

Unit 10, Local # 39

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

Total Tentative Agreement – 03/17/26

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

The following constitutes the Total Tentative Agreement between the parties. This agreement 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 shall remain status quo.

- 1. UP #1- Term- See Attached [3 year expiring 9/30/28].
- 2. UP # 2- Salaries- See Attached  
Side Letter- Wage Reopener - (See attached)
- 3. UP#3- Cafeteria Plan- County counter proposal of 9/29/25.
- 4. UP #9- Standby/Call Back- See Attached
- 5. Workers Compensation Pilot Program- See Attached Side Letter

All previously signed tentative agreements:

- a. County Proposal #1 – Salary Upon Reclassification – dated 1/29/26
- b. Union Proposal #22 – Holidays – Union Counterproposal #2 – dated 1/29/26
- c. Union Proposal #24 – Overtime – Union counterproposal #2 – dated 1/29/26
- d. Union Proposal #23 – Vacation – County counterproposal #1 - dated 11/20/25
- e. Union Proposal #15 – Jail Differential – County counterproposal #2 – dated 11/6/25
- f. County Proposal #3 – Bereavement Leave – dated 11/6/25
- g. Union Proposal #7- Uniform Allowance – County counterproposal #2 – dated 10/30/25
- h. Union Proposal #8 – Safety – County counterproposal #1 – dated 10/30/25
- i. Union Proposal #10 – Class A Driver License – dated 10/14/25

Any issue not referenced herein is not part of the Total Tentative Agreement and shall remain status quo.

Tentative Agreement of: 3/17/26

For the County:

David Pak

David Pak, Chief Spokesperson

Date: 3/17/26

For the Union:

Chung Park

Chung Park, Chief Spokesperson

Date: 17 March 2026

Unit 10, Local # 39

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

Total Tentative Agreement to Union Proposal 1 – 3/17/26

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

**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: 3/17/26

**For the County:**

David Pak  
David Pak, Chief Spokesperson

Date: 3/17/26

**For the Union:**

Chung Park  
Chung Park, Chief Spokesperson

Date: 17 March 2026

Unit 10, Local # 39

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

Total Tentative Agreement to Union Proposal 2 – 03/17/26

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

### MOU Appendix B Salary Schedule

#### Appendix B- Salary Schedule

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

\*(Revise values in table according to below)

2. Effective the latter of ~~October 21, 2022~~ October 26, 2025 or the beginning of the first pay period following the Board of Supervisors' adoption of the collective bargaining agreement, the base wage rates set forth in this Appendix B, paragraph 1 above, will increase by ~~five~~ three percent (~~5%~~) (3%) of the base wage rates in effect the day before such increase takes effect.

Effective concurrently with the wage increase described in paragraph 2 above, active employees shall receive a lump sum payment of one thousand two hundred dollars (\$1200).

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, following the wage increase set forth in this Appendix B, paragraph 2 above,~~ the base wage rates will increase by ~~four~~ two percent (~~4%~~) (2%) of the base wage rates in effect the day before such increase takes effect.

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, following the wage increase set forth in this Appendix B, paragraph 3 above,~~ the base wage rates will increase by ~~three~~ one percent (~~3%~~) (1%) of the base wage rates in effect the day before such increase takes effect.

#### Wage Re-opener

The parties agree to 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 are strictly limited to the subject of a general base wage increase for the third year of the contract. Any modification to such wage would require mutual written agreement of the parties.

