

County of Solano and AMMPS (Unit 16)

Date Passed: 3/16/26

Total Tentative Agreement- 3/16/26

Time Passed: 5:00pm

The following constitutes the Total Tentative Agreement between the parties. This agreement is contingent upon ratification by the bargaining unit and approval by the County Board of Supervisors and is offered in good faith as a fair and balanced resolution to negotiations. Any Proposal not referenced herein shall remain status quo.

1. **Salary Upon Reclassification [CP#01]**
County Proposal # 1- 9/25/25

2. **Holidays [UP#01]**
16 MOU Section 14
County Counter Proposal # 1 – Revised – 11/20/25

3. **Cafeteria Plan [UP#09]**
16 MOU Section 6.3
County Counter Proposal #1- 9/25/25

4. **Term and COLA [UP#15]**
16 MOU Section 2
Term – See Attached [3 year expiring 9/30/28].
COLA & Equity- (See attached)
Side Letter- Wage Reopener - (See attached)
Side Letter- Sr. Staff Analyst (see attached)

5. **Market Based Equity Adjustments [UP#19]**
Included with item # 5 above (See attached)

6. **Workers Compensation [UP#27]**
16 MOU Section 7.2
County Counter Proposal 2 – 2/4/26

7. **State Disability Insurance (SDI) [UP#29]**
16 MOU New Section
County Counter Proposal #1- Revised – 12/3/25

8. **Contracting Notice [UP#33]**
16 MOU New Section
County Counter Proposal 1 – 2/4/26

9. **Bilingual Pay Differential [UP#36]**
16 MOU New Section

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County of Solano and AMMPS (Unit 16)

Date Passed: 3/14/26

Total Tentative Agreement- 3/16/26

Time Passed: 5:00pm

County Counter Proposal 1 – 2/4/26

All previously signed tentative agreements:

Union Proposal #5: Overpayment/Underpayment (1/28/26)

Union Proposal #14: Vacation (1/28/26)

Union Proposal #23: Certified Trainer Pay Differential (1/28/26)

Union Proposal #24: Personal Effects Damage Reimbursement (1/28/26)

Union Proposal #34: Association Dues and Service Fees (1/28/26)

County Proposal # 2: Bereavement Leave (11/6/25)

Union Proposal # 3: Payroll Information (11/6/25)

Union Proposal # 20: Education Reimbursement (11/6/25)

Union Proposal # 13: Administrative Leave (10/23/25)

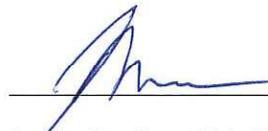
Any issue not referenced herein is not part of the LBFO and shall remain status quo.

Total Tentative Agreement of: _____

For the County:

For the Union:





Burke Dunphy, Chief Spokesperson

Justin Decker, Chief Spokespersons

Date: 3/14/26

Date: 3/14/26

5. Salaries

5.8 Salary Upon Reclassification

1st change When a regular or probationary employee's position is reclassified and the employee remains in the reclassified position. The salary of an incumbent permanent or probationary employee in a reclassified position shall be determined as follows, if the incumbent remains in the reclassified position:

2nd 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.

2nd B. If the position is reclassified to a class with a higher salary range, the reclassification shall be considered to be a promotion, and the salary will be adjusted based on the promotion.

2nd 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

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Unit 16, AMMPS

Date Passed: 9/25/25

~~Solano County Proposal #XX-9/25/25~~

~~Time Passed: 12:55pm~~

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: _____

For the County:

Burke Dunphy

Burke Dunphy, Chief Spokesperson

Date: 3/16/26

For the Union:

Justin Decker

Justin Decker, Chief Spokespersons

Date: 3/16/26

Unit 16, AMMPS

Date Passed: 11/20/25

Solano County Counter Proposal 1 to Union Proposal #1 – revised

Time Passed: 1:54 pm

MOU Section 14 Holidays

Subsection 14.B Fixed Paid Holidays

14. Holidays

B. Fixed Paid Holidays

January 1 st	New Year's Day
Third Monday in January	Martin Luther King Jr's Birthday
February 12th	Lincoln's Birthday
Third Monday in February	Washington's Birthday
Last Monday in May	Memorial Day
June 19th	Juneteenth*
July 4 th	Independence Day
First Monday in September	Labor Day
Second Monday in October	Indigenous Peoples' Day
November 11 th	Veterans' Day
Thanksgiving Day	Traditional, as designated by the President
Day after Thanksgiving Day	Day After Thanksgiving
December 24th* (beginning at 1:00 p.m.)	Christmas Eve
half-day (1/2) day (4 hours) at the end of shift	
December 25 th	Christmas Day
December 31st* (beginning at 1:00 p.m.)	New Year's Eve
half-day (1/2) day (4 hours) at the end of shift	

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

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

~~December 24th Christmas Eve Day (beginning at 1:00 p.m.) half day (1/2) day (4 hours) at the end of shift~~

~~December 31st New Year's Eve Day (beginning at 1:00 p.m.) 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 p.m. to 1:00 p.m. which is unpaid. On these dates, employees who are scheduled to work, shall receive and shall use 4 hours of holiday pay, and shall work the balance of their regularly scheduled work shift.

