

County of Solano and Teamsters Local 150 (Unit 1)

Date Passed: \_\_\_\_\_

Solano County Last Best Final Package Proposal – 4/28/26

Time Passed: \_\_\_\_\_

The following Comprehensive Package Proposal constitutes the County's revised Last Best and Final Offer (LBFO) in bargaining. The LBFO is submitted in an attempt to reach a settlement on a successor Memorandum of Understanding. In the event the LBFO is not accepted in its entirety, the County reserves the right to modify, amend and/or add proposals.

The LBFO is contingent upon ratification by the bargaining unit and approval by the County Board of Supervisors and is offered in good faith as a fair and balanced resolution to negotiations. Any Proposal not referenced herein is not part of this Comprehensive Package LBFO and shall remain status quo.

**1. Wages [UP#1]**

**MOU Appendix B.**

The County proposes the attached Counter proposal plus the previously revised side letter on wage reopener. This is a package proposal with the specific base wage rate increases contemporaneously proposed by the County for Year One with Side Letter of one-time lump sum payment of \$1,200 for active unit employees, Year Two with one-time lump sum payment of \$500 for active unit employees, and Year Three **with a reopener**. (see attached)

**2. Base Wage Increase Reopener Side Letter**

County 4/28 Proposal

**3. Cafeteria Plan [UP#3].**

**MOU Section 6.3**

County 10/1 Proposal (maintain 80% of Kaiser Region 1 plus continue \$50 supplement for "Ee+2 or more" through contract term).

**4. Bilingual Pay [UP#4]**

**MOU Section 8.1**

County Counter Proposal #1- 12/22/25

**5. Term [CP#1]**

**MOU Section 2;**

County 4/28/26 Proposal (expiring 9/30/28)

**6. Holidays [CP#2]**

**MOU Section 14**

County 10/9/25 Proposal

**7. Bereavement [CP#3]**

**MOU Section 12**

County 10/9 Proposal.

**8. Standby Pay Differential [CP#4]**

**MOU Section 8.2**

County 10/9 Proposal.

County of Solano and Teamsters Local 150 (Unit 1)

Date Passed: \_\_\_\_\_

Solano County Last Best Final Package Proposal – 4/28/26

Time Passed: \_\_\_\_\_

9. ~~Licensing and Certification Fund [CP#5]~~  
~~MOU Section 22.~~  
~~County 4/28/26 Revised Proposal.~~

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Any issue not referenced herein is not part of the LBFO and shall remain status quo.

Tentative Agreement of: May 26, 2026

**For the County:**



Charles Sakai, Chief Spokesperson

Date: May 26, 2026

**For the Union:**



Costa Kerestenzis, Chief Spokesperson

Date: 5/26/26

Unit 1, Teamsters Local # 150

Date Passed: \_\_\_\_\_

Solano County Counter Proposal 5 to Union Proposal 1 – 4/28/26

Time Passed: \_\_\_\_\_

### MOU Section Appendix B- Salary Schedule

1. The present approximate monthly pay rate for represented classification are:

\*(Revise values in table according to below)

2. Effective the beginning of the first full pay period following the Board of Supervisors' adoption of the collective bargaining agreement, or the first pay period following ~~October 21, 2022~~ October 26, 2025, whichever is later, the base wage rates set forth in this Appendix B, paragraph 1 above, will increase by ~~four~~ three percent (~~4%~~) (3%) of the base wage rates in effect the day before such increase takes effect. ~~Effective concurrently with the wage increase, represented classifications shall receive a four percent (4%) equity adjustment, which shall be cumulative and not compounded (e.g., 4% + 4% = 8%).~~

Effective concurrently with the wage increase described in paragraph 2 above, active employees shall receive a lump sum payment of one thousand dollars (\$1,200).

A part-time employee shall receive a pro-rata amount based on the employee's full-time equivalence. The parties intend that the lump sum payment is not subject to CalPERS reporting of benefits.