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Unit 10, Local # 39

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

Total Tentative Agreement to Union Proposal 2 – 03/17/26

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

MOU Appendix B Salary Schedule

Tentative Agreement of: 3/17/26

For the County:

For the Union:

David Pak

Chung Park

David Pak, Chief Spokesperson

Chung Park, Chief Spokesperson

Date: 3/17/26

Date: 17 March 2026

Cliff. 17 March 2026

JP - 3/17/26

**SIDE LETTER AGREEMENT**

To the Memorandum of Understanding  
Between the County of Solano and IUOE- Stationary Engineers, Local 39  
Unit #10

Regarding Base Wage Increase Reopener

This will confirm an understanding reached between the County of Solano (hereafter referred to as the "County") and the IUOE- Stationary Engineers, Local 39 (hereafter referred to as the "Union"), representing Unit # 10. 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:

FOR THE UNION:

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

\_\_\_\_\_  
Chung Park  
Chief Negotiator

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

Date: 17 March

**MOU Section 6 Benefits  
Subsection 6.3 Cafeteria Plan**

A. 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 the 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.

~~B. Additionally, through December 16, 2022, or the start date of the increase to the County’s contribution to the cafeteria plan to eighty percent (80%) of the PEMHCA Region 1 Kaiser Permanente family rate minus the PEMHCA MEC, whichever is sooner, 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. For an employee enrolled in PEMHCA for “employee plus two or more dependents” shall receive a County contribution of eighty dollars (\$80) per month in the Cafeteria Plan when the employee’s job classification has a maximum monthly salary as listed in the table below. Said employee may use this County contribution (\$50/\$80) 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 of \$50/\$80 shall sunset at the end of the pay period in December 2022.~~

Maximum Salary of:	For \$80.00 Monthly Contribution as of:
\$7,161.00	Prior to the same date of the wage increase in Appendix B paragraph 2
\$7,519.05	On the same date of the wage increase in Appendix B paragraph 2

Unit 10, Local # 39

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

Solano County Counter Proposal 1 to Union Proposal 3 – 9/29/25

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

**MOU Section 6 Benefits  
Subsection 6.3 Cafeteria Plan**

Effective the same pay period as the County’s contribution of eighty percent (80%) of the PEMHCA Region 1 Kaiser Permanente family rate, 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, regardless of salary. ~~This \$50 contribution is intended to replace the \$80 contribution which sunsets in December 2022.~~ The County contribution (\$50) shall sunset at the end of the pay period which includes the expiration of the ~~2022-25~~ 2025-2028 MOU.

Tentative Agreement of: 3/17/26

**For the County:**

**For the Union:**

David Pak

Chung Park

David Pak, Chief Spokesperson

Chung Park, Chief Spokesperson

Date: 3/17/26

Date: 17 March 2026

Unit 10 Local 39

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

Total Tentative Agreement to Union Proposal #9 – 3/17/26

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

**MOU Section 8 Incentives and Differentials**

**8.2 Call Back and Standby Pay Differential**

**A. Standby**

Standby is any time other than time when the employee is actually on duty, and no other qualified employee is otherwise on duty during which an employee is not required to be on County premises but stands ready to immediately report for duty and must arrange so that their supervisor can reach them on ten (10) minutes' notice or less.

If an employee is placed on standby duty on a weekday, such employee shall be compensated for the time spent on assigned standby at four dollars (\$4.00) per hour. If such standby is spent on weekends or holidays the employee shall be compensated at five dollars (\$5.00) per hour. No employee shall be compensated for standby duty and call back work simultaneously. Classes used as standby and call back must be approved by the County Administrator both as to authorized classes and authorized numbers.

For purposes of this section ~~for workers assigned to General Services~~ a weekday is defined as from ~~5:00~~ 4:00 p.m. to 8:00 a.m. (~~15~~ 16 hours). A Saturday is defined as ~~5:00~~ 4:00 p.m. Friday to ~~12:00 midnight~~ 11:59 p.m. Saturday (~~31~~ 32 hours). A Sunday is defined as 12:00 midnight ~~Saturday~~ Sunday to 8:00 a.m. Monday (32 hours).

A holiday is defined as ~~5:00~~ 4:00 p.m. on the evening preceding a fixed recognized County holiday to 8:00 a.m. on the morning following the holiday (~~39~~ 40 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). Standby for fixed half-day holidays shall commence following the completion of four (4) hours of the regular scheduled shift on those days, but no earlier than 11:00 a.m. and end at 4:00 p.m. when the Standby period for the adjacent fixed Holiday begins.