***Any changes to the County's observed holiday schedule is subject to agreement by all represented bargaining units.**

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Unit 16, AMMPS

Date Passed: _____

Solano County Counter Proposal 1 to Union Proposal #1 - revised

Time Passed: _____

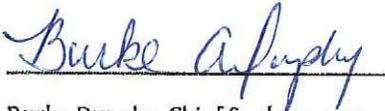
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Tentative Agreement of: _____

For the County:

For the Union:


Burke Dunphy, Chief Spokesperson


Justin Decker, Chief Spokespersons

Date: 3/16/26

Date: 3/16/26

6.3- Cafeteria Plan

- A. Effective for coverage beginning January 1, ~~2023~~ 2026, or the term of Agreement's start date, whichever is later, the County's contribution toward the health plan, as historically administered, shall be set at eighty percent (80%) of the ~~2023~~ 2026 Region 1 PEMHCA Kaiser Permanente Family rate minus the PEMHCA MEC.

For 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 Region 1 PEMHCA Kaiser Permanente Family rate minus the PEMHCA MEC.

For 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 Region 1 PEMHCA Kaiser Permanente Family rate minus the PEMHCA MEC.

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

An employee who has unused (unspent) cafeteria plan contributions shall retain those contributions as additional earnings (wages), but only to a maximum of \$334.58 per month.

- C. An employee who waives health insurance because the employee demonstrates to the County that s/he has alternate health insurance coverage shall receive \$500.00 per month minus the PEMHCA MEC.
- D. A regular or limited term part-time employee shall receive a pro-rata amount of the total sum of the PEMHCA MEC and the cafeteria plan of the full-time employee contribution in proportion to the relationship their basic workweek bears to forty (40) hours. That total amount shall first be allocated to the PEMHCA MEC and any remaining employer contribution shall then be allocated to the cafeteria plan.
- E. 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. Said employee may use this County contribution for health insurance premium conversion, health care reimbursement account, and/or dependent care reimbursement account. In the absence of a cafeteria plan election form, the County contribution shall be used for health insurance premium conversion. The County contribution shall sunset at the end of the pay period which includes the expiration of the ~~2022-2025~~-2028 collective bargaining agreement.
- F. During an annual open enrollment period (normally November), an employee may elect to enter into a salary reduction agreement with the County whereby the County will direct the amount of the salary reduction on a pre-tax basis into the employee's Health Care Reimbursement Account ("HCRA"). The employee's election is irrevocable until the next open enrollment period, except on the occurrence of a qualifying event specified in the County's Plan Document. The employee will forfeit all unused funds remaining in his/her/their HCRA at the end of the plan year or at the end of the grace period, if any, allowed under the County's Plan Document, whichever is later. During the period

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Unit 16, AMMPS

Date Passed: 3/16/20

~~Solano County Counter-Proposal to Union Proposal #9 - 9/25/25~~

~~Time Passed: 5:00pm~~

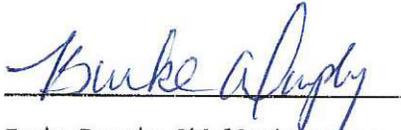
allowed under the Plan Document, the employee may use the funds in his/her/their HCRA to obtain reimbursement for otherwise unreimbursed eligible medical expenses.

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

Tentative Agreement of: _____

For the County:

For the Union:





Burke Dunphy, Chief Spokesperson

Justin Decker, Chief Spokespersons

Date: 3/16/20

Date: 3/16/20

Unit 16, AMMPS

Total Tentative Agreement- 3/16/26

Date Passed: 3/14/24

Time Passed: 5:00pm

2. TERM

This Memorandum of Understanding shall be in effect ~~October 22, 2022~~, October 26, 2025 except for 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: _____

For the County:

Burke Dunphy
Burke Dunphy, Chief Spokesperson

For the Union:

Justin Decker
Justin Decker, Chief Spokespersons

Date: 3/14/24

Date: 3/14/24

Unit 16, AMMPS

Date Passed: 3/14/24

Total Tentative Agreement on Union Proposal # 15- 3/16/26

Time Passed: 5:04pm

Appendix B- Salary Schedule

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

*(Revise values in table according to below)

2. Effective the beginning of the first pay period following Board of Supervisors' adoption of the collective bargaining agreement or the first full pay period following ~~October 21, 2022~~ October 26, 2025, whichever is later, the base wage set forth in this Appendix B paragraph 1, above, will increase by ~~five~~ three percent (~~5%~~) (3%) of the base wage rates in effect 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. a 7.1% equity adjustment plus a 3% COLA for a total of 10.1%).

