five percent (5%) less than the next higher salary step.

- In addition to the above, should Environmental Health Specialist (Senior) receive a wage increase, then the Agricultural Biologist/Weights & Measures Inspector (Senior) also would receive the same wage increase.
- In no instance shall the wage of Agricultural Biologist/Weights & Measures Inspector exceed the wage of Environmental Health Specialist (Senior).

The parties recognize and agree that, absent a specific amendment in a future collective bargaining agreement, the above wage increases shall remain enforceable beyond the expiration date of the current collective bargaining agreement.

The parties agree that the above wage increases mean that should the next (or future) collective bargaining agreement result in a wage increase for classifications represented by Unit 7, then the above Agricultural Biologist/Weights & Measures classifications would receive the exact same increase as received by the relevant Environmental Health classification. Rather, those classifications would receive the same wage increase as provided to the Environmental Health Specialist specific classification during Fiscal Years 2019/2020, 2020/2021 and 2021/2022:

- Agricultural Biologist/Weights & Measures Inspector (Trainee) to receive the same wage increase percentage as Environmental Health Specialist (Entry)
- Agricultural Biologist/Weights & Measures Inspector to receive the same wage increase percentage as Environmental Health Specialist (Journey)
- Agricultural Biologist/Weights & Measures Inspector (Senior) to receive the same wage increase percentage as Environmental Health Specialist (Senior)

Date: 2/26/19

COUNTY REPRESENTATIVE



Marc A. Fox
Director of Human Resources

Dated: 2/26/19

UNION REPRESENTATIVE



Jason Klumb
Field Director

Dated: 1-30-19