3. Effective October 25, 2026 the beginning of the twenty sixth (26th) pay period of ~~October 29, 2023, following the wage increase set forth in this Appendix B, paragraph 2 above,~~ the base wage rates set forth in this Appendix B, paragraph 2 above, will increase by ~~four~~ two percent (~~4%~~) (2%) of the base rates in effect the day before such increase takes place. ~~Effective concurrently with the wage increase, represented classifications shall receive a three percent (3%) equity adjustment, which shall be cumulative and not compounded (e.g., 4% + 3% = 7%).~~

Effective concurrently with the wage increase described in paragraph 3 above, active employees shall receive a lump sum payment of five hundred dollars (\$500).

A part-time employee shall receive a pro-rata amount based on the employee's full-time equivalence. The parties intend that the lump sum payment is not subject to CalPERS reporting of benefits.

4. Effective July 4, 2027 the beginning of the twenty sixth (26th) pay period of ~~October 27, 2024, following the wage increase set forth in this Appendix B, paragraph 3 above,~~ the base wage rates set forth in this Appendix B, paragraph 3 above, will increase by ~~four~~ one percent (~~4%~~) (1%) of the base rates in effect the day before such increase takes place.

Unit 1, Teamsters Local # 150

Date Passed: \_\_\_\_\_

Solano County Counter Proposal 5 to Union Proposal 1 – 4/28/26

Time Passed: \_\_\_\_\_

**MOU Section Appendix B- Salary Schedule**

~~Effective concurrently with the wage increase described in this Appendix, paragraph above, employees shall receive a wage increase of 0.75 percent (.75%) as an equity adjustment, which shall be cumulative and not compounded (e.g. 4% + .75% = 4.75%). Notwithstanding the foregoing, employees shall not receive the 0.75% equity adjustment described in this paragraph if either one or both of the following two events occurs: (a) if the County provides employees in Unit 1 an additional increase in base wage rate of at least 0.75 percent (.75%) in any one year during the term of the successor collective bargaining agreement pursuant to pay parity if any other represented bargaining units negotiate a higher general wage increase; or (b) the average percent change in the Consumer Price Index, as measured by the Bureau of Labor Statistics, San Francisco-Oakland-Hayward metropolitan area, is three percent (3%) or lower during the six month period preceding the date the wage increase described in this Appendix, paragraph above becomes effective.~~

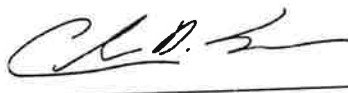
**Wage Re-opener**

The County proposes a side letter allowing the Union to reopen negotiations on the Year Three (2027) base wage rate increase in MOU Appendix B, Section 4, for the limited purpose of discussing potential modification to that increase. Re-opener negotiations would be strictly limited to the subject of a general base wage increase for the third year of the contract. Any modification to such base wage increase would require mutual written agreement of the parties. This is a package proposal with the specific base wage rate increases contemporaneously proposed by the County for Year One, Year Two, and Year Three; that is, the Union cannot TA the re-opener concept independent of acceptance of the County's proposed wage rate increases.

- 5. The hourly pay rate is calculated by multiplying monthly pay rate by twelve (12) months and dividing that value by two thousand eighty (2,080) hours.

Tentative Agreement of: May 26, 2026

**For the County:**

  
\_\_\_\_\_

**For the Union:**

  
\_\_\_\_\_

May 26, 2026

Unit 1, Teamsters Local # 150

Date Passed: \_\_\_\_\_

Solano County Counter Proposal 5 to Union Proposal 1 – 4/28/26

Time Passed: \_\_\_\_\_

MOU Section Appendix B- Salary Schedule  
Charles Sakai, Chief Spokesperson

Costa Kerestenzis, Chief Spokesperson

Date: \_\_\_\_\_

Date: 5-26-26

**SIDE LETTER AGREEMENT**

To the Memorandum of Understanding  
Between the County of Solano and Chauffeurs, Teamsters & Helpers Local 150  
Unit #1, Attorneys

Regarding Base Wage Increase Reopener

This will confirm an understanding reached between the County of Solano (hereafter referred to as the "County") and the Chauffeurs, Teamsters & Helpers Local 150 (hereafter referred to as the "Union"), representing Unit #1. Collectively, County and Union are hereafter referred to as "the parties."