1. Social Services Manager (7.1%)
2. Juvenile Correction Counselor Supervising (7%)
3. Project Manager (9.3%)
4. Program Analyst (7.3%)
5. Employment & Eligibility Services Manager (6.7%)
6. Information Technology Analyst Principal: (8.4%)

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 the beginning of the pay period of October 29, 2023 twenty sixth (26th) pay period following the wage increase set forth in this Appendix B paragraph 2, above, will increase by ~~four~~ two percent (~~4%~~) (2%) of the base wage rates in effect 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.

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Unit 16, AMMPS

Date Passed: 3/16/24

Total Tentative Agreement on Union Proposal # 15- 3/16/26

Time Passed: 5:00pm

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

Wage Re-Opener

The parties agree to a side letter allowing the Union to reopen negotiations on the Year Three (2027) base wage rate increase in MOU Appendix B, Section 4, for the limited purpose of discussing potential modification to that increase. Re-opener negotiations are strictly limited to the subject of a general base wage increase for the third year of the contract. Any modification to such wage would require mutual written agreement of the parties.

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

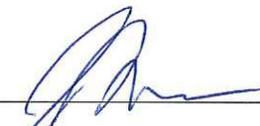
Tentative Agreement of: _____

For the County:

For the Union:



 Burke Dunphy, Chief Spokesperson



 Justin Decker, Chief Spokespersons

Date: 3/16/24

Date: 3/16/24

SIDE LETTER AGREEMENT

To the Memorandum of Understanding
Between the County of Solano and Professional and Technical Engineers, Local 21
Unit #16, Executive and Senior Management

Regarding Base Wage Increase Reopener

This will confirm an understanding reached between the County of Solano (hereafter referred to as the "County") and the Professional and Technical Engineers, Local 21 (hereafter referred to as the "Union"), representing Unit #16. Collectively, County and Union are hereafter referred to as "the parties."

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

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

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

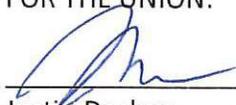
This Side Letter Agreement will expire on December 31, 2027.

FOR THE COUNTY:

Niger Edwards
Director of Human Resources

Date: _____

FOR THE UNION:



Justin Decker
Chief Negotiator

Date: 3/16/20


3/16/20

Passed 12/15/25
5:24PM via email

SIDE LETTER AGREEMENT

To the Memorandum of Understanding
Between the County of Solano and Professional and Technical Engineers, Local 21
Unit #16, Association of Mid-Management Professionals at Solano County
Regarding Wage Separation Due to Equity Adjustment

This will confirm an understanding reached between the County of Solano (hereafter referred to as the "County") and Association of Mid-Management Professionals at Solano County, representing Bargaining Unit #16 ("Union"). Collectively, County and Union are hereafter referred to as "the parties."

As a result of an equity adjustment provided to the Project Manager classification separately from this Side Letter Agreement, in order to provide wage separation, the County will provide a pay differential of 5% of the base wage rate to the classification of Senior Staff Analyst when assigned to directly supervise the Project Manager classification. This differential shall be in effect until whichever of the following occurs first:

- the base wage rate of the Senior Staff Analyst classification is at least 5% higher than that of the Project Manager classification; or
- the Senior Staff Analyst position(s) is no longer assigned to provide direct supervision over the Project Manager classification; or
- the expiration of the successor MOU.

This Side Letter Agreement becomes effective upon the last to occur of: (1) full execution of this Side Letter Agreement; and (2) the first full pay period following Board of Supervisors adoption of a successor MOU, if any, to the MOU that expired October 25, 2025. This Side Letter Agreement will expire upon expiration of the successor MOU.

FOR THE COUNTY:

Niger Edwards
Director of Human Resources

Date: _____

FOR THE UNION:



Justin Decker
Chief Negotiator

Date: 3/16/26

Banko A. Lopez
3/16/26

Unit 16, AMMPS

Date Passed: 3/16/24

Solano County Counterproposal #2 to Union Proposal #27

Time Passed: 5:00pm

2/4/26

7.2 Workers' Compensation

A. In accordance with the California Labor Code, the County provides all statutory workers' compensation benefits for County employees who sustain work-related injuries or illnesses. Pursuant to Labor Code §3700 et seq., the County is self-insured for workers' compensation at no cost to the employee.

B. In lieu of the statutory three (3) day waiting period for temporary disability payments pursuant to Labor Code §4652, whenever an employee is compelled by direction of a physician to be absent from duty due to an injury or illness determined to be work-related by the County, the employee shall receive full compensation for ~~thier~~ their scheduled work days and paid holidays falling during the first three (3) calendar days of such absence. Thereafter, accrued leave shall be integrated with workers' compensation temporary disability benefits pursuant to Section L, below.