Management reserves the right to assign standby when another qualified employee may otherwise be on duty based on operational needs. (e.g. Stationary Engineers assigned to the Cogeneration Plant, etc.)

Tentative Agreement of: 3/17/26

For the County:

David Pak 3/17/26

David Pak, Chief Spokesperson Date

For the Union:

Chung Park

Chung Park, Chief Spokesperson Date

17 March 2026

MP. 17 March 2026

AP 3/17/26

**SIDE LETTER AGREEMENT**

To the Memorandum of Understanding  
Between the County of Solano and IUOE- Stationary Engineers, Local 39  
Unit #10

Regarding Workers' Compensation

This will confirm an understanding reached between the County of Solano (hereafter referred to as the "County") and the IUOE- Stationary Engineers, Local 39 (hereafter referred to as the "Union"), representing Unit # 10. Collectively, County and Union are hereafter referred to as "the parties."

In order to more accurately assess the costs and impacts involved with the Union's proposal to increase the maximum timeframe that the County will continue to pay the employer share of monthly healthcare premiums on behalf of a qualified regular full or part-time employee who is receiving temporary disability benefits from Workers' Compensation from nine (9) to twelve (12) months, the parties agree to conduct a pilot study.

The parties agree that the following language shall supersede Section 7- Workers' Compensation under section 7.2 D for duration of the pilot program:

*The County will continue to pay the employer share of the monthly premium for medical, vision, dental, long-term disability insurance and life insurance coverage on behalf of a qualified regular full or part-time employee who is receiving temporary disability benefits from Workers' Compensation for a maximum of twelve (12) months.*

This Side Letter Agreement becomes effective upon the last to occur of: (1) full execution of this Side Letter Agreement; and (2) the first full pay period following Board of Supervisors adoption of a successor MOU, if any, to the MOU that expired October 25, 2025. This Side Letter Agreement is not subject to automatic renewal and will expire upon expiration of the successor MOU, September 30, 2028.

FOR THE COUNTY:

FOR THE UNION:

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

\_\_\_\_\_  
Chung Park  
Chief Negotiator

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

Date: 17 \_\_\_\_\_

MOU Section 5 Salaries  
Subsection 5.8 Salary Upon Reclassification

5. Salaries

5.8 Salary Upon Reclassification

When a regular or probationary employee's position is reclassified and the employee remains in the reclassified position, the salary of an the reclassified employee incumbent regular or probationary employee in a position which is reclassified shall be determined as follows, if the incumbent remains in the position that is reclassified:

- A. If the position is reclassified to a class with the same salary range, the salary and the merit increase eligibility date will not change.
- B. If the position is reclassified to a class with a higher salary range, the reclassification shall be considered to be a promotion, and the salary will be adjusted based on the promotion.
- C. If the position is reclassified to a class with a lower salary range, the salary shall be determined as follows:
  1. If the employee's current salary of the employee is the same or less than the maximum salary of the new class, the salary and merit increase eligibility date shall not change.
  2. If the employee's current salary of the employee is greater than exceeds the maximum salary of the new classification after reclassification to a lower range, the salary shall be designated as a frozen (Y-Rated) and shall not change during continuous regular service until the maximum of the new range exceeds the salary of the employee or until the period of time indicated in the schedule below has elapsed, whichever is sooner. If, at the end of the calendar indicated below, the salary still exceeds the maximum of the new salary range for the new classification, the salary shall be reduced to the maximum salary for the new class. either:
    - i. The new classification's salary range matches or exceeds the employee's salary; or
    - ii. The time limit indicated below is reached, after which the employee's salary will be reduced to the new classification's maximum salary.

