

County of Solano  
Final Settlement Proposal  
To  
Union of American Physicians & Dentists (Unit 11)  
November 9, 2022

Section/Subject	Proposal Summary	County Response
5.1 – Salary Appendix B	9% Cost of Living for each of 3 years <b>Equities</b> Dentist – 20% Child Psychiatrist – 9% Psychiatrist – 5% Clinic Physician – 14%	County proposal of 11/2/22 (attached)
8.2 Stand By Pay	Increase stand by pay from \$4.00/hr. to \$15.00/hr.	The County rejects this proposal and counters with the status quo.
8.3 Lead Pay (new section)	Provide 10% lead pay for responsibilities in excess of any duties normally assigned to the regular class	The County rejects this proposal and counters with the status quo.
14 Holidays	Add: Cesar Chavez Juneteenth two floating holidays  Employees on 4/10 schedule get 10 hours of holiday, Employees on 9/80 schedule get 9 hours of holiday, Employees on 8-hour schedule get 8 hours of holiday No charging of vacation or sick leave on a holiday observance If holiday falls on employees day off, the day is added to the employee's vacation balance	County proposal of 11/2/22 (attached)

Section/Subject	Proposal Summary	County Response
6.7 Deferred Compensation	<p>Effective 10/23/23, the County shall contribute \$10,000 to each eligible employee's 401(a) plan account and each October thereafter for the term of this agreement.</p> <p>Add Roth IRA as an option</p>	County proposal of 11/2/22 (attached)
20.1 Hours of Work	<ul style="list-style-type: none"> <li>• Employees are exempt and are paid regardless of the number of hours they work in a workweek</li> <li>• Hours to be defined as "those hours of the day or days of the week for which the employees are required to fulfill the responsibilities of their professional positions.</li> <li>• Regular pay of Unit employees cannot be standardized in relation to a given period of time – No time clock or time keeping device shall be implemented.</li> <li>• Since employees are FLSA exempt, no deductions of balances for time they miss</li> <li>• Employees have flexibility to alter their daily/weekly schedules</li> <li>• Employees shall not be charged paid leave nor docked for absences of less than a whole-day (exception FMLA)</li> </ul>	The County rejects this proposal and counters with the status quo.

Section/Subject	Proposal Summary	County Response
5.9 Longevity	2.5% @ 5 years 2.5% @ 10 years 2.5% @ 15 years 2.5% @ 20 years 2.5% @ 25 years 2.5% @ 30 years 2.5% @ 35 years 17.5% cumulative	See Section 6.7 Deferred Compensation proposal above.
5.10 Working out of class	Out of class can be written or <b>verbal</b> and does <i>not</i> have to cover all of the work characteristics of a higher class Out of class pay starts at 5 days	See attached County response.
22.6 Continuing Education Hours	Increase hours from 50 to 80  Increase professional reimbursement from \$3,000/year to \$4,500/year	County rejects this portion of the proposal and counters with the status quo County will only consider increasing the reimbursement if the money is provided as a reimbursement rather than providing the \$ up front.
5.3 Salary Upon Reemployment	Minor language revisions	County proposal of 9/15/22 (attached)
6.3 Cafeteria Plan	Move to 80% of Kaiser Family rate eff. January 2023	County proposal of 9/2/22 (attached)
13.6 Military Leave	Incorporating Side Letter	County proposal of 9/15/22 (attached)
Side Letter	Recognition/Retention \$1,500	County proposal of 9/15/22 (with corrected title) (attached)
Side Letter	Comparable Cities/Counties	County proposal revised to read 'agencies' (attached)

**Wages** (Note: Actual language will conform to current Appendix B)

- Year 1 - Effective the first pay period following the Board of Supervisors' adoption of the collective bargaining agreement, the base wage rates will increase by five percent (5%).
- Year 2 - Effective the beginning of the pay period of 10/29/2023 following the Year 1 wage increase set forth above, the base wage rates will increase by four percent (4%).
- Year 3 – Effective the beginning of the pay period of 10/27/2024 following the Year 2 wage increase set forth above, the base wage rates will increase by three percent (3%).

COUNTY:

UNION:

\_\_\_\_\_   
Georgia Cochran

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Patricia Hernandez

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

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

**14. HOLIDAYS**

- A. Only regular and limited-term employees shall be eligible for paid holidays.
- B. An employee must work or be paid for all part or part of both the employee's regularly scheduled workday before and after a holiday to be eligible for that holiday.
- C. An employee who is terminating his/her/their employment for reasons other than paid County retirement may not use annual leave, sick leave or comp time on the day after a holiday if ~~his/her~~ the employee's last actual working day falls before the holiday. A holiday or floating holiday shall not be used as the date of termination (e.g., January 1st) in order to be paid for that day.
- D. A part-time employee shall receive those paid holidays on the same basis as his/her basic workweek relates to forty (40) hours, regardless of work scheduled.