C. In the event that the County is unable to determine if the injury or illness is work related, or where industrial causation has yet to be determined, employees shall make timely application for State Disability Insurance temporary disability benefits (see MOU Section 6.15). The employee shall use sick leave and upon exhaustion of sick leave may utilize any other accumulated leave benefits. If the injury or illness is determined to be work-related, leave benefits will be restored in accordance with Section B, above. Thereafter, an employee shall integrate accrued leave with workers' compensation temporary disability benefits pursuant to Section E, below.

~~D. In the event of a disability which is non-industrial or where industrial causation has yet to be determined, employees shall make timely application for State Disability Insurance temporary disability benefits. Failure to apply for and receive State Disability Insurance benefits will void continuation of health benefits as provided by Sections E, F, G and H, below.~~

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

~~F. The County will continue to pay the employer share of the monthly premium for medical, vision, dental, long-term disability insurance and life insurance coverage on behalf of a qualified regular full or part-time employee who is receiving State Disability Insurance for~~



Unit 16, AMMPS

Date Passed: 3/16/26

Solano County Counterproposal #2 to Union Proposal # 27

Time Passed: 5:00pm

2/4/26

~~the period of time that has leave accruals to integrate or for the period the employee is on approved FMLA leave, whichever is longer.~~

~~G. E.~~ Sick and annual leave shall accrue during any pay period in which the employee is receiving Workers' Compensation temporary disability. Employees may be required to submit to an independent medical evaluation to determine the extent of their disability.

~~H. Employees receiving SDI will not accrue sick or annual leave during any pay period in which the employee does not have sufficient leave accruals to fully integrate such leave accruals to achieve 100% integration. In the case of an employee who is working less than the employee's position allocation while collecting State Disability Benefits, the employee will earn pro-rated accruals based on actual hours worked.~~

~~F. E.~~ Sick leave may be used for any medical appointments due to a work-related injury or illness.

~~J. G.~~ Service credit as provided in this Memorandum of Understanding toward longevity compensation, seniority, and step increase eligibility shall not be affected by any pay period during which an employee received both County paid leave and temporary disability benefits from Workers' Compensation.

~~K. H.~~ An employee who has returned to work following a work-related injury or illness will be allowed up to two (2) hours paid County time-off to attend repeat medical appointments or follow-up visits related to a work-related injury or illness. Such appointments should be scheduled during the employees off duty hours whenever possible, and must be approved in advance by the County's workers' compensation insurance carrier when attended on County time. County time-off may be used during the first ninety (90) calendar days, following return to work, after the work-related injury or illness. After ninety (90) calendar days, sick leave or other accrued leave time must be used.

~~L. I.~~ Workers' compensation temporary disability and State Disability Insurance temporary disability benefits shall be integrated with accrued County leave as follows:

1. Employees must promptly inform departmental payroll clerks of their Workers' Compensation temporary disability benefit amount and provide documentation of receipt for which the employee is eligible.



Unit 16, AMMPS

Date Passed: 3/16/26

Solano County Counterproposal #2 to Union Proposal # 27

Time Passed: 5:00pm

2/4/26

~~2. Employees must promptly inform departmental payroll clerks of their State Disability benefit amount and provide documentation of receipt for which the employee is eligible. State Disability Insurance integration is not retroactive beyond one (1) pay period.~~

~~3.~~ 2. Employees' pay, including leave accruals and Workers' Compensation temporary disability or ~~State Disability Insurance temporary disability~~ benefits shall not exceed the employee's regular gross pay. Gross pay is made up of regular base pay, bilingual differential and longevity compensation as applicable. Employees must integrate all required leave to equal 100% of their full time equivalent position.

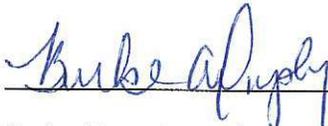
~~4.~~ 3. Upon exhaustion of sick leave, other accumulated leave will be integrated with the weekly Workers' Compensation temporary disability or ~~State Disability Insurance temporary disability~~ benefits. When sick leave balances are exhausted the employee will be notified by department payroll that other accumulated leave will be integrated.

~~5.~~ 4. Employees will provide the County with appropriate medical information which includes a prognosis for the return to work.

Tentative Agreement of: _____

For the County:

For the Union:





Burke Dunphy, Chief Spokesperson

Justin Decker, Chief Spokespersons

Date: 3/16/26

Date: 3/16/26

Unit 16, AMMPS

Date Passed: 12/3/25

Solano County Counter Proposal #1 to Union Proposal # 29 – REVISED

Time Passed: 1:02 pm

New Sub-Section:

6.15 Short Term Disability Insurance

The State's Employment Development Department administers two programs for employees who need time off from work, Disability Insurance for time taken due to an employee's own non-work-related illness or injury, and Paid Family Leave for time taken to care for a seriously ill family member or to bond with a new child. For the purposes of this section, both programs will be referenced as State Disability Insurance (SDI).