Unit 10, Local # 39

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

Solano County Proposal #1 – REVISED 9/29/25

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

**MOU Section 5 Salaries**

**Subsection 5.8 Salary Upon Reclassification**

**Years of Continuous Regular Service  
Years**

- Less than 5
- 5 but less than 10
- 10 but less than 15
- 15 but less than 20
- 20 but less than 25
- 25 or more

**Effective Date of Salary Change Effective  
Date**

- 2 years ~~from date of~~ after reclassification date
- 3 years ~~from date of~~ after reclassification date
- 4 years ~~from date of~~ after reclassification date
- 5 years ~~from date of~~ after reclassification date
- 6 years ~~from date of~~ after reclassification date
- 7 years ~~from date of~~ after reclassification date

Tentative Agreement of: 1/29/26

**For the County:**

**For the Union:**

David Pak

Chung Park

David Pak, Chief Spokesperson

Chung Park, Chief Spokespersons

Date: 1/29/26

Date: 29 Jan 2026



County of Solano  
&  
IUOE – Stationary Engineers, Local 39

2025 Contract Negotiations

01/29/26 Time: 4:23

Local 39 Proposal # 22 - Counterproposal # 02

Local 39 reserves the right to alter, amend, modify, add to or subtract from the foregoing proposals as may be required during the course of negotiations.

14. HOLIDAYS

B. Fixed Paid Holidays

January 1st	New Year's Day
Third Monday in January	Martin Luther King's Birthday
February 12th	Lincoln's Birthday
Third Monday in February	Washington's Birthday
Last Monday in May	Memorial Day
July 4th	Independence Day
First Monday in September	Labor Day
Second Monday in October	Indigenous Peoples' Day
November 11th	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 1:00 p.m.)</u>	<u>Christmas Eve Day</u>
December 25th	Christmas Day
<u>December 31<sup>st</sup> * (beginning at 1:00 p.m.)</u>	<u>New Year's Eve Day</u>

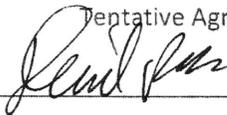
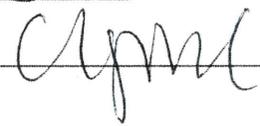
When a paid holiday falls on a Saturday, the preceding Friday is a paid holiday.  
When a paid holiday falls on a Sunday, the Monday following is a paid holiday.

~~Effective January 1, 2020 the fixed paid holidays in 14.B shall be amended by adding:~~

~~December 24th Christmas Eve Day (beginning at 1:00 p.m.)~~

~~December 31st New Year's Eve Day (beginning at 1:00 p.m.)~~

\*In accordance with County Code Section 2-01, the County's normal business hours are 8:00 a.m. to 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 from 12:00 p.m. to 1:00 p.m. which is unpaid. On these dates, employees who are scheduled to work, shall receive and shall use 4 hours of holiday pay, and shall work the balance of their regularly scheduled work shift.

County:  Tentative Agreement: Date: 29 Jun 2026  
Local 39: 

2025 Contract Negotiations

01/29/26

Local 39 Proposal # 22 - Counterproposal # 02

D. Holiday Compensation

1. Any employee who is required to work on a fixed paid holiday, which is part of their regular workweek shall be entitled to holiday compensatory time off for the time actually worked. A full-time employee whose regularly scheduled day off, falls on a paid holiday, shall be entitled to eight (8) hours of holiday compensatory time. A full-time employee whose regularly scheduled day off falls on a partial paid holiday shall be entitled to four (4) hours of holiday compensatory time off. Departments shall make every effort to schedule the time off within the fiscal year it was accrued.
2. Holiday CTO shall be transferred to an employee's regular overtime CTO balance in lieu of pay provided the combined CTO and holiday overtime does not exceed eighty (80) hours as provided in **Section 20.2(C)(6)-(5)** of this Memorandum of Understanding.
3. Holiday CTO time taken shall be counted as time worked for purposes of overtime computation.

Tentative Agreement: Date:

29 Jun 2026

County:

David Peters

Local 39:

CJMM



County of Solano  
&  
IUOE – Stationary Engineers, Local 39  
2025 Contract Negotiations  
01/29/26 Time: 4:23

Local 39 Proposal # 24 Counterproposal # 02

Local 39 reserves the right to alter, amend, modify, add to or subtract from the foregoing proposals as may be required during the course of negotiations.