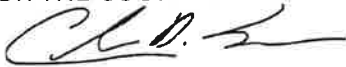
No later than August 6, 2027, the Union may submit a written request to reopen negotiations for the limited purpose of negotiating a potential prospective supplement to the July 4, 2027 base wage rate increase set forth in Appendix B, Section 4, of the Memorandum of Understanding between the parties expiring on September 30, 2028. The request shall include the Union's initial proposal and the Union's justification for the proposal. The County will respond in writing no later than August 20, 2027, including any justification for the County's response. The Parties will meet and confer during the months of September and October 2027 to discuss their positions. Any changes will be by mutual agreement. Absent written mutual agreement, there shall be no supplemental base wage increase.

The reopener process will conclude on October 31, 2027, unless the parties agree to continue negotiations past that date. The parties understand that this process is not subject to any impasse procedures and that the no strike provision will remain in effect during this process. All other MOU provisions and terms and conditions of employment shall remain unchanged and the MOU shall remain in effect.

This Side Letter Agreement shall go into effect upon ratification and adoption of the MOU. If the MOU is not adopted, this Agreement shall not go into effect.

This Side Letter Agreement will expire on December 31, 2027.

FOR THE COUNTY:



Charles Sakai, Chief Spokesperson

Date: May 26, 2026

FOR THE UNION:



Costa Kerstenzis, Chief Spokesperson

Date: 5-26-26

MOU Section 6 Benefits

Subsection 6.3 Cafeteria Plan

**6.3 Cafeteria Plan**

Effective January 1, ~~2023~~ 2026 or the first of the month following the Term of Agreement's start date, whichever is later, the County's contribution to the cafeteria plan shall be set at eighty percent (80%) of the ~~2023~~ 2026 PEMHCA Region 1 Kaiser Permanente family rate minus the PEMHCA MEC.

Effective with coverage effective January 1, ~~2024~~ 2027, the County's contribution toward the cafeteria plan shall be set at eighty percent (80%) of the ~~2024~~ 2027 PEMHCA Region 1 Kaiser Permanente family rate minus the PEMHCA MEC.

Effective with the coverage effective January 1, ~~2025~~ 2028, the County's contribution toward the cafeteria plan shall be set at eighty percent (80%) of the ~~2025~~ 2028 PEMHCA Region 1 Kaiser Permanente family rate minus the PEMHCA MEC.

Additionally, ~~with the beginning of the first pay period following adoption of the 2020 collective bargaining agreement,~~ an employee enrolled in PEMHCA for "employee plus two or more dependents" shall receive a County contribution of fifty dollars (\$50.00) per month into the Cafeteria Plan. Said employee may use this County contribution for health insurance premium conversion, health care reimbursement account, and/or dependent care reimbursement account. In the absence of a cafeteria plan election form, the County contribution shall be used for health insurance premium conversion. The County contribution shall sunset at the end of the pay period which includes the expiration of the ~~2022-2025-~~ 2028 collective bargaining agreement.

**An employee may use the County's contribution to the cafeteria plan toward the medical insurance plan for which the employee has elected to enroll.**

An employee who has unused (unspent) cafeteria plan contributions shall retain those contributions as additional earnings (wages), but only to a maximum of three hundred thirty-four dollars fifty-eight cents (\$334.58) per month.

An employee who waives health insurance because the employee demonstrates to the County that they have alternate health insurance coverage shall receive five hundred dollars (\$500.00) per month minus the PEMHCA MEC.

**MOU Section 6 Benefits**

**Subsection 6.3 Cafeteria Plan**

A regular part-time or limited term part-time employee shall receive a pro-rata amount of the total sum of the PEMHCA MEC and the cafeteria plan contribution of the full-time employee in proportion to the relationship their basic workweek bears to forty (40) hours. That total amount shall first be allocated to the PEMHCA MEC and any remaining employer contribution shall then be allocated to the cafeteria plan.

Health Care Reimbursement Account:

During an annual open enrollment period (normally November), an employee may elect to enter into a salary reduction agreement with the County whereby the County will direct the amount of the salary reduction on a pre-tax basis into the **employee’s Health Care Reimbursement Account (“HCRA”)**. The **employee’s** election is irrevocable until the next open enrollment period, except on the occurrence of a qualifying event specified in the **County’s Plan Document**. The employee will forfeit all unused funds remaining in their HCRA at the end of the plan year or at the end of the grace period, if any, allowed under the **County’s Plan Document**, whichever is later. During the period allowed under the Plan Document, the employee may use the funds in their HCRA to obtain reimbursement for otherwise unreimbursed eligible medical expenses.