The County participates in the State Disability Insurance program and employees shall have deducted from their paychecks the cost of the State Disability Insurance program.

A. In the event of a disability which is non-industrial or where industrial causation has yet to be determined, or for time taken to care for a seriously ill family member, or to bond with a new child, employees shall make timely application for SDI benefits. Failure to apply for and receive State Disability Insurance benefits will void continuation of health benefits as provided below.

B. The County will continue to pay the employer share of the monthly premiums for medical, vision, dental and life insurance coverage on behalf of a qualified regular full or part-time employee who is receiving SDI benefits for the period of time that the employee has and utilizes leave accruals to fully integrate or for the period of time the employee is on approved FMLA or CFRA leave, whichever period is longer.

C. Employees receiving SDI will only accrue sick or annual leave during any pay period in which the employee has sufficient leave accruals to achieve 100% integration with SDI using their own leave accruals. In the event of an employee who is working less than their position allocation while collecting SDI benefits, the employee will earn pro-rated accruals based on actual hours worked.

D. Employees who exhaust all leave may apply for catastrophic leave as provided under Section 11, Leave Contribution Program. If qualified, leave donated under this program shall not be used to achieve 100% salary integration to maintain benefits as outlined in paragraph B above.

E. SDI benefits shall be integrated with accrued County leaves as follows:

1. Employees must promptly inform department payroll clerks of their SDI benefit amount and provide documentation of receipt for which the employee is eligible. State Disability Insurance integration is not retroactive beyond one (1) pay period.

2. Employees' pay, including accruals and/or SDI benefits shall not exceed the employee's regular gross pay. Gross pay is made up of regular base pay, differentials and longevity compensation, as applicable. Employees must integrate all required leave to equal 100% of their full-time equivalent position.

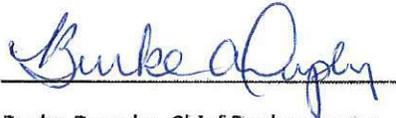
3. Upon exhaustion of available sick leave, other accumulated leave may be integrated with the weekly SDI benefits.

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4. Employees will provide the County with appropriate medical information which includes a prognosis for the return to work.

Tentative Agreement of: _____

For the County:



Burke Dunphy, Chief Spokesperson

Date: 3/16/24

For the Union:



Justin Decker, Chief Spokespersons

Date: 3/16/24

Unit 16, AMMPS

Solano County Counter Proposal #1 to Union Proposal # 33 – 2/4/26

Date Passed: 3/16/24

Time Passed: 5:00pm

New Section- Contracting Notice

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.

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.

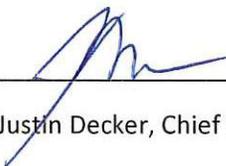
Tentative Agreement of: _____

For the County:



Burke Dunphy, Chief Spokesperson

For the Union:



Justin Decker, Chief Spokespersons

Date: 3/14/24

Date: 3/16/24

Unit 16, AMMPS

Date Passed: 3/14/26

Solano County Counter Proposal #1 to Union Proposal # 36 -- 2/4/26

Time Passed: 5:00pm

8. INCENTIVES AND DIFFERENTIALS

New Section- Bilingual Pay Differential Eligibility

In general Supervisor/Managerial classifications are ineligible to receive Bilingual Pay Differential. In rare exceptions, to be eligible for this pay, permanent, probationary or limited-term full-time employees must be able to demonstrate regular (multiple times per workday) contact with clients/members of the public wherein their bilingual skills are required as a regular course of business. This may also apply on a temporary basis (e.g. when directly covering duties of a subordinate staff vacancy). This section does not apply to employees who may periodically interact with the public.

Specific classifications may be authorized for Bilingual pay with the prior approval of the Human Resources Director and the CAO.

- A. The compensable second language shall be limited to threshold languages for Solano County (i.e. over 5% of the population based on the American Community Survey or Census) required in the delivery of public services.

Bilingual Pay Differential Allowance

- A. Designated employees shall be eligible to receive additional compensation at the rate of \$80.00 per pay period (approximately \$2,080.00 per year).
- B. Such is effective on the first day of the pay period following certification by the Department of Human Resources that the employee is eligible to receive bilingual pay differential.

An employee 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.