20.2 Overtime

C. Overtime Payment

1. The Board of Supervisors, by minute order, shall adopt a list of employees by classification who are assigned overtime codes (e.g., 01, 02, 03, 04, 05, 06, etc.).
2. Employees covered under FLSA (designated as 09) shall be paid for all work in excess of forty (40) hours in a workweek one and one-half times the regular rate of pay, however, employees may be granted CTO at the rate of one and one-half hours off for each hour worked in lieu of.
3. Overtime payment with the concurrence of the appropriate departmental authority. Compensatory time off, shall be approved at the sole discretion of the department head. ~~Time off on recognized fixed County holidays, shall be considered time worked for overtime calculation purposes.~~
4. Payment for overtime shall be separately itemized on the payroll certification.
5. Any CTO accumulation in excess of eighty (80) hours shall be taken off within the fiscal year in which it is earned. If the department head is unable to schedule sufficient time off during the fiscal year, the employee's accrual balance shall be reduced to eighty (80) hours prior to the end of the next fiscal year and the employee paid for all hours reduced from their balance at the employee's applicable ~~straight time rate~~ regular rate of pay in effect on the last full pay period in the outgoing fiscal year.
6. Time off on recognized fixed County holidays, and Compensatory compensatory time off taken by an employee shall be counted as time worked for purposes of overtime computation.

Tentative Agreement: Date: 29 Jan 2026  
County: [Signature] Local 39: [Signature]

2025 Contract Negotiations

01/29/26

Local 39 Proposal # 24 – Counterproposal # 02

7. When an employee in a regular part-time position is required to work in excess of their regular work schedule during any week to cover seasonal peak workloads, emergency extra work loads of limited duration, necessary vacation relief and other similar situations, such work shall be compensated for at the employee's regular rate. For time worked in excess of forty (40) hours, the employee will be paid as provided in this Section.

Tentative Agreement: Date:

29 Jan 2026

County:

David Lee

Local 39:

[Signature]

Unit 10, Local # 39

Date Passed: 11/20/25

Solano County Counter Proposal 1 to Union Proposal 23 -10/24/25

Time Passed: 1:30PM

**MOU Section 9 Vacation**

9.1. Full-time regular or limited-term employees shall accrue vacation benefits for each pay period of continuous service according to the following schedule:

Pay Periods of Continuous Service	Per Pay Period of Continuous Service	Maximum Earnable Vacation Accrual
0 through 78 pay periods	3.08 hours	<del>160</del> <u>200</u> hours
79 through 260 pay periods	4.62 hours	<del>240</del> <u>280</u> hours
Over 260 pay periods	6.16 hours	<del>320</del> <u>360</u> hours

Vacation accrual shall date from the first of the pay period following the pay period in which the employee commenced such continuous service. If such commencement date was the first working day of the pay period, vacation accrual shall start from such commencement date.

Tentative Agreement of: 11/20/25

**For the County:**

David Pak

David Pak, Chief Spokesperson

**For the Union:**

Chung Park

Chung Park, Chief Spokesperson

Date: 11/20/25

Date: 20 Nov 2025

MOU Section 8 Incentives And Differentials

8.12 Jail Differential

~~Employees in a Building Maintenance Assistant classification, Building Trades Mechanic classification (series) or Stationary Engineer classification (series) assigned to a County adult detention facility/jail (namely: Stanton Correctional Facility, Claybank Detention Facility, Justice Center Detention Facility and Rourk Vocational Training Center) will receive a two and one half percent (2.5%) pay differential for each hour, or portion thereof, worked in the adult detention facility/jail.~~

Effective the first pay period following the Board of Supervisors' adoption of the collective bargaining agreement or the first pay period following 10/21/2022, whichever is later, eEmployees in a Building Maintenance Assistant classification, Building Trades Mechanic classification (series) or Stationary Engineer classification (series) assigned to the County adult detention facility/jail (namely: Stanton Correctional Facility, Claybank Detention Facility, Justice Center Detention Facility and Rourk Vocational Training Center) will receive a five percent (5%) pay differential for each hour, or portion thereof, worked in the adult detention facility/jail.