**E. Holidays Worked**

Any employee who is required to work on a fixed paid holiday, which is part of ~~his/her~~ the employee's regular workweek shall be entitled to compensatory time off for the time actually worked. A full-time employee whose regularly scheduled day off falls on a paid holiday shall be entitled to eight (8) hours of compensatory time off. Such compensatory time off shall be scheduled at the discretion of the department head within one year from the day of the holiday. Holidays taken shall not be counted as time worked for purposes of overtime computation.

- F. 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.

**G. 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 - ~~Columbus Day~~ Indigenous People's Day
- November 11th - Veterans' Day
- Thanksgiving Day - Traditional as designated by the President or Governor
- Friday - the day after Thanksgiving Day
- December 25th - Christmas Day

Effective the later of January 1, 2020 or the 1<sup>st</sup> of the month following MOU adoption, the fixed paid holidays in the above table shall be amended by adding:

- December 24th Christmas Eve Day (beginning at 1:00 p.m.)
- December 31st New Year's Eve Day (beginning at 1:00 p.m.)

In accordance with County Code Section 2-01, the County's normal business hours are 8:00 a.m. to 5:00 p.m. As the normal workday is eight (8) hours and 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 four (4) hours of holiday pay, and shall work the balance of their regularly scheduled work shift.

2. **Other Paid Holidays Include:**

- a. One (1) paid floating holiday in each calendar year. The timing of an employee's use of the floating holiday shall be subject to advance approval of the Department Head or ~~his~~ <sup>his/her</sup> designee.
- b. Special or limited holidays appointed by the President or Governor.
- c. Such other days in lieu of holidays as the Board of Supervisors may determine.

H. The County will recognize Juneteenth as an unpaid holiday but will not close County services. Employees may use their accrued holiday leave or a floating holiday.

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6.7 Deferred Compensation

- A. A Deferred Compensation Program as established by the Board of Supervisors is available to all employees employed in regular or limited-term positions. Such programs are hereby incorporated by reference.
1. To encourage County employee participation in the deferred compensation program, the County will contribute a dollar for dollar match up to a maximum of five dollars (\$5.00) per pay period to the deferred compensation account of any County employee who is actively enrolled in the deferred compensation program. Effective January 8, 2023, the County will contribute a dollar for dollar match up to a maximum of twenty-five dollars (\$25) a pay period to the deferred compensation account of any County employee who is actively enrolled. Effective the first pay period in January 2024, the County shall increase its contribution to fifty dollars (\$50) per pay period, and effective the first pay period in January 2025, the County shall increase its contribution to seventy-five dollars (\$75) per pay period. The employee must contribute a minimum of ten dollars (\$10) per pay period in the deferred compensation program to receive the dollar for dollar match.

**OR**

The County will offer 2.5% longevity at 15 years (Section 5.9 would be revised to provide for this.

The UAPD may choose between the County’s Deferred Compensation proposal of 11/2/22 or choose to add 2.5% - 15 year longevity, but not both.

COUNTY:

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Unit #11  
Working out of class response to UAPD  
November 9, 2022

*Revise Section 5.10, Working Out of Class as follows:*

5.10 Working Out of Class

- A. It is the intent of this article to provide appropriate compensation to employees working out-of-class from ~~the beginning of the third pay period of~~ such assignment and continuing for the duration of such assignment.
- B. A working out-of-class assignment occurs when an employee receives a formal, written assignment by a department head to perform all the work characteristics of a higher paying classification. With prior approval from the Director of Human Resources or his/her designee, a department head may assign an employee the duties of another position in a higher classification when the following requirements are met:
  - 1. The vacant position is specifically allocated to the department.
  - 2. The assignment will require the duties of the position to be performed by the individual for a period of not less than two (2) pay periods.

Such temporary assignment shall not be considered a promotion. That individual shall receive the recruiting salary for the class or such higher amount as would constitute at least a one (1) step increase on the range over the salary received prior to the assignment not to exceed the top step of the new range.

- C. If the employee is eligible for a merit increase in the class occupied prior to the temporary assignment, such employee will be eligible for a rate increase on the temporary assignment class range provided, however, such increase in the prior class would result in more than the rate being earned on temporary assignment.



