

3/11/26

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The following constitutes the Total Tentative Agreement between the parties. Any Proposal not referenced herein shall remain status quo.

1. **Term [UP#10]**
2,7,9,5,8 MOU Section 2;
(82, 87, 89, 90 Section 1D)
See Attached [3 year expiring 9/30/28].
2. **Wages [UP#14]**
2,7,9, 5, 8, 89 Appendix B.
See attached
3. **Equity Adjustments [UP#8]**
Included with UP#14 above.
4. **Cafeteria Plan [UP#9]**
2,7,9, 5, 8 Section 6.3
See Attached
5. **Continuing Sideletters**
 - Recruitment/Retention Stipend (Units 2, 7, 9 & 5)
County is currently in the process of negotiating continued funding for these bonuses and will notify SEIU once that process is complete.
 - Regarding Library Hours (Units 2, 7, 9, 82, 87, 89, 90)
 - Business Systems Analyst, IT Analyst Administrative Leave (Unit 7)
 - The Parties understand that all other sideletters including those attached to the 2022-25 MOUs between SEIU and the County expired on October 25, 2025, and will not be continued in the successor MOU.

All Existing TA's

- Units 2,7,9, 5, 8, 82, 87, 89, 90 MOU Section 7.1- Safety (2/4/26)
- Units 2,7,9, 5, 82, 87, 89, 90 MOU Section 8.1- Bilingual Pay (2/4/26)
- Units 2,7,9, 5, 8, 82, 87, 89, 90 MOU Bilingual Pay Side letter (2/4/26)
- Units 2,7,9, 5, 8 MOU Section 22.5 & 22.6 Contracting Out (12/12/25)
- Units 2,7,9, 5, 8 MOU Section 9 Vacation (12/12/25)
- Units 2,7,9, 8, 82,87,89,90 MOU Section 6.15 & 8.5 & 11 Uniforms (12/12/25)
- Units 5 MOU Section 6.13 Continuing Education- revised (12/12/25)
- Units 2,7,9, MOU Section 8.5 Uniforms (11/7/25)

County of Solano and SEIU (Units 2,7,9, 5, 8, 82,87,89,90)

Date Passed: _____

Total Tentative Agreement – 3/11/26

Time Passed: _____

- Units 82, 87, 89, 90 MOU Section 11 Boot Reimbursement (11/5/25)
- Units 2,7,9 MOU Section 15 Probationary Period (11/5/25)
- Units 2,7,9, 5, 8 MOU Section 5.13 Overpayment/Underpayment (10/29/25)
- Units 2,7,9, 5, 8 MOU Section 6.12 Tuition Reimbursement (10/29/25)
- Unit 8 MOU Section 6.15.A.1(a)(i) Uniform Allowance (Park Ranger Supervisor) (10/29/25)
- Units 2,7,9, 5, 8 MOU Section 8.4 Standby Pay (10/29/25)
- Units 2,7,9, 5, 8 MOU Section 12 Bereavement (10/29/25)
- Units 2,7,9, 5, 8 MOU Section 5.8 Salary Upon Reclassification (10/21/25)
- Unit 8 MOU Section 6.15.B.1 Park Ranger Supervisor Protective Vests (10/21/25)
- Units 2,7,9, 5, 8 MOU Section 14 Holidays (10/21/25)

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

Total Tentative Agreement of: 3/11/26

For the County:

For the Union:





Charles Sakai, Chief Spokesperson

Nato Green, Chief Spokesperson

Date: 3/11/26

Date: 3/11/26

Unit # SEIU - 2,7,9, 5, 8, 82, 97, 89, 90

Date Passed: 3/11/26

Solano County Counter Proposal 2 to Union Proposal 10 – 3/11/26

Time Passed: 6:44PM

2,7,9,5,8 MOU Section 2 Term;
(82, 87, 89, 90 Section 1D)

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: 3/11/26

For the County:

For the Union:



Charles Sakai, Chief Spokesperson

Nato Green, Chief Spokesperson

Date: 3/11/26

Date: 3/11/26

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SIDE LETTER AGREEMENT

To the Memorandum of Understanding
Between the County of Solano and SEIU Local 1021
Units #2,7,9, 5,8, 82,87, 89, 90
Regarding Base Wage Increase Reopener

This will confirm an understanding reached between the County of Solano (hereafter referred to as the "County") and SEIU, Local 1021 (hereafter referred to as the "Union"), representing Units #2,7,9, 5,8, 82,87, 89, 90. 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.

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FOR THE COUNTY:

FOR THE UNION:

Niger Edwards
Director of Human Resources

Nato Green
Chief Negotiator

Date: _____

Date: _____

MOU Section Appendix B- Salary Schedule

Units 2,7,9,5,8

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

*(Revise values in table according to below)

2. Effective the first pay period following the Board of Supervisors' adoption of the collective bargaining agreement or the first pay period following ~~October 25, 2022~~ October 26, 2025, whichever is later, 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 3% wage increase described in paragraph 2 above, the County will provide market equity increases for the following classifications. The COLA and equity adjustments will be cumulative and not compounded (e.g., Animal Control Officer will receive a 7.9% equity adjustment plus a 3.0% COLA for a total of 10.9%).

1. Animal Control Officer: 7.9%
2. Animal Control Officer, Senior: 1.9%
3. Environmental Health Specialist (Journey): 5.2%
4. Environmental Health Specialist (Senior): 0.5%
5. Ag Biologist/Weights and Measures Inspector: 5.2%
6. Ag Biologist/Weights and Measures Inspector, Senior: 5.5%
7. Info Technology Analyst II: 13.8%
8. Info Technology Analyst III: 8.4%
9. Info Technology Analyst IV: 8.4%
10. Business Systems Analyst: 8.4%
11. Business Systems Analyst Senior: 8.4%
12. Legal Secretary: 6.4%
13. Legal Secretary Senior: 6.4%
14. Clerical Operations Supervisor: 7.7%
15. Librarian: 7.8%
16. Literacy Program Assistant: 7.8%
17. Literacy Program Assistant Senior: 6.1%
18. Library Assistant: 14.9%
19. Library Assistant Senior: 7.8%
20. Library Assistant, Supervising: 4.2%
21. Library Associate: 1.1%
22. Paralegal: 20.4%
23. Paralegal, Senior: 20.4%
24. Physical Therapist: 11.4%

- 25. Occupational Therapist: 11.4%
- 26. Public Health Nurse: 9.1%
- 27. Public Health Nurse Senior: 2.9%
- 28. Public Safety Dispatcher: 11.6%
- 29. Public Safety Dispatcher, Senior: 9.8%
- 30. Public Safety Dispatcher Technician: 6.5%
- 31. Public Safety Dispatcher Supervising: 3.2%

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 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 base wage rates will increase by ~~three~~ percent (~~3%~~) one percent (1%) of the base wage rates in effect the day before such increase takes effect.

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 wage would require mutual written agreement of the parties.

Unit 89

2. For those extra-help classifications not described in the Unit # 9 collective bargaining agreement, effective the first pay period following the Board of Supervisors' adoption of the collective bargaining agreement or the first pay period following ~~October 25, 2022~~ October 26, 2025, whichever is later, the base wage rates set forth in this the table 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, employees who receive pay or are on approved leave of absence 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 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, employees who receive pay or are on approved leave of absence 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 base wage rates will increase by ~~three percent (3%)~~ one percent (1%) of the base wage rates in effect the day before such increase takes effect.

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 wage would require mutual written agreement of the parties.

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Units 82, 87, 90

Effective concurrently with the wage increase on the first pay period following the Board of Supervisors' adoption of the collective bargaining agreement, employees who receive pay or are on approved leave of absence 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.

Effective concurrently with the October 25, 2026 wage increase, employees who receive pay or are on approved leave of absence 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.

Tentative Agreement of: 3/11/26

For the County:

For the Union:





Charles Sakai, Chief Spokesperson Date
3/11/26

Nato Green, Chief Spokesperson Date
3/11/26

Unit # SEIU - 2,7,9, 5, 8

Date Passed: 3/11/26

Solano County Counter Proposal 1 to Union Proposal 9 – 10/1/25

Time Passed: 6:44 PM

MOU Section 6 Benefits

Subsection 6.3 Cafeteria Plan

6.3 Cafeteria Plan

The County has established a Cafeteria Plan in conjunction with the California Public Employees' Retirement System (CalPERS) Health Insurance 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 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.

(Unit 2,7,9- existing language, add to Unit 5)

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 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.

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, 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, or alternatively and in lieu of the fifty dollar (\$50.00) per month contribution, for an employee enrolled in PEMHCA for "employee plus two or more dependents" shall receive a County contribution of eighty dollars (\$80.00) per month into the Cafeteria Plan when the employee's job classification has a maximum monthly salary as listed in the table below:

Maximum Salary of:	For \$80.00 Monthly Contribution as of:
\$6,692.00	On the same date of the wage increase in Appendix B paragraph 2
\$6,892.00	On the same date of the wage increase in

	Appendix B paragraph 3
\$7,020.00	On the same date of the wage increase in Appendix B paragraph 4
\$7,090.00	On the same date of the wage increase in Appendix B paragraph 5
\$7,161.00	On the same date of the wage increase in Appendix B paragraph 6

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 (\$50/\$80) shall sunset at the end of the last pay period in December 2022.~~

~~Effective the same pay period as the County's contribution of eighty percent (80%) of the PEMHCA Region 1 Kaiser Permanente family rate, Additionally, 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 \$50/\$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 ~~2022-2025~~ 2025-2028 MOU.