Effective the first pay period following the Board of Supervisors' adoption of the collective bargaining agreement, employees in a Custodian classification, Building Maintenance Assistant classification, Building Trades Mechanic classification (series) or Stationary Engineer classification (series) assigned to County juvenile detention facility buildings will receive a five percent (5%) pay differential for each hour, or portion thereof, worked in the juvenile detention facility.

Employees working in the Building Trades Mechanic classification that are allocated to work in the Sheriff's Office will receive a five percent (5%) pay differential. The percentage of jail differential paid to the Building Trade Mechanic classification is based on the allocation of the position (i.e. General Services or Sheriff's Office) and only one (1) jail differential may be received.

Differentials paid under this section cannot be stacked. If an employee is assigned to work in more than one facility within the same hour, or portion thereof, only one differential will apply.

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Unit 10, Local # 39

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

Solano County Counter Proposal 2 to Union Proposal 15 – 11/6/25- rev.

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

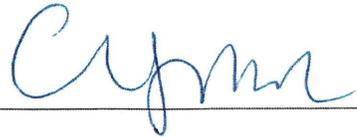
**MOU Section 8 Incentives And Differentials**

Tentative Agreement of: 11/6/25

**For the County:**

**For the Union:**

  
\_\_\_\_\_

  
\_\_\_\_\_

David Pak, Chief Spokesperson

Chung Park, Chief Spokesperson

Date: 11/6/25

Date: 6 NOV 2025

Unit 10 Local 39

Date Passed: 10/30/25

Solano County Proposal #3 – 10/30/25

Time Passed: 2:20

MOU Section 12 Bereavement Leave

**12. BEREAVEMENT LEAVE**

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;
- a person acting in loco parentis to the employee;
- natural, step, current foster, adopted children and grandchildren of the employee;
- natural and step siblings of the employee;
- present spouse/domestic partner of the employee;
- natural parents and grandparents of the employee's spouse/domestic partner;
- grandchildren of the employee's spouse/domestic partner;
- natural and adopted siblings of the employee's spouse/domestic partner;
- present spouses/domestic partner of the employee's natural siblings;
- present spouse/domestic partner of the employee's children.

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~~. Leave benefits will be pro-rated for part-time employees based upon the number of hours worked (for example, a half-time employee has a maximum of twenty (20) hours to be used within the timeframe indicated above). 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.

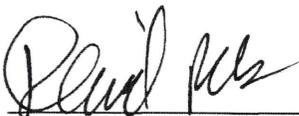
~~As used in this section, the definition of a child shall include a child in utero.~~

C. An employee who experiences a reproductive loss shall be eligible for bereavement leave in accordance with Section 12, paragraph two above. This provision shall be applicable to the employee who directly experienced the reproductive loss (i.e. mother/father) and the grandparents. Grandparents shall be allowed a maximum of twenty-four (24) hours within ten (10) consecutive calendar days and taken within six (6) months following the loss. Bereavement leave for a reproductive loss shall not be applicable for any other family members identified in Section 12, paragraph one.

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

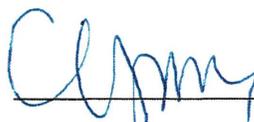
Tentative Agreement of: 11/6/25

**For the County:**



David Pak, Chief Spokesperson Date

**For the Union:**

 6 Nov 25

Chung Park, Chief Spokesperson Date

MOU Section 6 Benefits

6.16 Uniform Allowance

A. The total annual Uniform Allowance for eligible classifications is

as follows: <u>Class</u>	<u>Maximum</u>
Park Ranger	\$ <del>840</del> <u>\$925</u>
Park Ranger Assistant	\$ <del>840</del> <u>\$925</u>

~~New e~~Employees shall receive payment of the uniform allowance in biweekly payments. ~~For all other employees, effective July 9, 2023, the uniform allowance shall be paid biweekly.~~

An employee who is absent from work in an unpaid leave status shall not be eligible for the uniform allowance during the pay period that the employee is in an unpaid leave status.