Tentative Agreement of: _____

For the County:

For the Union:





Burke Dunphy, Chief Spokesperson

Justin Decker, Chief Spokespersons

Date: 3/14/26

Date: 3/16/26

5.13 Overpayment/Underpayment

- A. This provision applies when the Auditor-Controller determines that an error has been made to 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. As used in this section:
1. "Earnings" means the biweekly rate of pay including additional pays, differentials and overtime.
 2. "Taxes" means payment of Social Security, Medicare or State Disability taxes; excluding federal and state withholding taxes.
 3. "Deductions" means employee paid deductions, including but not limited to medical premiums and retirement deductions; excluding voluntary deductions (such as deferred compensation) and Association deductions.
 4. "Accrued Leave" means vacation, sick leave, compensatory time off and all other types of authorized leave with pay.
 5. "Overpayment" means any compensation or accrued leave that has been overpaid or over-credited to an employee regardless of the reason, including but not limited to, administrative, clerical or system errors.
 6. "Underpayment" means any compensation or accrued leave that has been underpaid or under-credited to an employee regardless of the reason, including but not limited to, administrative, clerical or system errors.
- B. In the case of an overpayment of earnings or under withheld taxes or deductions, the employee shall reimburse the County. The employee has the following options for reimbursement:
1. Full payment through a payroll adjustment if total amount of reimbursement does not exceed twenty (20%) of biweekly earnings.
 2. Full payment by personal check, money order or cashier's check if total amount of reimbursement exceeds twenty (20%) of biweekly earnings.
 3. ~~For installments made through payroll, the number of installments shall not exceed the number of pay periods over which the error occurred.~~
 4. An alternative method mutually agreed upon by the employee and the Auditor-Controller.
- C. In the case of a leave accrual error which results in an overpayment, reimbursement may be made through one (1) of the following methods as mutually agreed to by the employee and the Auditor-Controller:

1. Full payment through a payroll adjustment if total amount of reimbursement does not exceed twenty (20%) of biweekly earnings.
 2. Full payment by personal check, money order or cashier's check if total amount of reimbursement exceeds twenty (20%) of biweekly earnings.
 - ~~3. For installments made through payroll, the number of installments shall not exceed the number of pay periods over which the error occurred.~~
 4. In the case of a leave accrual error, which results in an incorrect accrued leave balance, a one-time adjustment will be processed through payroll.
- D. In the case of a leave accrual error, which results in an incorrect accrued leave balance, a one-time adjustment will be processed through payroll.
- E. In the case of an underpayment, the County will pay the employee a one-time adjustment through payroll. The limit described in number 7 of this section shall not apply to underpayments.
- F. An employee whose employment terminates prior to any reimbursements or adjustments being fully completed or satisfied; shall have the remaining balance withheld from any final compensation due to the employee, providing the final compensation is sufficient to provide for full reimbursement or adjustment. If the employee's final compensation is not sufficient to provide for full reimbursement or adjustment, the County retains the right to exercise other legal means to recover the remaining amount owed.
- G. Any amount of overpayment for a period earlier than three (3) years prior to the date of the Auditor's initial written notice to the employee shall be deemed waived and not reimbursable.
- H. The provisions of this section do not apply to grievance disputes which contend that the County has underpaid by misapplying or incorrectly interpreting the terms of this or any previous agreement. The time limits for the filing and processing of any grievance shall not be deemed to be excused, extended or otherwise modified by the provisions of this section. Nor shall the relief available through the grievance procedure be enlarged by or as a result of the provisions of this section.
- I. The provisions of this section apply only to errors involving earnings, taxes, deductions and accrued leave. No provision of this section shall preclude the correction or recovery of past errors (overpayments or other losses) which were the result of other matters.
- J. Any disagreement concerning actions taken under this sub-section, may be referred to the grievance procedure contained in this MOU.

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Unit 16, AMMPS

Date Passed: 1/28/2026

Solano County Counter Proposal #1 to Union Proposal # 5 – 10/15/25

Time Passed: 12:45pm

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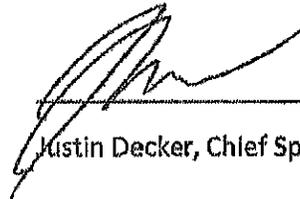
Tentative Agreement of: _____

For the County:

For the Union:



Burke Dunphy, Chief Spokesperson



Justin Decker, Chief Spokespersons

Date: 1/28/26

Date: 1/28/26

Unit 16, AMIMPS

Date Passed: 1/28/2026

Solano County Counter Proposal #1 to Union Proposal # 14

Time Passed: 12:46pm

MOU Section 9- Vacation

9. VACATION

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

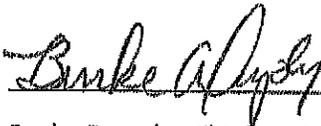
<u>Pay Periods</u>	<u>Per Pay Period of Continuous Service</u>	<u>Maximum Earnable Vacation Accrual</u>
0 through 78	3.08 hours	160 <u>200</u> hours
79 through 260	4.62 hours	240 <u>280</u> hours
Over 260	6.16 hours	320 <u>360</u> hours

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

Tentative Agreement of: _____

For the County:

For the Union:





Burke Dunphy, Chief Spokesperson

Justin Decker, Chief Spokespersons

Date: 1/28/26

Date: 1/28/26

Unit 16, AMMPS

Date Passed: 1/28/2026

Solano County Counter Proposal #1 to Union Proposal # 23

Time Passed: 12:45pm

NEW MOU Section

New Section: Certified Trainer Pay Differential Stipend

Employees designated by the Director of Probation to provide training certified by the Board of State and Community Corrections (BSCC) to Probation Department staff shall receive a one-time fifty dollar (\$50.00) stipend after designation and upon the completion of a minimum of one each training.