Dependent Care Reimbursement Account:

During an annual open enrollment period (normally November), an employee may elect to enter into a salary reduction agreement whereby the County will direct the amount of the salary reduction on a pre-tax basis into the **employee’s Dependent Care Reimbursement Account (“DCRA”)**. The **employee’s election is irrevocable** until the next open enrollment period, except on the occurrence of a **qualifying event specified in the County’s Plan Document**. The employee will forfeit all unused funds in their DCRA at the end of the plan year or at the end of the grace **period, if any, allowed under the County’s Plan Document**, whichever is later. During the period allowed under the Plan Document, the employee may use the funds in their DCRA to obtain reimbursement of eligible dependent care expenses.

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Unit 1, Teamsters Local # 150

Date Passed: \_\_\_\_\_

Solano County Counter Proposal 1 to Union Proposal 3 – 10/1/25

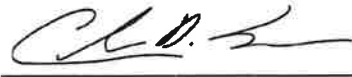
Time Passed: \_\_\_\_\_

MOU Section 6 Benefits  
Subsection 6.3 Cafeteria Plan

Tentative Agreement of: May 26, 2026

**For the County:**

**For the Union:**

  
\_\_\_\_\_

  
\_\_\_\_\_

Charles Sakai, Chief Spokesperson

Costa Kerestenzis, Chief Spokesperson

Date: May 26, 2026

Date: 5-26-26

**Unit #1, Teamsters Local 150**

**Solano County Counter Proposal #1 to Union Proposal #4- 12/22/25**

**MOU Section # 8.1- Bilingual Pay**

C. Bilingual Pay Differential Allowance

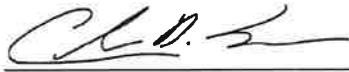
1. ~~Designated employees shall be eligible to receive additional compensation at the rate of fifty five dollars (\$55.00) per pay period (approximately \$1,430.00 per year).~~

Effective the beginning of the first pay period following ~~October 21, 2022~~, or the first full pay period following the Board of Supervisors' adoption of the collective bargaining agreement, whichever is later, the additional compensation rate shall be ~~seventy five~~ eighty dollars (~~\$75.00~~) (\$80.00) per pay period (approximately ~~\$1,950.00~~ \$2080.00 per year).

2. Such is effective on the first day of the pay period following certification by the Department of Human Resources that the employee is eligible to receive bilingual pay differential.

Tentative Agreement of: May 26, 2026

**For the County:**



Charles Sakai, Chief Spokesperson

**For the Union:**



Costa Kerestenzis, Chief Spokesperson

Date: May 26, 2026

Date: 5-26-26

**Unit #1, Teamsters Local 150**

**Solano County Proposal # 1- 4/28/26**

**MOU Section # 2 Term**

**2. TERM**

This Memorandum of Understanding shall be in effect the later of ~~October 22, 2022,~~  
October 26, 2025 or on the date it is adopted by the Board of Supervisors, except  
those provisions of this Memorandum of Understanding which have been assigned  
other effective dates and shall remain in full force and effect to and including ~~October~~  
~~25, 2025~~ September 30, 2028.