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 and fifty-eight cents (\$334.58) per month. Employees who waive coverage will receive no more than five hundred (\$500.00) per month minus the CalPERS Minimum Employer Contribution (MEC) as cash back.

Units 82,87,89,90

Section 16. Insurance

B. For an employee eligible for employer-sponsored health insurance under the County's Affordable Care Act policies/procedures, the County shall contribute as follows:

Medical Insurance

The County shall contract with the California Public Employees' Retirement System for health insurance under the Public Employees' Medical and Hospital Care Act ("PEMHCA"), with an effective date for health insurance not earlier than June 1, 2015.

The County's monthly contribution to provide health insurance benefits for the individual eligible employee and the employee's eligible dependents shall be adjusted in accordance with the Minimum Employer Contribution ("MEC") established by PEMHCA.

Cafeteria Plan

Effective January 1, ~~2023~~ 2026, the County's contribution to the cafeteria plan shall be set at a "pro-rata amount" of eighty percent (80%) of the ~~2023~~ 2026 PEMHCA Region 1 Kaiser Permanente family rate less the amount of the PEMHCA MEC. The "pro-rata amount" shall be defined as eighty percent (80%) of the total sum of the PEMHCA MEC and the cafeteria plan contributions, and of which the full value of the PEMHCA MEC shall be allocated first and all remaining County contribution shall be allocated to the cafeteria plan second.

Effective January 1, ~~2024~~ 2027, the County's contribution to the cafeteria plan shall be set at a "pro-rata amount" of eighty percent (80%) of the ~~2024~~ 2027 PEMHCA Region 1 Kaiser Permanente family rate less the amount of the PEMHCA MEC. The "pro-rata amount" shall be defined as eighty percent (80%) of the total sum of the PEMHCA MEC and the cafeteria plan contributions, and of which the full value of the PEMHCA MEC shall be allocated first and all remaining County contribution shall be allocated to the cafeteria plan second.

Effective January 1, ~~2025~~ 2028, the County's contribution to the cafeteria plan shall be set at a "pro-rata amount" of eighty percent (80%) of the ~~2025~~ 2028 PEMHCA Region 1 Kaiser Permanente family rate less the amount of the PEMHCA MEC. The "pro-rata amount" shall be defined as eighty percent (80%) of the total sum of the PEMHCA MEC and the cafeteria plan contributions, and of which the full value of the PEMHCA MEC shall be allocated first and all remaining County contribution shall be allocated to the cafeteria plan second.

The County's contribution toward the cafeteria plan may be used toward the cost of medical insurance only.

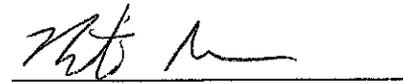
Tentative Agreement of: 3/11/26

For the County:



Charles Sakai, Chief Spokesperson

For the Union:



Nato Green, Chief Spokesperson

Date: 3/11/26

Date: 3/11/26

Unit # SEIU – 2,7,9,5,8 , 87, 89, 90

Date Passed: _____

Solano County Counter Proposal 2 to Union Proposal 12 – 01/27/26

Time Passed: _____

MOU Section 7- Safety and Workers' Compensation

7.1 - (2,7,9; 5; 8); 8 - (87, 89, 90)

All Sections modified to track the following (from 2, 7, 9)

7.1 Safety

SEIU and the County recognize the joint obligation to comply with applicable state and federal laws regarding employee safety. Therefore, the Parties 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 requirements to conduct efficient operations. The County agrees to **maintain such policies and procedures, and to provide such training,** safety equipment, and protective clothing as is required to conform with this section. **Employees are required to use provided safety equipment and protective clothing as directed.**

Designated ~~E~~employees represented by SEIU shall be asked to participate in department or division ~~HR-Risk H~~health and ~~S~~safety Committee(s), in accordance with California Occupational Safety and Health Act requirements. **Human Resources will determine the number of SEIU representatives and may designate other employees to participate.**

“Safety Concerns” will be a standing agenda item for the SEIU/HR Labor-Management Committee, and the Union may raise immediate safety concerns relating to facilities or other spaces where employees are assigned to work. The Parties intend that issues involving safety concerns will be addressed through the processes identified in this section prior to resort to the grievance procedure or other administrative complaint procedures.

The County will provide the following data to the Union upon request, but no more than once per calendar quarter: OSHA logs, OSHA citations, worker’s compensation data, incident reports, workplace violence reports, and any other non-confidential safety related data that is in the possession of County HR and Risk Management. The information provided will be anonymized or otherwise redacted for legal compliance.

Tentative Agreement of: 2/4/26

For the County:

For the Union:





Charles Sakai, Chief Spokesperson Date 2/4/26

Nato Green, Chief Spokesperson Date

SEIU Unit # 2,7,9,5,8,82,87,89,90

Tentative Agreement Solano County Counter Proposal 2 to Union Proposal 20

MOU Section 8- Incentives and Differentials (Units 2,7,9,5,8)

8.1 Bilingual Pay Differential

A. Eligibility

1. Any bilingual person employed in a designated public contact position, which has been assigned duties involving regular and frequent use of bilingual skills, shall be eligible to receive the additional compensation.
2. Regular and frequent use shall mean using the skill on the average of once per workday and/or fifty percent (50%) of the time. However, exceptions can be made at the discretion of the department and concurrence of the Director of Human Resources for unique circumstances.
3. Any bilingual employee who has been assigned duties involving the use of bilingual skills (e.g., interpreter) may be eligible to receive the additional compensation provided in this Section.
4. The provisions of this Section shall be limited to regular, probationary or limited-term full-time or part-time employees who are filling at least 50% of an allocated position. Eligible part-time employees will be reimbursed in proportion to the percentage of the time worked.
5. The provisions of this Section shall not apply to supervisory positions with the exception of working supervisors who spend at least fifty percent (50%) of their time in direct contact with the public.
6. The compensable second languages shall be limited to those required in the delivery of public services to the various target groups within the County (~~e.g.~~ including but not limited to Spanish, Tagalog, etc.).

B. Bilingual Differential Allowance

1. Designated employees shall be eligible to receive additional compensation at the rate of ~~\$75.00~~ \$80.00 per pay period (approximately ~~\$1950~~ per year).

2080
MG CPJ

2. Such compensation shall be effective the first day of the payroll period following certification by the Department of Human Resources that the employee is eligible to receive the bilingual differential.

C. Termination of Compensation

The bilingual differential allowance shall cease when any of the following occurs:

1. The employee terminates their employment with the County
2. The employee is released from County employment.
3. The position is determined to no longer require bilingual skills.
4. The employee is assigned to a position not requiring the bilingual ability.

An employee who is on leave of absence without pay during a pay period shall receive the bilingual differential in proportion to the relationship the time worked during that pay period bears to eighty (80) hours.

D. Procedures for Requesting the Bilingual Differential Allowance

1. Recommendations for bilingual appointments shall be submitted by the department head to the Department of Human Resources and shall include:
 - a. Name and class of each employee recommended for duties requiring bilingual skills.
 - ~~b. A description of the bilingual duties to be performed by each employee in sufficient detail to indicate second language to be utilized, purpose, nature, and frequency of use.~~
 - b.e Location of assignment
2. An employee may appeal the recommendation of the department head to the Director of Human Resources or the Director's designee who shall approve or deny the request. The Director of Human Resources or the Director's designee's decision may be appealed to the Civil Service Commission.
3. The Director of Human Resources or the Director's designee shall evaluate the recommendation and approve or deny the request.
4. A department head may appeal denial of the request by the Director of Human Resources or the Director's designee to the Civil Service

Commission, which shall make a final decision to approve or deny the request

Unit # 5

8.1

Bilingual Pay Differential

A. ~~Eligibility~~

- ~~1. Any bilingual person employed in a designated public contact position, which has been assigned duties involving regular and frequent use of bilingual skills, shall be eligible to receive the additional compensation.~~
- ~~2. Regular and frequent use shall mean using the skill on the average of once per workday and/or fifty percent (50%) of the time. However, exceptions can be made at the discretion of the Department and concurrence of the Director of Human Resources (or the Director's designee from within Human Resources) for unique circumstances.~~
- ~~3. Any bilingual employee who has been assigned duties involving the use of bilingual skills (e.g., interpreter) may be eligible to receive the additional compensation provided in this Sub-Section.~~
- ~~4. The provisions of this Sub-Section shall be limited to those employees occupying regular, probationary or limited term full-time positions or part-time employees who are filling at least 50% of an allocated position. Eligible part-time employees will be reimbursed in proportion to the percentage of the time worked.~~
- ~~5. The provisions of this Division shall not apply to supervisory positions with the exception of working supervisors who spend at least fifty percent (50%) of their time in direct contact within the public.~~
- ~~6. The compensable second languages shall be limited to those required in the delivery of public services to the various target groups within the County (e.g., Spanish, Tagalog).~~

B. ~~Bilingual Differential Allowance~~

- ~~1. Designated employees shall be eligible to receive additional compensation at the rate of \$65.00 per pay period (approximately \$1690.00 per year).~~
- ~~2. Beginning the latter of full adoption of the successor collective bargaining agreement or the pay period which contains January 1, 2016, designated employees shall be eligible to receive additional compensation at the rate of \$75.00 per pay period (approximately \$1,950.00 per year).~~