2. Protective Attire

a. The County agrees to reimburse Public Works Maintenance Worker/Trainee, Groundskeepers, Equipment Mechanics, Park Rangers, Park Ranger Assistants, Stationary Engineers, Building Trade Mechanics, Building Maintenance Assistants, Senior Public Works Maintenance Workers, Senior Stationary Engineer, and Equipment Service Workers, and Cogeneration Industrial Engine Mechanics up to ~~\$360 over a two year period~~ two hundred fifty dollars (\$250.00) per fiscal year per employee for the purchase and/or repair of safety boots which must be worn at all times while on duty.

Effective July 1, ~~2023~~ 2026, the amount shall be increased to two hundred fifty ~~seventy-five~~ seventy-five dollars ~~(\$250.00)~~ (\$275.00) per fiscal year. All unreimbursed amounts shall remain available for reimbursement through the same fiscal year.

b. Supervisors shall have the authority to issue or purchase gloves for department employees on an as-needed basis. Such determination of need to be made by the Supervisor under the

MOU Section 6 Benefits

general guidelines provided by the Department's Division Manager.

c. Upon request, employees in the Custodian classifications shall receive an annual reimbursement of up to \$125 for the purchase of slip resistant shoes. Effective July 1, ~~2023~~ 2026, the amount shall be increased to one hundred and ~~seventy-five~~ ninety dollars (~~\$175.00~~) (\$190.00) per fiscal year. All unreimbursed amounts shall remain available for reimbursement through the same fiscal year. Shoe type shall be subject to departmental approval. Once requested, slip-resistant shoes must be worn at all times while on duty.

d. The County agrees to provide one light and one heavy weight safety jacket to employees in the classes of Public Works Maintenance Worker/Trainees, Lead Public Works Maintenance Worker, Senior Public Works Maintenance Worker, Groundskeeper, Equipment Mechanic/Assistant, Equipment Service Worker, and any Building Trades Mechanic assigned to work at the airport. Color and quality to be selected by management following consultation with the employees. The jackets will be replaced on a case-by-case, as needed basis. It is expected that the employees will wear the safety jackets during periods of cool or inclement weather.

Tentative Agreement of: 10/30/25

For the County:

David Pak

David Pak, Chief Spokesperson

For the Union:

Chun Park

Chung Park, Chief Spokesperson

Date: 10/30/25

Date: 30 Oct 25  
up

Unit 10, Local # 39

Date Passed: 10/30/25

Solano County Counter Proposal 1 to Union Proposal 8 – 10/30/25

Time Passed: 2:22

MOU Section 7- Safety and Workers Compensation

7.1 Safety

The County shall expend every effort to see to it that the work performed under the terms and conditions of this Memorandum of Understanding is performed with a maximum degree of safety consistent with the requirement to conduct efficient operations and provisions of State and Federal Law.

The County agrees to provide such safety equipment and protective clothing as is required to conform to this Section. American National Standards Institute (ANSI) approved safety glasses are considered the basic minimum protective eyewear required for employees engaged in work assignments or in areas with potential eye hazards. Glasses must have a protective side-shield to comply with the ANSI standard for safety glasses. The term "safety glasses" includes both prescription and non-prescription safety glasses, with side shields, which meet the requirements the existing ANSI standard "American National Standard Practice for Occupational and Educational Eye and Face Protection." The side shield includes a device commonly attached to spectacles that provides side exposure protection to the eyes.