Tentative Agreement of: May 26, 2026

**For the County:**

  
\_\_\_\_\_

Charles Sakai, Chief Spokesperson

Date: May 26, 2026

**For the Union:**

  
\_\_\_\_\_

Costa Kerestenzis, Chief Spokesperson

Date: 5-26-26

**Unit #1, Teamsters Local 150**

**Solano County Proposal #2- 10/9/25**

**MOU Section # 14 Holidays**

Subsection 14.2 Holidays

A. Fixed Paid Holidays include:

- |  |   |
|--|---|
| January 1 <sup>st</sup>                                  | New Year's Day                              |
| Third Monday in January                                  | Martin Luther King Jr's Birthday            |
| February 12 <sup>th</sup>                                | Lincoln's Birthday                          |
| Third Monday in February                                 | Washington's Birthday                       |
| Last Monday in May                                       | Memorial Day                                |
| July 4 <sup>th</sup>                                     | Independence Day                            |
| First Monday in September                                | Labor Day                                   |
| Second Monday in October                                 | Indigenous Peoples' Day                     |
| November 11 <sup>th</sup>                                | Veterans' Day                               |
| Thanksgiving Day   | Traditional, as designated by the President |
| Day after Thanksgiving Day                               | Day After Thanksgiving                      |
| <u>December 24<sup>th</sup>* (beginning at 1:00p.m.)</u> | <u>Christmas Eve</u>                        |
| December 25 <sup>th</sup>                                | Christmas Day                               |
| <u>December 31<sup>st</sup>* (beginning at 1:00p.m.)</u> | <u>New Year's Eve</u>                       |

Effective January 1, 2020, the fixed paid holidays in 14.2A shall be amended by adding:


- December 24<sup>th</sup> \_\_\_\_\_ Christmas Eve (beginning at 1:00 p.m.)  
December 31<sup>st</sup> \_\_\_\_\_ New Year's Eve (beginning at 1:00 p.m.)

\*In accordance with County Code Section 2.01, the County's normal business hours are 8:00a.m. – 5:00 p.m. As the normal workday is eight (8) hours and a normal meal period is one (1) hour, the County's anticipated meal period is 12:00 p.m. – 1:00 p.m., which is unpaid. On these dates, employees who are scheduled to work, shall receive and shall use four (4) hours of holiday pay, and shall work the balance of their regularly scheduled work shift.

Any employee who is required to work on the four (4) hours of holiday on Christmas Eve or New Year's Eve, and/or the Indigenous Peoples' Day holiday, which is part of their regular work week, shall be entitled to Attorney Time Off for the time actually worked, up to the maximum of four (4) or eight (8) hours respectively.

Tentative Agreement of: May 26, 2026

**For the County:**



Charles Sakai, Chief Spokesperson

**For the Union:**



Costa Kerestenzis, Chief Spokesperson

Date: May 26, 2026

Date: 5-26-26

MOU Section 12 – Bereavement Leave

**BEREAVEMENT LEAVE**

A. Employees shall be entitled to a bereavement leave, not chargeable to vacation or sick leave in the event of the death of one of the following members of the employee's family:

- natural, step, adoptive parents and grandparents of the employee;
- natural, step, adopted children and grandchildren of the employee;
- a person acting in loco parentis for the employee;
- natural and step brothers and sisters of the employee;
- present spouse of the employee;
- a person assuming the role of the employee's spouse;
- ex-spouse who is the natural parent of a minor child in the custody of the employee;
- natural parents and grandparents of the employee's spouse;
- grandchildren of the employee's spouse;
- natural brothers and sisters of the employee's spouse;
- present spouses of the employee's natural brothers and sisters.;
- son-in-law and daughter-in-law of the employee.

B. For full-time employees, such leave shall be a maximum of forty (40) hours within seven (7) consecutive calendar days, and taken within six (6) months following the loss whether services are within the State or outside the State of California. Part-time employees will be prorated in relation to their percent of employment to fifty (50) percent of the full-time benefit. Employees desiring more time off under these circumstances may request vacation or other appropriate leaves, which may or may not be granted at the sole discretion of the department head.

C. ~~A female~~ An employee who has a miscarriage or who gives birth to a stillborn child experiences a reproductive loss shall be eligible for bereavement leave in accordance with **Section 12, B above**. This provision shall be applicable ~~only to~~ the employee ~~having the miscarriage~~ who directly experienced the reproductive loss (i.e. mother/father). Bereavement leave for a ~~miscarriage~~ reproductive loss shall not be applicable for any other family members identified in **Section 12, A**.

For purposes of this section a reproductive loss consists of the following: miscarriage, stillborn, failed surrogacy; failed adoption; or unsuccessful assisted reproduction.