3. ~~Such compensation shall be effective on the first day of the payroll period following certification by the Department of Human Resources that the employee is eligible to receive the bilingual differential.~~

C. ~~Procedure for Requesting the Bilingual Differential Allowance~~

1. ~~Recommendations for bilingual appointments shall be submitted by the department head to the Department of Human Resources and shall include:~~
 - a. ~~Name and class of each employee recommended for duties requiring bilingual skills.~~
 - b. ~~A description of the bilingual duties to be performed by each employee in sufficient detail to indicate second language to be utilized, purpose, nature and frequency of use.~~
 - c. ~~Location of assignment.~~
2. ~~An employee may appeal the recommendation of the department head to the Director of Human Resources who shall approve or deny the request. The Director of Human Resources shall evaluate the recommendation and approve or deny the request.~~

D. ~~Termination of Compensation~~

~~The bilingual differential allowance shall cease when any of the following occurs:~~

1. ~~The employee terminates their employment with the County.~~
2. ~~The employee is released from County employment.~~
3. ~~The position is determined to no longer require bilingual skills or, as to the Alternative Bilingual Allowance, the position no longer requires use of bilingual skills at or above the 75% threshold.~~
4. ~~The employee is assigned to a position not requiring the bilingual ability.~~

~~An employee who is on leave of absence without pay during a pay period shall receive the bilingual difference in proportion to the relationship the time worked during that pay period bears to eighty (80) hours.~~

Unit # 8

8.1 Bilingual Pay Differential

A. ~~Eligibility~~

1. ~~Any bilingual person employed in a designated public contact position, which has been assigned duties involving regular and frequent use of bilingual skills, shall be eligible to receive the additional compensation.~~

2. ~~Regular and frequent use shall mean using the skill on the average of once per work day and/or fifty percent (50%) of the time. However, exceptions can be made at the discretion of the department head and concurrence of the Director of Human Resources or the Director's designee for unique circumstances.~~
3. ~~Any bilingual employee who has been assigned duties involving the use of bilingual skills (e.g., interpreter) may be eligible to receive the additional compensation provided in this Section.~~
4. ~~The provisions of this Section shall be limited to regular, probationary or limited term full-time or part-time employees who are filling at least 50% of an allocated position. Eligible part-time employees will be reimbursed in proportion to the percentage of the time worked.~~
5. ~~The provisions of this Section shall not apply to supervisory positions with the exception of working supervisors who spend at least fifty percent (50%) of their time in direct contact with the public.~~
6. ~~The compensable second languages shall be limited to those required in the delivery of public services to the various target groups within the County (e.g., Spanish, Tagalog).~~

~~B. Bilingual Differential Allowance~~

1. ~~Designated employees shall be eligible to receive additional compensation at the rate of \$65.00 per pay period (approximately \$1690.00 per year).~~
2. ~~Beginning the latter of full adoption of the successor collective bargaining agreement or the pay period which contains January 1, 2016, designated employees shall be eligible to receive additional compensation at the rate of \$75.00 per pay period (approximately \$1,950.00 per year).~~
3. ~~Such compensation shall be effective the first day of the payroll period following certification by the Human Resources Department that the employee is eligible to receive the bilingual differential.~~

~~C. Termination of Compensation~~

1. ~~The bilingual differential allowance shall cease when any of the following occurs:~~
2. ~~The employee terminates their employment with the County.~~
3. ~~The employee is released from County employment.~~
4. ~~The position is determined to no longer require bilingual skill.~~
5. ~~The employee is assigned to a position not requiring the bilingual ability.~~

An employee who is on leave of absence without pay during a pay period shall receive the bilingual differential in proportion to the relationship the time worked during that pay period bears to eighty (80) hours.

~~D. Procedures for Requesting the Bilingual Differential Allowance~~

~~Recommendations for bilingual appointments shall be submitted by the department head to the Human Resources Department and shall include:~~

- ~~1. Name and class of each employee recommended for duties requiring bilingual skills.~~
- ~~2. A description of the bilingual duties to be performed by each employee in sufficient detail to indicate second language to be utilized, purpose, nature, and frequency of use.~~
- ~~3. Location of assignment.~~
- ~~4. An employee may appeal the recommendation of the department head to the Director of Human Resources or the Director's designee who shall approve or deny the request. The Director of Human Resources or the Director's designee's decision may be appealed to the Civil Service Commission.~~
- ~~5. The Director of Human Resources or the Director's designee shall evaluate the recommendation and approve or deny the request.~~
- ~~6. A department head may appeal denial of the request by the Director of Human Resources or the Director's designee to the Civil Service Commission, which shall make a final decision to approve or deny the request.~~

MOU Section 8.1 (6F) Units 82,87,89, 90

8.1 (6F) Bilingual Pay Differential

E. Eligibility

1. Any bilingual person employed a minimum of twenty (20) hours per week in a designated public contact position, which has been assigned duties involving regular and frequent use of bilingual skills, shall be eligible to receive the additional compensation.
3. Regular and frequent use shall mean using the skill on the average of once per workday and/or fifty percent (50%) of the time. However, exceptions can be made at the discretion of the department and concurrence of the Director of Human Resources for unique circumstances.
7. Any bilingual employee who has been assigned duties involving the use

of bilingual skills (e.g., interpreter) may be eligible to receive the additional compensation provided in this Section.

8. The provisions of this Section shall be limited to regular, probationary or limited-term full-time or part-time employees who are filling at least 50% of an allocated position. Eligible part-time employees will be reimbursed in proportion to the percentage of the time worked.
9. The provisions of this Section shall not apply to supervisory positions with the exception of working supervisors who spend at least fifty percent (50%) of their time in direct contact with the public.
10. The compensable second languages shall be limited to those required in the delivery of public services to the various target groups within the County (e.g., including but not limited to Spanish, Tagalog, etc.).

D. Bilingual Differential Allowance

1. Designated employees shall be eligible to receive additional compensation at the rate of ~~\$75.00~~ \$80.00 per pay period (approximately ~~\$1950~~ 2070 per year). *MOD*
2. Such compensation shall be effective the first day of the payroll period following certification by the Department of Human Resources that the employee is eligible to receive the bilingual differential.

E. Termination of Compensation

The bilingual differential allowance shall cease when any of the following occurs:

1. The employee terminates their employment with the County
2. The employee is released from County employment.
3. The position is determined to no longer require bilingual skills.
4. The employee is assigned to a position not requiring the bilingual ability.

An employee who is on leave of absence without pay during a pay period shall receive the bilingual differential in proportion to the relationship the time worked during that pay period bears to eighty (80) hours.

E. Procedures for Requesting the Bilingual Differential Allowance

2. Recommendations for bilingual appointments shall be submitted by the department head to the Department of Human Resources and shall include:
 - c. Name and class of each employee recommended for duties requiring bilingual skills.
 - ~~d. A description of the bilingual duties to be performed by each employee in sufficient detail to indicate second language to be utilized, purpose, nature, and frequency of use.~~
 - b.e Location of assignment

2. An employee may appeal the recommendation of the department head to the Director of Human Resources or the Director's designee who shall approve or deny the request. The Director of Human Resources or the Director's designee's decision may be appealed to the Civil Service Commission.

3. The Director of Human Resources or the Director's designee shall evaluate the recommendation and approve or deny the request.

4. A department head may appeal denial of the request by the Director of Human Resources or the Director's designee to the Civil Service Commission, which shall make a final decision to approve or deny the request

Tentative Agreement of: 2/4/26

For the County:



Charles Sakai, Chief Spokesperson Date

2/4/26

For the Union:

 2/4/26

Nato Green, Chief Spokesperson Date

2/4/26
12:15pm

TENTATIVE AGREEMENT FOR

SIDE LETTER AGREEMENT

To the Memorandum of Understanding
Between the County of Solano and SEIU Local 1021
Units #2,7,9, 5,8, 82,87, 89, 90
Regarding Exploration of Enhanced Tier II Bilingual Differential Pay

This will confirm an understanding reached between “the parties”, County of Solano and SEIU, Local 1021, representing Units #2,7,9, 5,8, 82,87, 89, 90, to memorialize the parties’ mutual intent to explore the feasibility and implementation of an enhanced Tier II bilingual differential pay for certified bilingual direct service staff.

Background

The parties recognize the critical role of certified bilingual staff in providing equitable and effective services to residents whose primary language is not English. To support recruitment, retention, and quality service delivery, the parties agree to evaluate options for an enhanced Tier II bilingual differential pay structure for bilingual staff who primarily serve residents whose primary language is not English.

Terms of Agreement

1. Scope of Discussion

The parties agree to meet and confer regarding the development of an enhanced Tier II bilingual differential pay for employees who:

- Hold a valid bilingual certification recognized by the Employer.
- Currently occupy a direct service position that is designated as bilingual.
- Exclusively or nearly exclusively provide services to residents whose primary language is not English. (For clarity, Tier II eligibility shall be limited to staff whose primary caseload or assignment consists almost entirely of bilingual residents.)

The parties agree to begin the meet and confer pursuant to this side letter agreement during the month of July 2026, or within ninety (90) days of the adoption of the successor memorandum of understanding (“MOU”), whichever is later.

2. Objectives

- Assess operational and fiscal impacts of implementing an enhanced Tier II bilingual differential.
- Clearly define Tier II eligibility criteria, certification processes, and verification requirements.
- Establish timelines for implementation, if agreed upon.