The County will provide prescription safety glasses from a County-designated supplier for those employees required to wear them at a maximum cost of three hundred ~~forty~~ eighty five dollars (~~\$350.00~~) (\$385.00). Lenses will be replaced by said provider when prescription changes occur. Lost or broken prescription glasses will be replaced by the County no more frequently than once every two years. Alternatively, employees may elect to go to their own optometrist and seek reimbursement for prescription safety glasses, new lenses when prescription changes occur, or replacement of lost or broken prescription glasses, under the same conditions and guidelines detailed above, provided the glasses they choose to purchase meet the same safety guidelines as those provided by the County-designated supplier.

Employees who are furnished safety equipment as required by their jobs are expected to wear/use such equipment whenever performing tasks requiring such use.

Tentative Agreement of: 10/30/25

For the County:

For the Union:

David Pak 10/30/25

Chung Park 30 Oct 25

David Pak, Chief Spokesperson Date

Chung Park, Chief Spokesperson Date



County of Solano  
&  
IUOE – Stationary Engineers, Local 39

2025 Contract Negotiations

09/17/25 Time: 2:42

Local 39 Proposal # 10

Local 39 reserves the right to alter, amend, modify, add to or subtract from the foregoing proposals as may be required during the course of negotiations.

8.4 Class A California Driver's License

A. Employees in the following classifications that are required to have a Class A California Driver's License with an X endorsement. However, subject to any applicable Civil Service rules or regulations, the County will eliminate the Hazardous Waste endorsement requirement (currently part of the X endorsement requirement) for the below-listed classifications; provided that if the County determines that a need exists for a larger number of employees to obtain the Hazardous Waste endorsement than do so voluntarily, the County may reinstate the Hazardous Waste endorsement requirement. Before reinstating the Hazardous Waste endorsement, the County will meet with the Union at least twenty-one (21) days prior and will make every effort to resolve any hardships that reinstatement might present for the impacted classifications. After such meeting, the County may reinstate the Hazardous Waste endorsement. For employees in the listed classifications who elect to obtain the Hazardous Waste endorsement voluntarily, subsections C and D below will continue to apply. All other components of the X endorsement will continue to be required.

1. Public Works Maintenance Worker
2. Senior Public Works maintenance Worker
3. Equipment Mechanic \*

(\* Section 8.4 shall only apply in instances that the County has made it a requirement, per the Equipment Mechanic classification specification. )

B. Public Works Trainees shall be required to obtain a Class A Driver's license with and X endorsement within six (6) months of appointment before promotion to Public Works Maintenance Worker; provided that the terms of subsection 2 above concerning the elimination, subsequent voluntary acquisition, and possible reinstatement of the Hazardous waste endorsement will also apply to the Public Works Trainee classification.

Tentative Agreement: Date: 10/14/25  
County: [Signature] Local 39: [Signature]

2025 Contract Negotiations

09/17/25

Local 39 Proposal # 10

- C. Solano County will reimburse all cost of testing, examining obtaining physical examinations and licensing for all employees who are required to have a Class A Driver's license with and X endorsement, including federal fees payable for a Hazardous Materials (HazMat) endorsement. Physical examination cost must be comparable to the actual cost for similar testing and examination done by the County's Clinic. It will be by mutual agreement of the parties whether the employee shall receive a physical from the county or their own personal physician. However, the County may direct employees to use county facilities if it is the lowest cost alternative and the employee is unwilling to pay the difference in cost.
- D. The County will provide up to thirty-two (32) hours on-the-job training to prepare employees to obtain their Class A license and/or X endorsement. Such training will be provided on County time on an individual, as needed basis by County staff. The length of training will be by mutual agreement of the employee and supervisor, not to exceed (32) total training hours.
- E. Current employees will be permitted to take physical exams, practice and take licensing test for their class A license and X endorsements during working hours at their regular rate of pay.
- F. The County will provide visible identification on all vehicles, which require other than a Class C license to operate, indicating what type of license and endorsement is required to operate the vehicle.

Tentative Agreement: Date: \_\_\_\_\_  
County: \_\_\_\_\_ Local 39: \_\_\_\_\_