

**SIDE LETTER AGREEMENT**

To the Memorandum of Understanding  
Between the County of Solano and Professional & Technical Engineers, Local 21  
Unit 16– Association of Mid-Management Professions at Solano County  
Regarding Lump Sum Payment for Early Settlement

This will confirm an understanding reached between the County of Solano (hereinafter referred to as the “County”) and Professional & Technical Engineers, Local 21 (hereinafter referred to as the “Union”), representing Unit 16 – Association of Mid-Management Professions at Solano County. Collectively, County and Union are hereinafter referred to as “the parties.”

To encourage the early settlement of the successor collective bargaining agreement, upon the County’s receipt of the signed, ratified Memorandum of Understanding, employees as of September 4, 2022 shall receive the following lump sum payment by the last pay day in November 2022:

- If the Union returns the signed, ratified Memorandum of Understanding to the Director of Human Resources on or before September 30, 2022, then employees shall receive a lump sum payment of one thousand dollars (\$1000).
- If the Union returns the signed, ratified Memorandum of Understanding to the Director of Human Resources after September 30, 2022, but on or before October 7, 2022, then employees shall receive a lump sum payment of six hundred dollars (\$600).
- If the Union returns the signed, ratified Memorandum of Understanding to the Director of Human Resources after October 7, 2022, but on or before October 21, 2022, then employees shall receive a lump sum payment of three hundred dollars (\$300).
- If the Union returns the signed, ratified Memorandum of Understanding to the Director of Human Resources after October 21, 2022 then there shall be no supplemental payment to employees under this Side Letter Agreement.
- The parties intend that the lump sum payment is not subject to CalPERS reporting of benefits.
- A part-time employee shall receive a pro-rata amount based on the employee’s full-time equivalence.

For County

Local 21

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Patricia Cano  
Assistant Director of Human Resources

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Justin Decker  
Chief Spokesperson/Representative

*JD 10/2/22*