3. Commitment to Bargain

- This Agreement does not constitute a waiver of any rights under the collective bargaining agreement.
- Any changes to compensation shall be subject to formal negotiations and ratification by both parties.

4. Duration

- This Agreement shall remain in effect until 24 months after it is fully executed and then shall expire by its own terms, without prejudice to either party raising the subject for negotiations in the future or to the parties by mutual agreement deciding to continue the discussions provided for herein.

//

//

FOR THE COUNTY:

FOR THE UNION:

 Niger Edwards
 Director of Human Resources

 Nato Green
 Chief Negotiator

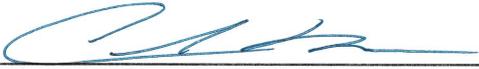
Date: _____

Date: _____

Tentative Agreement of: 2/4/26

For the County:

For the Union:



 2/4/26

 Charles Sakai, Chief Spokesperson Date
 2/4/26

 Nato Green, Chief Spokesperson Date

Unit # SEIU – 2,7,9,5,8

Date Passed: 12/12/25

Solano County Counter Proposal 3 to Union Proposal 17 – 12/12/25

Time Passed: 308 pm

MOU Section 22- Other Provisions- Contracting Out

Units 2, 7, 9 – Section 22.5

Unit 8 – Section 22.6

Beginning January 1, 2026, prior to contracting out work which is customarily and routinely performed by employees in classifications covered by this Memorandum of Understanding, the County agrees to provide notice at least sixty (60) calendar days prior notice to the Union consistent with Government Code 3504.1, effective January 1, 2026 and as amended thereafter, and to meet and confer on the impact of the contracting out.

This section does not apply to the hiring of temporary workers to fill vacancies pending the hiring of regular employees.

Beginning January 1, 2027, and annually through the MOU term, the County will provide the Union with a searchable spreadsheet which can be used by the Union to identify contracts which fall within the scope of work of Union represented job classifications.

Unit 5 – Section 22.5

Beginning January 1, 2026, prior to contracting out work which is customarily and routinely performed by employees in classifications covered by this Memorandum of Understanding, the County agrees to provide notice to the Union consistent with Government Code 3504.1, effective January 1, 2026 and as amended thereafter.

The employer shall not contract out any work currently being performed by bargaining unit workers, which represents a substantial expansion of, and or departure from, current practice without first giving the Union ninety (90) days notice prior to the letting of any such contract.

Before any work is contracted out, the County must negotiate with the Union over possible alternatives to contracting out.

This section does not apply to the hiring of temporary workers to fill vacancies pending the hiring of regular employees.

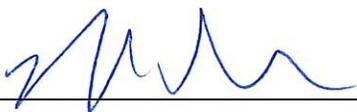
Beginning January 1, 2027, and annually through the MOU term, the County will provide the Union with a searchable spreadsheet which can be used by the Union to identify contracts which fall within the scope of work of Union represented job classifications.

Tentative Agreement of: Dec. 12, 2025

For the County:

For the Union:



 12/12/25

Charles Sakai, Chief Spokesperson Date 12/12/25

Nato Green, Chief Spokesperson Date

Unit # SEIU - 2,7,9, 5, 8

Date Passed: 12/12/25

Solano County Counter Proposal 1 to Union Proposal 23 – 10/29/25

Time Passed: 3/0

MOU Section 9- Vacation

A. Accrual

- 1. Every employee in a full-time regular or limited-term position shall receive vacation benefits for each pay period of continuous service according to the following schedule:

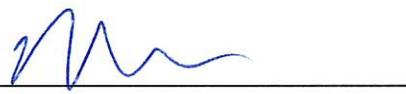
Pay Periods of Continuous Service	Per Pay Period of Continuous Service	Maximum Earnable Vacation Accrual
0 through 78 pay periods	3.08 hours	160 <u>200</u> hours
79 through 260 pay periods	4.62 hours	240 <u>280</u> hours
Over 260 pay periods	6.16 hours	320 <u>360</u> hours

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: Dec. 12, 2025

For the County:

For the Union:

Charles Sakai, Chief Spokesperson

Nato Green, Chief Spokesperson

Date: 12/12/25

Date: 12/12/25

Unit # 8, SEIU

MOU Section # 6.15- Uniforms

6.15 B. Uniforms and Protective Attire Provided

1. Uniforms

- a. The County agrees to provide on an as needed basis at the department head’s discretion and up to the following maximum quantity, shirts to be of a quality and color and other specifications as determined by the County.

Class	Maximum
Custodial Supervisors	5 Shirts <u>and 5 T-shirts; 5 pants or 3 pairs of bib overalls; and 1 pair of coveralls</u>
Fleet Services Supervisors	<u>5 shirts and 5 pants, or 5 coveralls</u> or 5 Smocks
Public Works Maintenance Supervisors	5 Shirts and 5 orange T-shirts
Groundskeeper Supervisors	5 Shirts and 5 T-shirts; 5 pants or 3 pairs of bib overalls; and 1 pair of coveralls
Facilities Operations Supervisors	5 Shirts and 5 T-shirts; 5 pants or 3 pairs of bib overalls; and 1 pair of coveralls

- ~~c. Park Ranger Supervisors shall be provided with a bulletproof vest of a type and style approved by the department head which shall be worn at all times while on duty.~~
- d. The Director of General Services, with County Administrator concurrence, may provide a supervisor represented under the Unit 8 collective bargaining agreement with safety shoes and/or up to the same levels of the Groundskeeper Supervisor when said supervisor is also expected, and does, perform both supervisory duties and perform the work of their subordinate skilled craft and service maintenance employees.
- d. The County shall provide weekly laundry services for uniforms only at no cost to Fleet Services Supervisor classification.

Unit 2, 7, & 9 MOU

[Reject separate boot allowance for SSO and Animal Control; accept shirts, pants, and jacket for Building Inspector.]

MOU Section # 8. 5- Uniform Allowance

8.5. Uniforms and Protective Attire Provided

..

- 2. The uniform allowance amounts specified above for employees classified as Animal Control Office, Animal Control Officer (Senior), Animal Care Specialist, Animal Care Specialist, Lead, and Veterinarian Technician (Registered), Sheriff’s Security Officer, and Sheriff’s Security Officer (Senior) shall also cover the cost of purchasing footwear (boots or non-slip resistant shoes, as specified by the Department). The parties agree that the Sheriff’s Office shall have the sole discretion in identifying the make, model and color of the uniforms and footwear. Employee’s provided a uniform allowance shall be required to wear such uniform in accordance with Department Policy.

4. Uniforms and Protective Attire Provided

a. Uniforms:

1. Health Care personnel who are required to wear lab coats will have them provided by the County.

2. The County agrees to provide on an as needed basis at the department head's discretion and up to the following maximum quantity, shirts to be of a quality and color and other specifications as determined by the County.

<u>Class</u>	<u>Maximum</u>
<u>Building Inspector I, II, Senior</u>	<u>5 Shirts and 5 pants</u>

3. [moved from "C"] The County agrees to provided one light and one heavy weight safety jacket to employees in the classes of Building Inspector I, Building Inspector II, Building Inspector (Senior), and for the Courier and Inventory Clerk regularly assigned to the County Surplus Warehouse. Color and quality to be selected by management following consultation with the employees. The jackets will be replaced on an as needed basis as determined by management. It is expected that the employees will wear the jackets during periods of cool or inclement weather.

Unit # 82,87,89,90, SEIU Extra Help

MOU Section # 11 - Uniforms

11 B. Uniforms Provides

B. UNIFORMS PROVIDED

1. Health Care personnel who are required to wear lab coats will have them provided by the County.

~~2. Animal Shelter Attendants will be provided a jump suit at the time of hire.~~

23. The County agrees to provide on an as needed basis at the department head's discretion and up to the following maximum quantity uniforms:

<u>Class</u>	<u>Maximum</u>
<u>Animal Control Officers</u>	<u>Up to 3 sets of uniforms per year</u>
<u>Sheriff Security Officers</u>	<u>Up to 3 sets of uniforms per year</u>

Tentative Agreement of: 12/12/25

For the County:

For the Union:



 12/12/23

Charles Sakai, Chief Spokesperson Date

Nato Green, Chief Spokesperson Date

12/12/25

REVISED

Unit # SEIU - 5

Date Passed: 11/21/25

Solano County Counter Proposal 1 to Union Proposal 11- 10/29/25

Time Passed: via email 4:02PM

Unit 5

6.13 Continuing Education Days

A. Eligible Classifications – With the authority of the department head or designee, a probationary, or regular full time Mental Health Clinician licensed by the State of California Board of Behavioral Science Examiners as either a Marriage and Family Therapist (MFT) or Licensed Clinical Social Worker (LCSW) or Licensed Professional Clinical Counselor (LPCC), and Clinical Psychologists licensed by the California Board of Psychology, may be granted up to thirty-six (36) hours in a two fiscal year period (July 1-June 30) to attend continuing education courses which meet the requirements of the Boards, and overlap their regular work schedule.

Psychiatric Technicians, licensed by the California Board of Vocational Nursing and Psychiatric Technicians, may be granted up to thirty (30) hours in a two fiscal year period to attend continuing education courses which meet the requirements of the Board. Part-time employees will receive continuing education days on a pro-rata basis.