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Unit 1, Teamsters Local # 150

Date Passed: \_\_\_\_\_

Solano County Proposal #3- 10/9/25

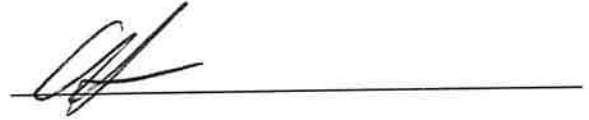
Time Passed: \_\_\_\_\_

MOU Section 12 – Bereavement Leave

Tentative Agreement of: May 26, 2026

For the County:

For the Union:



Charles Sakai, Chief Spokesperson

Costa Kerestenzis, Chief Spokesperson

Date: May 26, 2026

Date: 5-26-26

**Unit #1, Teamsters Local 150**

**Solano County Proposal # 4- 10/9/25**

**MOU Section # 8 Incentives and Differentials**

Subsection 8.2 Standby Pay Differential (clean-up)

- A. Standby pay is any time other than time when the employee is actually on duty and during which a Public Defender (~~II-IV~~) (II-V) is not required to be on County premises and is assigned by the Public Defender, or their designee, to stand ready to immediately report for duty to fulfill the requirements of Welfare and Institutions Code Section 625.6 and must arrange so that they can respond within fifteen (15) minutes of receiving a call. If an employee is placed on standby duty, such employee shall be compensated for time spent on assigned standby duty for four dollars (\$4.00) per hour on weekdays and at five dollars (\$5.00) per hour on weekends and holidays.
  
- B. For purposes of this section, a weekend is defined as from 5:00 p.m. to 8:00 a.m. (15 hours). A Saturday is defined as 5:00 p.m. Friday to 12:00 midnight Saturday (31 hours). A Sunday is defined as 12:00 midnight Saturday to 8:00 a.m. Monday (32 hours). A holiday is defined as 5:00 p.m. on the evening preceding a fixed, recognized County holiday to 8:00 a.m. on the morning following the holiday (39 hours) except as follows. If a holiday falls on a Monday, Holiday standby shall commence at 8:00 a.m. Monday and end at 8:00 a.m. Tuesday (24 hours). If a holiday falls on a Friday, Holiday standby shall commence at 5:00 p.m. Thursday and end at 5:00 p.m. Friday (24 hours).

Tentative Agreement of: May 26, 2026

**For the County:**

  
\_\_\_\_\_

Charles Sakai, Chief Spokesperson

**For the Union:**

  
\_\_\_\_\_

Costa Kerestenzis, Chief Spokesperson

Date: May 26, 2026

Date: 5-26-26

**SIDE LETTER AGREEMENT  
TO THE MEMORANDUM OF UNDERSTANDING  
BETWEEN THE COUNTY OF SOLANO AND  
TEAMSTERS LOCAL # 150 UNIT 1- ATTORNEYS**

**Pay Parity**

This will confirm an understanding reached between the County of Solano (hereinafter referred to as the "County") and the Teamsters Local # 150 (hereinafter referred to as the "Union"), representing Unit 1. Collectively, County and Union are hereinafter referred to as "The Parties."

The parties agree that if any other bargaining unit represented by a union/association receives a general wage increase greater than the general wage increase set forth in Appendix B during the term of this Memorandum of Understanding, then the same general wage increase shall be provided to Unit 1. The Term "general wage increase" does not include any special adjustments/equity adjustments specific to a classification, subset, or group of bargaining unit and excludes any wage increase (or portion thereof) which is attributable to a change in other collective bargaining provisions.

In addition, the Parties agree that if the County makes an offer to any other bargaining unit that includes a one-time cash payment applicable to the term of this Memorandum of Understanding, regardless of whether any other bargaining unit accepts the offer, Unit 1 shall have the option to elect to accept the same one-time cash payment under the terms proposed by the County.

FOR THE COUNTY:

\_\_\_\_\_  
Niger Edwards  
Director of Human Resources

Date: \_\_\_\_\_

FOR THE UNION:

  
\_\_\_\_\_  
Costa Kerestenzis  
Chief Negotiator

Date: 5-26-26

**Unit #1, Teamsters Local 150**

**Solano County Proposal #7- 5/26/26**


**MOU Section # 5 Salaries**

Subsection 5.6 Professional Allowance

Each attorney in the classes of Deputy Public Defender, Child Support Attorney, and Deputy District Attorney will receive ~~\$25.00~~ \$50.00 per pay period as a professional business allowance to cover costs of work related items including, but not limited to training (registration fees, lodging, etc.), reference materials or other professional expenses. Plans for expenditure of this allowance must be submitted to the appointing authority in accordance with Section 22.3, Professional Allowance Expenditure Plan.