5.3 Salary Upon Reemployment

- A. A former employee, off probation at the time of separation, who is reemployed in the same class or in a lower class in the same series, within two (2) years, may upon the request of the head of the department in which they are being reemployed and approval of the Director of Human Resources or his/her designee, be appointed at the same some step higher than the recruiting step not to exceed one (1) step lower than the step they occupied at the time of their separation or at any step within the salary range. Subsequent merit increase shall follow the normal time period progression between steps.
- B. A represented employee who voluntarily separates and:
1. is subsequently reemployed in the same department in a represented position;
  2. begins work within a period of not more than 180 calendar days from the last day ~~he or she~~ the employee previously actually worked for the County;
  3. completes a new probationary period; and
  4. either did not withdraw from PERS or “bought-back” his/her/their County PERS service credits, shall upon approval by the Director of Human Resources, have continuous service credited to ~~him or her~~ the employee for purposes of vacation and longevity pay eligibility. Prior service restored shall not apply toward seniority for lay-off purposes, step raise eligibility or any benefit other than vacation and longevity eligibility.

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County Proposal #8 to UAPD (Unit #11)  
November 2, 2022

*Amend Section 6.3 Cafeteria Plan as follows:*

6.3 Cafeteria Plan

- A. Effective with the coverage effective January 1, ~~2023~~ 2019, the County's contribution toward the health plan, as historically administered, shall be set at ~~eighty seven~~ fifty percent (75 ~~80~~%) of the ~~2019~~ 2023, 2024, or 2025 PEMHCA Bay Area Region 1 Kaiser Permanente family rate minus the PEMHCA MEC.

~~Effective the first of the month following adoption of the collective bargaining agreement, the County's contribution toward the health plan, as historically administered, shall be set at seventy five percent (75%) of the 2020 PEMHCA Region 1 Kaiser Permanente family rate minus the PEMHCA MEC.~~

~~Effective with the coverage effective January 1, 2021, the County's contribution toward the health plan, as historically administered, shall be set at seventy five percent (75%) of the 2021 PEMHCA Region 1 Kaiser Permanente family rate minus the PEMHCA MEC.~~

~~Effective with the coverage effective January 1, 2022, the County's contribution toward the health plan, as historically administered, shall be set at seventy five percent (75%) of the 2022 PEMHCA Region 1 Kaiser Permanente family rate minus the PEMHCA MEC.~~

Additionally, through December 16, 2022, or the start date of the increase to the County's contribution to the cafeteria plan to eighty percent (80%) of the PEMHCA Region 1 Kaiser Permanente family rate minus the PEMHCA MEC, whichever is sooner, an employee enrolled in PEMHCA for "employee plus two or more dependents" shall receive a County contribution of fifty dollars (\$50.00) per month into the Cafeteria Plan. 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 of fifty dollars (\$50.00) shall sunset at the end of the pay period in December 2022. ~~effective the first of the month following adoption of the collective bargaining agreement, an employee enrolled in PEMHCA for "employee plus two or more dependents" shall receive a County contribution of fifty dollars (\$50) per month into the Cafeteria Plan. Said employee may use this County contribution for health insurance premium conversion, healthcare 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 October 21, 2022.~~

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

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

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

13.6 Military Leave of Absence

- A. ~~— A request for military leave of absence shall be made upon forms prescribed by the Director, shall include a copy of the employee's military orders, and shall include the date such military leave is to begin and the probable date of return. All employees shall be entitled to military leave of absence and compensation as provided in Section 395-395:02 of the Military and Veterans' Code of the State of California to the greater of either said law/code or one hundred ninety (190) hours of paid Temporary or Active Duty Military Leave (excludes Inactive Duty) per fiscal year for each hour in which the employee was otherwise scheduled to work.~~
- B. ~~— An employee who resigns in order to enter military service shall have the right to return to County employment after the termination of his/her active military service as provided by Section 395.3 of the California Military and Veterans' Code and Title 38 U.S. Code, Chapter 43 (Veterans' Reemployment Right).~~
1. ~~— An employee shall be given preference over all other applicants for the opening in his/her class and department next available after filing with the Director of Human Resources a written request to return to County employment and shall be reemployed no later than 90 days from the receipt of said request.~~
  2. ~~— Upon reemployment, he/she shall be entitled to such civil service status as he/she would have if he/she had not resigned (e.g., any seniority for purposes of layoff would continue to accrue during his/her absence and he/she would not need to serve a new probationary period in his/her former department and class if he/she had attained regular status prior to leaving County service). His/her salary upon reentering County service in his/her former classification shall be at the same step he/she occupied at the time of his/her separation. Subsequent merit increase eligibility dates shall follow the normal time progression between steps.~~
  3. ~~— In all other respects (e.g., step increases and benefits eligibility accrual and use) he/she shall be treated as a new employee.~~
  4. ~~— No former employee shall have this right of reemployment under this Section who:~~
    - a. ~~— Is not qualified to perform the duties of the position (i.e., fails to pass a physical examination);~~
    - b. ~~— Is released from active duty for reasons other than honorable;~~
    - c. ~~— Fails to make written application for reemployment with the County within six (6) months of his/her release; or~~
    - d. ~~— Refuses upon request to provide true copies of any documents which he/she may be asked to provide in order to substantiate the period and kind of his/her military service, the circumstances of his/her release~~