Substance Abuse Prevention Specialists, who are required to renew their certification as an Alcohol and Other Drug counselor, may be granted up to forty (40) hours in a two fiscal year period to attend qualified continuing education courses.

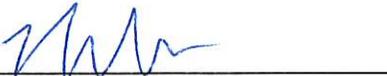
Clinical Services Associates and Mental Health Clinicians (Registered), who are required to possess certification as a result of their duties to perform drug and alcohol counseling, may be granted up to forty (40) hours in a two fiscal year period to attend courses which meet continuing education requirements.

The continuing education hours granted will be for class hours and travel time only.

Tentative Agreement of: 12/12/25 ✓

For the County:

For the Union:



Charles Sakai, Chief Spokesperson

Nato Green, Chief Spokesperson

Date: 12/12/25

Date: 12/12/25

Solano County Proposal 3 – 10/6/25

MOU Section # 8 Incentives and Differentials

8.5 Uniform Allowance

4. Uniforms and Protective Attire Provided

Health Care personnel who are required to wear lab coats will have them provided by the County.

Protective Attire

- a. The County will provide a boot reimbursement in the amount of two hundred and fifty dollars (\$250.00) annually for the purchase of safety boots for the following classification series:
 - i. Agriculture Biologist/Weights and Measures Inspectors
 - ii. Building Inspector
 - iii. Civil Engineer
 - iv. Code Compliance Officer
 - v. Courier
 - vi. Environmental Health Specialist
 - vii. Engineering Technician
 - viii. Geologist
 - ix. Hazardous Materials Specialist
 - x. Inventory Coordinator
 - xi. Inventory Clerk
 - xii. Laundry Coordinator

Classifications assigned to the Administrative Support Bureau in Health and Social Services that are designated by the Department to wear safety boots shall also be eligible for this boot reimbursement.

The County will provide a boot reimbursement in the amount of one hundred seventy-five dollars (\$175.00) per year for the purchase of slip resistant shoes for the Food Services Coordinator classification.

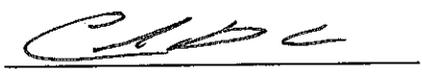
A. Safety boots shall meet legally mandated safety requirements or departmental standards as required by the Department head. Employees who are eligible to receive the boot reimbursement shall procure and wear the boots at all times while on duty or as required by departmental standards.

~~B.A.~~ Supervisors shall have the authority to issue or purchase gloves for General Services Department employees on an as-needed basis. Such determination of need to be made by the supervisor under the general guidelines provided by the General Services Department.

~~C.~~ B. The County agrees to provided one light and one heavy weight safety jacket to employees in the classes of Courier and Inventory Clerk regularly assigned to the County Surplus Warehouse. Color and quality to be selected by management following consultation with the employees. The jackets will be replaced on an as needed basis as determined by management. It is expected that the employees will wear the jackets during periods of cool or inclement weather.

Tentative Agreement of: 11/7/25

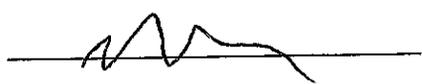
For the County:



Charles Sakai, Chief Spokesperson

Date: 11/2/25

For the Union:



Nato Green, Chief Spokesperson

Date: 11/7/25

Tentative Agreement for Solano County Proposal 6 MOU Section# 11 Uniforms

Date Passed: 11/3/25

Unit# 82,87,89, 90 - EH SEIU

Time Passed: 1043am

MOU Section # 11 Uniforms

C. BOOT REIMBURSEMENT

With the exception of Inventory Clerk in the Office of the Registrar of Voters (ROV), the County will provide a boot reimbursement in the amount of two hundred and fifty dollars (\$250.00) every two (2) years for Department Aides who work at the County Parks and employees in classifications where employees in a regular position receive a boot reimbursement (including classifications where the boot reimbursement is part of the uniform allowance).

Employees are expected to maintain their boots for the full two (2) year period and are entitled to only one (1) boot reimbursement every two (2) years, regardless of employment status. For example, if an employee receives a boot reimbursement in June 2023, ends their extra help position in December of 2023, and reinstates in June of 2024, the employee will not be entitled to a new boot reimbursement until June 2025.

Safety boots shall meet legally mandated safety requirements or departmental standards.

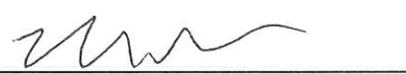
Employees who receive the boot reimbursement shall wear the boots at all times while on duty.

Tentative Agreement of: 11/5/25

For the County:

For the Union:





Charles Sakai, Chief Spokesperson

Nato Green, Chief Spokesperson

Date: 11/5/25

Date: 11/5/25

MOU Section # 15 Probationary Period

15.1 Probationary Period

- A. All new or re-employed employees in full-time regular positions, shall serve a probationary period of thirteen (13) full pay periods from the date of appointment ending with the last day of the thirteenth (13th) full pay period with the exception of Dispatchers, Animal Control Officers, and Sheriff's Security Officers who shall serve a probationary period as defined ~~above of twenty-six (26) full pay periods~~ below in Subsection F.
- B. All full-time employees who transfer from one department to another shall serve a probationary period of thirteen (13) full pay periods from the date of transfer. In addition, all full-time employees who are promoted shall serve a probationary period of thirteen (13) full pay periods from the date of promotion ending with the last day of the thirteenth (13th) pay period.
- C. All part-time employees shall serve an extended probation period beyond thirteen (13) pay periods in proportion to the relationship their basic workweek bears to forty (40) hours.
- D. An employee who is permitted by the employee's department head to work beyond the end of the probation period shall be deemed to have passed the employee's probation period.
- E. The initial or promotional probationary period may exceed thirteen (13) full pay periods of active duty when the extension is by mutual agreement between the probationer, appointing authority and the Director of Human Resources. The probationary period shall not exceed twenty-six (26) full pay periods. The Union shall be provided a copy of any extension by mutual agreement to a probationary period that is allowed by this provision.
- F. Animal Control Officers, Sheriff Security Officers, and Public Safety Dispatchers
 - (1) ~~For Dispatchers and Animal Control Officers, and Sheriff Security Officers, the initial or promotional probationary period shall be may exceed twenty-six (26) full pay periods of active duty. The initial or promotional probationary period may exceed twenty-six (26) pay periods~~ when the extension is by mutual agreement between the probationer, appointing authority and the Director of Human Resources. The probationary period shall not exceed thirty-nine (39) full pay periods.
 - (2) For Public Safety Dispatchers:
 - a. When hired as a Public Safety Dispatcher (Entry) classification, the probationary period shall be thirty-nine (39) pay periods.
 - b. When hired or promoted as a Public Safety Dispatcher (Journey) classification, the probationary period shall be twenty-six (26) pay periods.
 - c. When hired as a Public Safety Dispatcher (Senior) classification, the probationary period will be twenty-six (26) pay periods. When promoted to a Public Safety Dispatcher (Senior) classification from within the Solano County Public Safety Dispatcher series, the probationary period will be thirteen (13) pay periods.

- G. Any leave-of-absence with or without pay, military leave-of-absence or jury duty exceeding seven (7) calendar days shall cause the employee's probation period to be extended by an amount equal to the number of pay periods during which the employee was on the leave- of-absence with or without pay, military leave or jury duty.
- H. There shall be an evaluation of each employee's job performance seven (7) pay periods from the date of appointment to regular or limited-term position and before any merit increase or every twenty-six (26) pay periods after reaching the top step of the salary grade for the class in which they are employed.
- I. Not later than two (2) pay periods prior to the end of an employee's probationary period, the department head or their designee should provide a probationary period performance evaluation.
- J. New and reemployed employees who have not completed their initial probationary period are eligible for promotion. They are not eligible to transfer from one department to another unless the allocated position occupied by that employee is transferred to another department.
- K. Rejection of Probation
 - 1. A probationary employee may be separated from the service at any time during the probation period without right of appeal or hearing unless the employee alleges that such separation was based upon discrimination. In such cases, the appeal and hearing shall be processed in accordance with Section 18 of this Memorandum of Understanding.
 - 2. An employee who has completed the probationary period following initial appointment, but fails to complete the probationary period for a position to which the employee has been promoted, demoted, or transferred shall have the right of appeal in accordance with Section 18 of this Memorandum of Understanding.

Tentative Agreement of: 11/3/2023

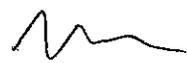
For the County:



Charles Sakai, Chief Spokesperson

Date: 11/5/21

For the Union:



Nato Green, Chief Spokesperson

Date: 11/3/2023

Units # 2,7,9,5,8 - SEIU

Date Passed: 10/29/25

Solano County Counter Proposal 1 to Union Proposal 15 – 10/29/25

Time Passed: 3:56 PM

MOU Section 5- Salaries

5.13 Overpayment/Underpayment

A. This provision applies when the Auditor-Controller determines that an error has been made to either the employee's earnings, taxes, deductions or accrued leaves. In such cases, the County, for purposes of future compensation, shall adjust such earnings, taxes, deductions or accrued leaves to the correct rate. The Auditor shall give written notice to the employee of the error, which shall include the option to meet with the Auditor to discuss the over/underpayment. If the Employee identifies an error and reports it to the Auditor, the Auditor will have ten business days to acknowledge and provide an initial response to the request. The employee may be accompanied by a Union representative to any such meeting. As used in this section:

E. In the case of an underpayment, the County will pay the employee a one-time adjustment through payroll within two (2) pay periods following resolution of the claim unless the employee and the Auditor-Controller agree to an alternate method.