This provision shall apply to employees who have currently been designated (as of the date the 2025 -2028 collective bargaining agreement is ratified) and have provided such certified training as well as those who are designated and provide the certified training in the future.

Tentative Agreement of: _____

For the County:

For the Union:

Burke Dunphy

Justin Decker

Burke Dunphy, Chief Spokesperson

Justin Decker, Chief Spokespersons

Date: 1/28/26

Date: 1/28/26

Unit 16, AMMPS

Date Passed: 1/28/2020

Solano County Counter Proposal #1 to Union Proposal # 24

Time Passed: 12:45pm

NEW MOU Section

Personal Effects Damage Reimbursement

If, in the line of duty at the Solano County Probation Department, an employee's personal effects, as defined below, are damaged or ruined, and the employee is ineligible for using existing insurance or Workers Compensation (per Labor Code Section 3208) to repair or replace the item, the employee will be reimbursed for repair or replacement of such personal effects.

To qualify for reimbursement, the employee must file a request to include a complete report detailing the events that caused the damage, citing witnesses, if any, and presenting the physical evidence of damage to the immediate supervisor. Such a report must be submitted as soon as possible after the damage occurs and no later than the end of the assigned shift on which the damage occurs. The immediate supervisor will survey the damaged property; review the report; and make a recommendation to the Director of Probation on whether or not reimbursement is to be made. The final decision will be made at the sole discretion of the Director of Probation, as appropriate.

Reimbursable Items	Maximum Amount
Wrist Watch	\$75.00
Prescription Lenses*	\$50.00 per lens
Prescription Glasses Frames*	\$250.00
Hearing Aid*	\$300.00
Dentures	\$240.00/plate

* Required in the performance of duties only. In no event will an officer be reimbursed if the damage is determined to have been caused by the employee's negligence.

To obtain reimbursement once eligibility has been established, the employee must submit a copy of the paid bill for repair or replacement at the time within 15 working days after submission of the request for reimbursement. The bill must clearly indicate it has been paid and must be dated. The date must be within the calendar dates between the date of the request for reimbursement and the date of the 15th working day.

Tentative Agreement of: _____

For the County:

For the Union:





Burke Dunphy, Chief Spokesperson

Justin Decker, Chief Spokespersons

Date: 1/28/20

Date: 1/28/20

Unit 16, AMMPS

Date Passed: 1/28/2020

Solano County Counter Proposal #1 to Union Proposal # 34 – 11/06/25

Time Passed: 12:45 pm

3. ASSOCIATION SECURITY AND RIGHTS

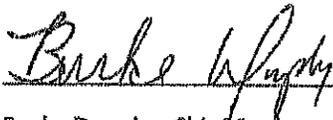
3.1 Association Dues and Service Fees

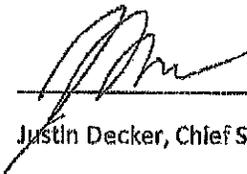
C. Employees may sign up for Payroll Deductions of Association dues with the Association. The Association will certify, in a letter to the County's Auditor Controller's Office – Payroll Bureau, new members of the Association. If employees opt for such deduction, it is understood that the dues will be deducted starting from the first day of the pay period following receipt of the certification and shall continue for the duration of this agreement, or until: 1. the last day of the last pay period following the transfer, promotion, or demotion of the employee to a different unit; or 2. Until the end of the pay period following notification from the Association to the County to cease deducting Association dues, or a later date as specified by the Association (to coincide with the end of a pay period). The Association can establish different levels of deductions for any legal purpose. The County's Auditor Controller's Office will make such deductions pursuant to the certification document submitted by the Association.

Tentative Agreement of: _____

For the County:

For the Union:





Burke Dunphy, Chief Spokesperson

Justin Decker, Chief Spokespersons

Date: 1/28/20

Date: 1/28/20

Unit 16, AMMPS

Date Passed: 11/16/2005

Solano County Proposal #2 - Bereavement Leave

Time Passed: 6:10 pm

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

B. Bereavement 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 timeframe indicated above). 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.

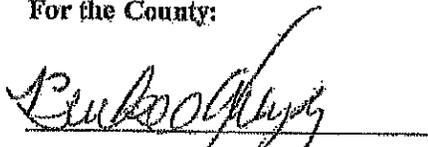
*As used in this section, the definition of "children" shall include a child in utero.