Tentative Agreement of: May 26, 2026

**For the County:**



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Charles Sakai, Chief Spokesperson

**For the Union:**



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Costa Kerestenzis, Chief Spokesperson

Date: May 26, 2026

Date: 5-26-26

**Unit #1, Teamsters Local 150**

**Solano County Proposal #7-5/26/26**

**MOU Section # 20 Hours of Work and Overtime**

Subsection 20.2 Attorney Time Off

A. Only regular, limited-term and probationary employees in the Deputy District Attorney and Deputy Public Defender and Child Support Attorney series shall receive an Attorney Time Off benefit. This will be in lieu of any payment or compensatory time off for work performed in excess of 40 hours per week. Eighty (80) hours of Attorney Time Off shall be granted annually to the above referenced employees effective July 1st of each fiscal year. An employee in an eligible position shall qualify for up to eighty (80) hours of Attorney Time Off upon employment in that position.

~~Note: Effective in 2016, the Attorney Time Off was increased from sixty four (64) to eighty (80) hours. Effective the beginning of the first pay period following adoption by the Board of Supervisors in 2015, attorneys shall receive a one time increase of sixteen (16) hours of Attorney Time Off.~~

Use of Attorney Time Off is subject to the approval of the department head. Attorney Time Off may be taken in increments of not less than one (1) hour. In the event it is the department head's determination that an employee covered by this provision has worked an extraordinary number of hours over the forty (40) hour workweek, the department head, with the County Administrator's concurrence may approve additional informal Attorney Time Off for that employee.

Part-time employees are eligible for this benefit on a pro-rata basis; i.e., a half-time eligible employee shall receive forty (40) hours of Attorney Time Off.

B. Restrictions Regarding the Use of Attorney Time Off

1. Subject to advance approval by the department head, Attorney Time Off may be taken at any time during the fiscal year, but must be taken within the fiscal year in which it is given. Attorney Time Off may be used as sick leave, but only after all accrued sick leave has been exhausted.
2. No person shall be permitted to work for compensation for the County in any capacity while on paid Attorney Time Off.
3. No eligible employee shall carry over Attorney Time Off from one fiscal year to another. Any eligible employee who separates from County employment shall not receive any compensation for any unused Attorney Time Off. Eligible employees who have unused Attorney Time Off at the end of the fiscal year shall be paid for those remaining hours at the employee's base rate of pay in effect on the last full pay period in the outgoing fiscal year in the following manner:

Convert up to forty (40) hours of unused Attorney Time off to their Retirement Health Savings Account in July of each year. Any unused Attorney Time Off in excess of forty (40) hours will not be paid out and will not be carried over.

4. A department head may require employees covered in this Section to work beyond the official forty (40) hour workweek. Attorney Time Off will constitute full compensation for such work.

Tentative Agreement of: May 26, 2026

**For the County:**



Charles Sakai, Chief Spokesperson

Date: May 26, 2026

**For the Union:**



Costa Kerestenzis, Chief Spokesperson

Date: 5-26-26

Unit #1, Teamsters Local 150

Solano County Proposal #5- revised 5/26/26

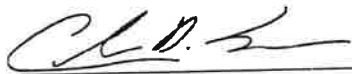
**MOU Section # 22 Other Provisions**

Subsection 22.2 Licensing and Certification Fund

The County shall maintain and fund the Licensing and Certification Fund for payment of professional membership dues necessary to practice law in the State of California. Any full-time employee who avails him or herself of the county's Licensing and Certification Fund and who voluntarily leaves the County service during the ~~fiscal~~ calendar year in which the employee drew upon the fund, shall reimburse the County on a pro-rata basis the amount the employee received from the Licensing and Certification Fund.

Tentative Agreement of: May 26, 2026

**For the County:**



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Charles Sakai, Chief Spokesperson

Date: May 26, 2026

**For the Union:**



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Costa Kerestenzis, Chief Spokesperson

Date: 5-26-26