Tentative Agreement of: 10/29/25

For the County:

For the Union:



Charles Sakai, Chief Spokesperson

Nato Green, Chief Spokesperson

Date: 10/29/25

Date: 10/29/25

Unit # SEIU - 2,7,9, 5, 8

Date Passed: 10/29/25

Solano County Proposal # 8 – 10/29/25

Time Passed: 3:56 PM

MOU Section 6- Benefits

6.12 Tuition Reimbursement Program

C. Policy for Tuition Reimbursement

- A. Courses must be related to the work of the employee's position, career development or occupation in such a fashion as will offer substantial benefit to the County.
- B. Courses which are directly related to the employee's work may be taken on not more than fifty-percent (50%) of the County's time. Employees taking approved courses which encroach on their scheduled working hours may be granted paid time off for such encroaching hours up to a total maximum amount of paid time off from work equal to fifty-percent (50%) of the class time. Courses not directly related to the employee's work, such as career development, shall be on the employee's own time.
- C. Courses must be taken for credit; audited courses will not be reimbursed.
- D. Courses must be taken at accredited institutions.
- E. Course work may be completed in person, online, or through correspondence.
- F. Prerequisite courses for eligible courses or courses which are required for the completion of a specific program are also eligible for tuition reimbursement. However, reimbursement shall not be made until the appropriate eligible courses have been satisfactorily completed.
- G. Courses are not eligible for tuition reimbursement if they:
 - a. Are taken to bring unsatisfactory performance up to an acceptable level, unless the course is directed to correct a deficiency.
 - b. Are taken to acquire skills or knowledge which the employee was deemed to have when appointed.
 - c. Duplicate in-services training which is available.
 - d. Duplicate training which the employee has already had.
- H. Conventions, workshops, institutes, etc., are not included in the Tuition Reimbursement Program. An exception may be made for conferences, institutes

of workshops when these events provided the employee with continuing education units (CEUs) which are required to attain or maintain a certification or license which is required by the county for the employee's position. Attendance at such an event and the eligibility for inclusion under this education reimbursement provision must be approved by the Department Head in advance.

- I. Reimbursement shall be subject to certification by the department concerned that the course of study is directly related to the work of an employee.
- J. Requests for reimbursement must be approved before the course is undertaken and such approval shall be subject to the availability of funds for tuition reimbursement within the Department of Human Resources.
- K. Reimbursement shall be made only upon presentation of evidence of payment for and successful completion of courses (as evidence by a passing grade of "C" or higher, or its equivalent, or "CR" when the course is required as a milestone course to complete the degree program) and a satisfactory (standard or above) current performance evaluation. Reimbursement is made for the fiscal year in which the course is completed and documentation must be presented to the Department of Human Resources within ninety (90) calendar days after the course completion date.

D. Nature of Reimbursement

1. Reimbursement may be made in the amount of fifty percent (50%) of actual out-of-pocket expenditures for tuition, registration fees, laboratory fees and required textbooks. Other related expenses and incidental costs are not reimbursable.
2. Reimbursement shall be limited as follows:
 - a. No employee shall be reimbursed for more than two (2) courses in a single semester or quarter. When the educational institution does not recognize a semester or quarter system (e.g. self-paced classes), the employee may seek reimbursement for not more than three courses in a four-month period within the same fiscal year.
 - b. The maximum reimbursement that may be received by an employee in one fiscal year shall be ~~two thousand (\$2,000) dollars. Effective July 1, 2023, the maximum reimbursement that may be received by an employee in one fiscal year shall be~~ five thousand dollars (\$5,000).
 - c. An employee shall be reimbursed for expenses totaling five dollars (\$5.00) or more for a single course. Expenses less than five dollars (\$5.00) for a single course are not reimbursable.
 - d. No employee shall be reimbursed for non-resident fees above the normal resident fees.

E. Procedure for Tuition Reimbursement

1. Prior to the course start date, the employee shall submit the request to their department head who shall either recommend approval of the request or deny it, based on the criteria set forth in this policy. If the department head recommends approval, the department head shall forward the application to the Director of Human Resources or their designee.
2. The employee shall apply for Tuition Reimbursement through such supervisory channels as are designated by the head of department head, on forms provided by the Director of Human Resources or the Director's designee.
3. An employee may appeal denial of the request by the department head to the Director of Human Resources or the Director's designee and the Director of Human Resources' or the designee's decision (unless the reason for denial is lack of funds) to the grievance procedure provided in this MOU.
4. Upon completion of an approved course, the employee shall request the institution to certify fees paid and grade achieved, and to send certification to the Human Resources Department. The employee shall also present evidence of payment of required textbook costs.
5. The department head may require that the employee evaluate the course in writing and, in addition, either present information attained at the course, or review course materials with department representatives and employees.

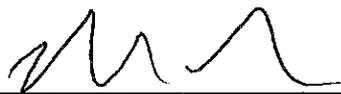
Tentative Agreement of: 10/29/23

For the County:



Charles Sakai, Chief Spokesperson

For the Union:



Nato Green, Chief Spokesperson

Date: 10/29/23

Date: 10/29/23

Unit # 8, SEIU

Solano County Proposal 9 – 10/29/25

MOU Section # 6.15- Uniforms

6.15 A. 1. Uniform Allowance

a. UNIFORM ALLOWANCE

- i. The County agrees to provide an annual uniform allowance payable to employees as follows:

Animal Care Supervisor and Vet. Tech.	\$390 per year
Building Trades Supervisor	\$600 per year
Food Services Coordinator	\$600 per year
Park Ranger Supervisor	\$840 <u>\$925</u> per year

Tentative Agreement of:  _____

For the County:



Charles Sakai, Chief Spokesperson

Date: 10/29/25

For the Union:



Nato Green, Chief Spokesperson

Date: 10/29/25

Unit # SEIU - 2,7,9, 5, 8

Date Passed: 10/29/25

Solano County Counter Proposal 1 to Union Proposal 3 - 10/29/25

Time Passed: 3:56 PM

MOU Section 8 Incentives and Differentials

Unit 2,7,9 (8.4)

2. Standby

Standby is any time other than time when the employee is actually on duty during which an employee is not required to be on County premises but stand ready to immediately report for duty and must arrange so that the employee's supervisor can reach the employee on ten (10) minute's notice or less.

If an employee is placed on standby duty, such employee shall be compensated for the time spent on assigned standby at ~~three~~ four dollars (~~\$3.00~~) (\$4.00) per hour. If such standby is spent on weekends or holidays, the employee shall be compensated at ~~four~~ five dollars (~~\$4.00~~) (\$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.

Unit 5 (8.4)

2. Standby Duty

b) All other unit employees working standby duty shall be compensated as follows:

1. Weekday standby: ~~\$3.00~~ \$4.00
2. Saturday, Sunday and Holiday standby: ~~\$4.00~~ \$5.00

Unit 8- (8.4)

B. Standby

Standby is any time other than time when the employee is actually on duty during which an employee is not required to be on County premises but stand ready to immediately report for duty and must arrange so that the employee's supervisor can reach the employee on ten (10) minute's notice or less.

If an employee is placed on standby duty, such employee shall be compensated for the time spent on assigned standby at ~~three~~ four dollars (~~\$3.00~~) (\$4.00) per hour. If such standby is spent on weekends or holidays, the employee shall be compensated at ~~four~~ five dollars (~~\$4.00~~) (\$5.00) per hour.

Facilities Operations Supervisors shall be compensated for 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.

Tentative Agreement of: 10/29/25

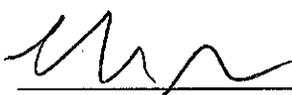
For the County:



Charles Sakai, Chief Spokesperson

Date: 10/29/25

For the Union:



Nato Green, Chief Spokesperson

Date: 10/29/25

Unit # SEIU - 2,7,9, 5, 8,

Date Passed: 10/29/25

Solano County Counter Proposal 2 to Union Proposal 4 – 10/29/25

Time Passed: 3:56 PM

2,7,9,5,8 MOU Section 12 Bereavement Leave

12. 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;
- a person acting in loco parentis for the employee;
- natural, step, current foster, adopted children* children and grandchildren of the employee;
- natural, step, adopted siblings of the employee;
- present spouse/domestic partner of the employee;
- a person assuming the role of the employee's spouse;
- ex-spouse/domestic partner who is a natural or adoptive parent of a minor child in the custody 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 partners of the employee's natural and adopted siblings;
- present spouses/domestic partners of the employee's children.

B. For full-time employees, such leave shall be a maximum of forty (40) hours within ten (10) 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 prorated 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 use within the time frame indicated above ~~ten (10) consecutive calendar days~~). Regular, probationary, or limited-term part-time employees shall be eligible for bereavement leave in proportion to their relationship their basic workweek bears to forty (40) hours. Employees desiring more leave may request vacation or other appropriate leave to be granted at the sole discretion of the department head.

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

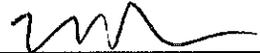
C. An employee who experiences a reproductive loss shall be eligible for bereavement leave in accordance with Section 12, paragraph B above. This provision shall be applicable to the employee who directly experienced the reproductive loss (i.e. mother/father) and the grandparents. Grandparents shall 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 A.