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: _____

For the County:



Burke Duaphy, Chief Spokesperson

For the Union:



Justin Decker, Chief Spokespersons

Unit 16, AMMPS

Date Passed: _____

Solano County Proposal #2 -- Bereavement Leave

Time Passed: _____

Date: 11/6/25

Date: 11/6/25

Unit 16, AMMPS

Date Passed: 11/6/2025

Solano County Counter Proposal #1 to Union Proposal #3

Time Passed: 1:56pm

MOU Section 3- Association Security and Rights

Section 3 Association Security and Rights

New Section Payroll Information

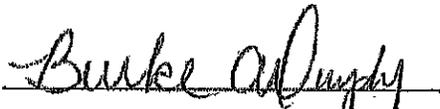
The County agrees to provide the Union the following pay data at the end of each pay period after the last pay day of the month, and by the scheduled pay date for employees, and separated by the scheduled pay dates for employees, within the month, in an electronic spreadsheet format (preferably in .csv format).

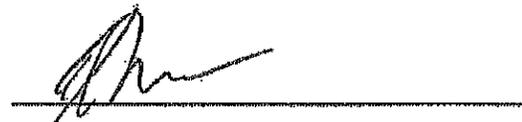
- 1 Name
- 2 Employee ID Number
- 3 Salary Step
- 4 Hourly Wage
- 5 Annual Salary
- 6 Differentials
- 7 Any specialty pay

Tentative Agreement of: _____

For the County:

For the Union:


Burke Dunphy, Chief Spokesperson


Justin Decker, Chief Spokespersons

Date: 11/6/25

Date: 11/6/25

6.12 Education Reimbursement

C. Policy for Tuition Reimbursement

1. 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.
2. 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.
3. Courses must be taken for credit; audited courses will not be reimbursed.
4. Courses must be taken at accredited institutions. Correspondence or internet-based courses from an accredited institution will be considered only when equivalent courses are not available at local accredited schools, or when the employee's circumstances prevent the employee from attending local courses.
5. 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.
6. 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.
7. Conventions, workshops, institutes, etc., are not included in the Tuition Reimbursement Program.
8. Reimbursement shall be subject to certification by the department concerned that the course of study is directly related to the work of an employee.

MOU Section 6- Benefits

9. 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.
1. 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. The request must be submitted within the same fiscal year the course was 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 the Director's designee.

Unit 16, AMMPS

Date Passed: _____

Solano County Counter Proposal #1 to Union Proposal # 20

Time Passed: _____

MOU Section 6- Benefits

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 forward such evaluation to the Human Resources Department through normal supervisory channels.

Tentative Agreement of: _____

For the County:

For the Union:





Burke Dunphy, Chief Spokesperson

Justin Decker, Chief Spokespersons

Date: 11/6/25

Date: 11/6/25

IFPTE Local 21, Unit 16 (AMMPS)
Association of Mid-Management Professionals
2025 Contract Negotiations
Union Proposal #13
Date Presented: 9/10/25

22.2 Administrative Leave

- A. In recognition that their responsibilities occasionally require work in excess of the normal 40 hour week, employees shall receive an Administrative Leave Benefit. This is in lieu of any payment or compensatory time off for work performed in excess of 40 hours per week. Eighty (80) hours of Administrative Leave shall be granted annually for all qualified members of the bargaining unit effective July 1 of each year. 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 allowed by the County's payroll system. 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 informal Administrative Leave for that employee.

No eligible employee shall carry over Administrative Leave from one fiscal year to another. Eligible management employees who have unused Administrative Leave at the end of the fiscal year shall have their unused annual Administrative Leave converted to their Retirement Health Savings Account in July of each year.

B. Restrictions Regarding the Use of Administrative Leave

1. 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.
2. No person shall be permitted to work for compensation for the County in any capacity while on paid Administrative Leave.
3. No eligible employee shall carry over Administrative Leave from one

SD \$10

fiscal year to another. Any eligible employee who separates from County employment shall not receive any compensation for any unused Administrative Leave. Employees terminating employment because of regular or disability retirement shall be paid for unused Administrative Leave in the following manner:

Convert all to the Retirement Health Savings Account to pay for retiree health.

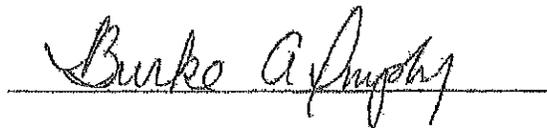
4. A Department Head may require employees covered in this section to work beyond the official forty (40) hour workweek. Administrative Leave will constitute full compensation for such overtime work.
5. Employees who promote into a covered classification and have accumulated compensatory time off are paid off for all accrued CTO hours.

For the Union:



Date: 10/23/25

For the County:



Date: 10/23/25