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: 10/29/25

For the County:


Charles Sakai, Chief Spokesperson Date
10/29/25

For the Union:


Nato Green, Chief Spokesperson Date
10/29/25

Unit # SEIU - 2,7,9, 5, 8

Tentative Agreement for Solano County Proposal 1

MOU Section # 5- Salaries (Clean up)

5.8 Salary Upon Reclassification

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

- 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 salary of the employee shall be considered a promotion and the salary will be adjusted based on the promotion as governed by the provisions of Section 5.5., Salary Upon Promotion, of this MOU.
- 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.

Years of Continuous Regular Service Years	Effective Date of Salary Change Effective Date
Less than 5	2 years from date of after reclassification date
5 but less than 10	3 years from date of after reclassification date
10 but less than 15	4 years from date of after reclassification date
15 but less than 20	5 years from date of after reclassification date
20 but less than 25	6 years from date of after reclassification date
25 or more	7 years from date of after reclassification date

Tentative Agreement of: 10/21/23

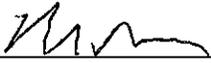
For the County:



Charles Sakai, Chief Spokesperson

Date: 10/21/21

For the Union:



Nato Green, Chief Spokesperson

Date: 10/21/21

Unit # 8, SEIU

Tentative Agreement for Solano County Proposal 4

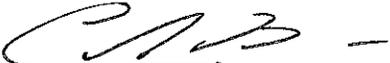
MOU Section # 6.15- Uniforms

6.15 B. 1. c Uniforms and Protective Attire Provided

- c. ~~Park Ranger Supervisors shall be provided with a bulletproof vest of a type and style approved by the department head which shall be worn at all times while on duty.~~

Tentative Agreement of: 10/21/21

For the County:



Charles Sakai, Chief Spokesperson

Date: 10/21/21

For the Union:



Nato Green, Chief Spokesperson

Date: 10/21/21

Unit # SEIU - 2,7,9, 5, 8

Tentative Agreement for Solano County Proposal 2

MOU Section #14- Holidays (Clean Up)

C. Holidays

1. Fixed Paid Holidays

Include: January 1st - New Year's Day

The third Monday in January - Martin Luther King's Birthday

February 12th - Lincoln's Birthday

The third Monday in February - Washington's Birthday The last Monday in May - Memorial Day

July 4th - Independence Day

The first Monday in September - Labor Day

The second Monday in October - Indigenous Peoples' Day

November 11th - Veterans' Day

Thanksgiving Day - Traditional as designated by the President or Governor Friday - the day after Thanksgiving Day

December 24th - Christmas Eve (Last four (4) hours of shift)

December 25th - Christmas Day

December 31st - New Year's Eve (Last four (4) hours of shift)

~~2. Effective January 1, 2020 the fixed paid holidays in 14.C.1 shall be amended by adding: December 24th Christmas Eve Day half day (1/2) day (4 hours) at the end of shift December 31st New Year's Eve Day half day (1/2) day (4 hours) at the end of shift~~

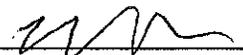
In accordance with County code Section 2-01, the County's normal business hours are 8:00 a.m. to 5:00 p.m. As the normal workday is eight (8) hours and a normal meal period is one (1) hour, the County's anticipated meal period is from 12:00 to 1:00 which is unpaid. On these dates, employees who are scheduled to work, shall receive and shall use 4 hours of holiday pay.

Tentative Agreement of: 10/21/21

For the County:

For the Union:





Charles Sakai, Chief Spokesperson

Nato Green, Chief Spokesperson

Date: 10/21/21

Date: 10/21/21

Side Letter Agreement
Between the County of Solano and the Service Employees International
Union, Local 1021

This will confirm an understanding reached between the County of Solano (County) and the Service Employees International Union, Local 1021, representing Units 2, 7, 9, 5 collectively, "the parties" and supersedes the Side Letter Agreement signed 12/1/22.

1. The parties agree that the County, within its sole discretion, may provide new Nurse Practitioner/Physician Assistants (hereafter "NP/PA") recruits hired to work in the Family Health Services division, who are not already employed within the immediate Partnership HealthPlan of California (PHC) network (which includes the following counties: Del Norte, Humboldt, Siskiyou, Lassen, Modoc, Mendocino, Trinity, Sonoma, Marin, Solano, Yolo, Shasta, Lake, Napa) with:
 - a. An up to a \$50,000 recruitment/retention stipend in exchange for a 60-month minimum employment commitment. Total and annual recruitment/retention stipends over the 60 months are based on PHC's total and annual approved amounts. Payout for full time NP/PA's of PHC approved recruitment/retention stipend of up to \$50,000 are as follows: up to \$10,000 first year (50% of approved first year stipend within 30 days of completion of Plan credentialing, 50% of approved first year stipend at completion of 12 months of practice); up to \$10,000 at completion of 24 months of practice; up to \$10,000 at completion of 36 months practice; up to \$10,000 at completion of 48 months of practice; and up to \$10,000 at completion of 60 months of practice.
 - b. If the employment relationship between the County and the eligible NP/PA ends during the first 12 full months, then the NP/PA is no longer eligible for the stipend paid at completion of Plan credentialing and shall repay to the County on a prorated 8.333% per month basis based on PHC grant rules.
 - c. The recruitment/retention stipend will be prorated based on the employee percentage of full-time that they will be providing direct patient care for PCP and/or perinatal/women's health services in an outpatient setting, and labor and delivery. An eligible employee who works less than full-time shall receive a pro-rata stipend payment subject to the same terms and conditions set forth above. For example, a PA/NP that is a .80 FTE would be eligible for a \$40,000 stipend.
 - d. Changes to the employee's FTE may impact the receipt of the stipend and/or the amount of the stipend based on PHC grant rules and requirements.
 - e. Up to \$5,000 reimbursement for actual moving expenses incurred to move extended family (limited to one parents/or parent in-laws) to Solano County after the employee has been employed with the County for at least 12 months.
2. The parties agree that the County, within its sole discretion, may provide new Licensed Clinical Social Worker, Licensed Marriage and Family Therapist, Licensed Professional Clinical Counselor, Licensed Clinical Psychologist recruits hired to work in the Family Health Services division, who

are not already employed within the immediate PHC network (which includes the following counties: Del Norte, Humboldt, Siskiyou, Lassen, Modoc, Mendocino, Trinity, Sonoma, Marin, Solano, Yolo, Shasta, Lake, Napa) with:

- a. An up to \$20,000 recruitment/retention stipend in exchange for a 24-month minimum employment commitment. Payout for full time recruitment/retention stipend of \$20,000 is as follows: 25% of the PHC approved stipend at time of credentialing with Carelon and/or PHC within six months of employee's start date, 25% at 12 months of employment and 50% of the stipend at 24 months of employment.
 - b. To qualify, candidates must have one of the below skills/specialties (verified through a variety of means as determined by PHC):
 - i. Bilingual in Spanish or another language needed within the PHC network;
 - ii. From or connected with a culturally, ethnically, or racially underrepresented community;
 - iii. One year (500 hours) experience utilizing or applying the methodology for, but not limited to:
 1. Family Based Therapy (FBT) (Family Systems Certificate plus 500 hours experience)
 2. Dialectical Behavioral Therapy (DBT) (minimum 9-hour training plus 500 hours experience)
 3. Cognitive Behavioral Therapies (e.g., CBT, relapse prevention, seeking safety) (minimum 9-hour training plus 500 hours experience)
 4. Eating Disorders (500 hours experience)
 5. Experience with providing services to gender minority clients (500 hours experience)
 6. Proof of training by employee will include providing a certificate/CEU's for proof of training(s)
 - c. Recruitment/retention stipend amount will be prorated based on percentage of full time the employee is providing direct patient care. For example, a behavioral health recruit that is a .80 FTE would be eligible for a \$16,000 recruitment/retention stipend.
3. The parties agree that the County, within its sole discretion, may provide new Certified Drug Counselor recruits hired to work in the Family Health Services division, who are not already employed within the immediate PHC network (which includes the following Counties: Del Norte, Humboldt, Siskiyou, Lassen, Modoc, Mendocino, Trinity, Sonoma, Marin, Solano, Yolo, Shasta, Lake, Napa) with:
- a. An up to \$4,000 recruitment/retention stipend (up to \$5,000 if bilingual in Spanish or another language needed within the PHC network) in exchange for a 12-month minimum employment commitment. Payout for full time recruitment/retention stipend is as follows: 50% at time of credentialing with PHC within 6 months of employee's start date and 50% at 12 months of practice.

b. To qualify, candidates must be:

- a. Certified in good standing through any of the three-DHCS (Department of Health Care Services) recognized certification agencies (CAADE, CADTP, CCAPP)
- b. Certified counselors (in place practicing registered counselors who become certified or candidates hired as certified counselors would qualify for support; Registered drug counselors are not eligible for support)
- c. Plan to be credentialed to provide SUD Services in PHC's Wellness and Recovery Program for Solano County
- d. Recruitment/retention stipend amount will be prorated based on percentage of time the candidate will working on wellness and recovery.
- e. Recruitment/retention stipends are prorated on a case-by-case basis based on a candidate's percentage of full-time that they will be providing direct patient care. For example, a certified bilingual drug counselor employee that will be providing direct patient care at .80 FTE would be eligible for a \$4,000 recruitment/retention stipend of (.80 x \$4,000 = \$3,200). Backup documentation may be required.

The parties understand and agree that the payment of the recruitment/retention stipends(s) is subject to the PHC grant rules and requirements, which are subject to change. The parties further acknowledge that funding availability through the PHC grant is subject to change or may be discontinued with little advanced notice to the County. If that happens the County shall no longer be obligated to pay the stipends. The County may increase or decrease the amounts of the stipends based on grant rules.

This Side Letter of Agreement will expire upon expiration of the Memorandum of Understanding, October 25, 2025.

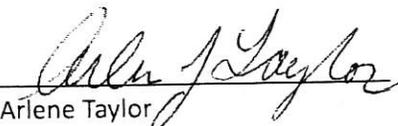
For the County



Debbie Vaughn
Interim Director of Human Resources

12-12-23
Date

For SEIU Local 1021



Arlene Taylor
SEIU Local 1021

Dec 11, 2023
Date

SIDE LETTER AGREEMENT

To the Memorandum of Understanding Between the County of Solano
and SEIU, Local 1021 (Units 2, 7, 9, & 8)

Regarding Library Hours

This will confirm an understanding reached between the County of Solano, hereinafter referred to as the "County," and the Service Employees International Union (SEIU) Local 1021, Units # 2, 7, 9, and 8 hereinafter referred to as the "Union."

This side letter of agreement will apply to all divisions of the Solano County Library. The County shall comply with the branch library hours as adopted by the Solano County Board of Supervisors. The branch libraries will be open within the following parameters:

- Mondays through Thursday - 9:00 am - 9:00 pm
- Fridays - 9:00 am - 5:00 pm
- Saturdays - 9:00 am - 5:00 pm
- Sundays - 12:00 noon - 6:00 pm

Workweek is the County standard, begins 12:01 a.m. Sunday and ends at 12:00 midnight on Saturday.

Employees' regular work week shall be scheduled from Monday through Saturday. All hours worked on Sundays will be in addition to an employee's work schedule. Regular full-time employees will be paid overtime and regular part-time employees will be paid at the appropriate straight time rate on Sundays within the requirements of the Fair Labor Standards Act and the applicable provisions of the appropriate memorandum of understanding.

Full-time staff in the public service division shall be scheduled in the following manner:

- Staff will work alternate monthly schedules. For one month at a time, a portion of the staff will work Monday through Friday and a portion of the staff will work Tuesday through Saturday. On the first Monday of each month, the staff will switch schedules so that those staff who were working Monday through Friday the previous month will work Tuesday through Saturday the following month and vice versa. In some divisions (e.g., branch) some employees may work two Monday through Friday schedules in a row and rotate into a Tuesday through Saturday schedule on the third month. For the months of December and January, staff will work the same schedule for those months in order to switch monthly schedules every year so holidays can be equitably distributed.
- Each employees' monthly work schedule will be determined before Sunday schedules are created to give staff an opportunity to plan the Sundays for which they would like to sign up.
- Because these alternate monthly work schedules are being developed in an attempt to provide

staff with two days off in a row, there may be some days, such as Mondays, during which staff may work non-traditional business hours (e.g., 10:00 am - 7:00 pm) in order to provide adequate desk coverage.

- When staff is working a Tuesday through Saturday schedule, they may be required to work two (2) split weekends within each eight (8) week period.
- When a holiday falls on an employee's regular day off, the employee will be given 8 hours of holiday compensatory time off (CTO) in accordance with the Memorandum of Understanding (MOU). Use of CTO will follow guidelines set forth in the MOU.
- Part-time staff will work an equal number of Saturdays and Sundays as the full-time staff.
- These are the parameters within which the divisions will operate but there may be variations from division to division based on the needs of the Library.
- Fixed Tuesday through Saturday Schedules
 - At the employee's request, and with the approval of the Branch Supervisor and Manager, an employee may be exempted from the alternating work schedules and instead work a fixed Tuesday through Saturday schedule.
 - An employee who is working a fixed Tuesday through Saturday schedule may be returned to the alternating work schedule at the request of either the employee or of the Branch Supervisor or Manager. In that event, the employee will be returned to the alternating work schedule at either the next monthly rotation or the rotation following that.

The following designated holiday hours will apply to all library divisions:

- Easter Sunday - always closed.
- When Christmas, New Year's or July 4th fall on Saturday, Sunday or Monday - closed on Sunday.
- When Veteran's Day or Lincoln's Birthday fall on Sunday - closed on Sunday.
- When Christmas Eve and New Year's Eve fall on a Saturday or Sunday – closed on Saturday and Sunday. When Christmas Eve and New Year's Eve fall on a weekday (Monday-Friday), libraries close at 12:00 pm
- On Thanksgiving eve, libraries will close at 5:00 p.m.
- When Lincoln's Birthday, July 4th, Veteran's Day, Christmas and New Year's days fall on Saturday - closed on Saturday.

Sunday hours will be staffed in the following manner:

- Adequate staff to meet the needs of the community will be assigned. The Library shall attempt to staff all libraries with one-half (1/2) regular staff and one-half (1/2) extra help. At least one regular employee from the branch will be assigned. No section will be staffed by a Departmental Aide alone.
- Extra-help employees will be recruited and assigned to work Sunday hours on a regular basis.
- A sign-up for Sunday hours will be circulated every four (4) months for employees to volunteer for specific Sunday hours. Employees will indicate branch preferences and may sign up to work at other than their regularly assigned branch with appropriate training and supervisory approval.
- Any Sunday staff hours that have not been either assigned to extra-help employees or voluntarily assigned will be assigned on a mandatory basis. The criteria for assigning mandatory Sunday hours are: operation needs of the Library, indicated employee preferences and employee experience in the class. The Director or the Director's designee shall make all assignments and the Director's decision shall be final and not subject to further appeal or the grievance procedure.
- Mandatory Sunday hours will be equitably distributed for all appropriate classes of Library staff within each cluster group of branch libraries over each year of operation.
- After the posting of the next four (4) months Sunday schedule, employees may trade Sunday assignments with supervisory approval.
- Requests for religious exemptions from/accommodation for work schedules will be considered within the guidelines provided by County Counsel in accordance with applicable laws.
- Building supervision will follow branch lines of authority.

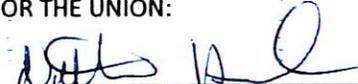
Employees will not be scheduled for split shifts except at the affected employee's request or as arranged with the employee. The Library will make every effort when operationally feasible to accommodate employee preference for days off.

FOR THE COUNTY:


 Charmie Junn
 Director of Human Resources

Date: 12/1/22

FOR THE UNION:


 FOR Tiffany Crain, Esq.
 Chief Negotiator
 NATHAN HAUSFORD

Date: 10/31/2022

SIDE LETTER AGREEMENT

**To the Memorandum of Understanding
Between the County of Solano and SEIU, Local 1021
Unit #7 Regulatory, Technical, and General Services
Regarding Administrative Leave Hours**

The parties identified the need for a technical correction to the SEIU MOU for Unit #7 wherein the below Side Letter previously agreed to in 2019 was inadvertently omitted from inclusion in the successor MOU with the term of October 22, 2022- October 25, 2025. (The covered classifications have been updated to reflect classification titles currently in use.)

This will confirm an understanding reached between the County of Solano, hereinafter referred to as the "County," and the Service Employees International Union (SEIU) Local 1021, Unit #7, hereinafter referred to as the "Union."

Pursuant to the letter dated November 12, 1997 between Yolanda Irigon, Solano County's former Human Resources Director, and Art Gruble, then Executive Director of SAGE/SEIU Local 1280, the parties agree that employees in the classifications of Business Systems Analyst (Sr.), Business Systems Analyst, Information Technology Analyst (I, II, III, IV), assigned to Unit #7, shall receive 80 hours of Administrative Leave beginning July 1, 2008.

This is in lieu of any payment or compensatory time off for work performed in excess of 40 hours per week. Any employee incumbent in an eligible position for less than a full fiscal year shall be eligible for a pro-rata lump sum number of administrative Leave hours at a rate of 3.0769 hours times the number of full pay periods remaining in the fiscal year. Employees working in regular positions on a less than full-time basis shall accrue Administrative Leave on a pro rata basis, proportional to the number of authorized hours employed.

Use of Administrative Leave is subject to the approval of the Department Head. Administrative Leave 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 had worked an extraordinary number of hours over the forty (40) hour workweek, the Department Head may approve additional Administrative Leave for that employee.

No eligible employee shall carry over Administrative Leave from one fiscal year to another.

Subject to advance approval by the Department head, Administrative Leave may be taken at any time during the fiscal year, but must be taken within the fiscal year in which it is given. Administrative Leave may be used as sick leave, but only after all accrued sick leave has been exhausted.

No person shall be permitted to work for compensation for the County in any capacity while on paid Administrative Leave.

No eligible employee shall carry over Administrative Leave from one fiscal year to another. Any eligible employee who separates from County employment shall not receive any compensation for any unused Administrative leave.

A Department head may require employees covered in this section to work beyond the official forty (40) hour workweek. Administrative Leave will constitute full compensation for such overtime work.

Employees who promote into a covered classification and have accumulated compensatory time off are paid off for all accrued CTO hours.

This Side Letter Agreement will expire upon expiration of the Memorandum of Understanding, October 25, 2025.

County:



Niger Edwards
Director of Human Resources

Date: 7/2/24

Union



Diana Bello
Field Representative, SEIU 1021

Date: 7/2/24