~~from such service and other information which is deemed necessary by the County in order to evaluate his/her application for reemployment.~~

**A. Military Leave**

All employees shall be entitled to military leave of absence and compensation as provided in California Military and Veterans Code Section 395-395.02 to the greater of either said law/code or one hundred ninety (190) hours of paid Temporary or Active Duty Military Leave (excludes Inactive Duty such as weekend drills) per fiscal year for each hour in which the employee was otherwise scheduled to work.

Employees on Active Duty exceeding one hundred ninety (190) hours may receive "Supplemental Military Pay" up to the "Maximum Duration of Time," as defined in this Section. Supplemental Military Pay for time past 190 hours can be used for only one deployment during the term of this side letter agreement.

The eligible employee must elect to receive Supplemental Military Pay by no later than the seventh (7<sup>th</sup>) calendar day of the employee's military leave, otherwise the employee shall not be eligible for Supplemental Military Pay during that particular deployment.

**B. Eligibility**

To be eligible for this benefit, the employee must have been employed by Solano County for a period of not less than one year immediately prior to the date upon which the employee's military leave of absence begins. In determining the one-year of public agency service, all recognized military service is considered as public agency service.

An employee on Active Duty on the effective date of this Agreement, and who exhausted paid military leave pay in accordance with Military and Veterans Code Section 395-395.02 during that same fiscal year is eligible under this Agreement, even though the effective date of this Agreement occurs *after* the employee's Active Duty military service began. Timelines in this Agreement related to electing to receive supplemental military pay, submission of military pay documentation, and any other dues dates are based on the effective date of this Agreement for those employees who are on Active Duty on the effective date of this Agreement.

**C. Compensation**

1. Any eligible employee who is on military leave of absence, shall be entitled to compensation as provided in California Military and Veterans Code Section 395-395.02 to the greater of said law/code or one hundred ninety (190) hours of paid Temporary or Active Duty Military Leave (excludes Inactive Duty such as weekend drills) per fiscal year for each hour in which the employee was otherwise scheduled to work.
2. Following exhaustion during the fiscal year of the greater of Military and Veterans Code Section 395-395.02 compensation or one hundred ninety (190) hours of paid Temporary or Active Duty Military Leave, the eligible employee may receive "Supplemental Military Pay."

- a. "Supplemental Military Pay" is defined as the difference in the employee's (Higher Paid) base County salary and the employee's (Lower Paid) base military salary. The employee's base County salary shall be identified by referring to the County's "Listing of Classes and Salaries" in effect on the first day of active military leave, and no incentive pays such as POST Pay, bilingual differential, or similar factors shall be considered. This calculation is made as of the first day of the employee's active military leave for that particular deployment and shall not be adjusted during the deployment, even if a general wage increase occurs during the deployment. The employee must furnish to the department a copy of the employee's military pay (e.g., through a military pay stub which documents the base pay rate) within thirty (30) calendar days of the employee's deployment.

Supplemental Military Pay is earnings and subject to payroll taxes (e.g., Medicare, Social Security, income taxes), recognized employee association/union dues, deferred compensation contributions, garnishments, and all other deductions in effect on the calendar day immediately prior the start of Supplemental Military Pay with the exception of CalPERS retirement (see Benefits).

3. At the beginning of the next fiscal year, the eligible employee will again receive the greater of California Military and Veterans Code Section 395-395.02 or one hundred ninety (190) hours of paid Temporary or Active Duty Military Leave.
4. The "Maximum Duration of Time" for Supplemental Military Leave is defined as eighteen (18) months (see subsection (C)(4)(a) below) less those periods of the greater of California Military and Veterans Code Section 395-395.02 or one hundred ninety (190) hours of paid Temporary or Active Duty Military Leave. (See subsection (C)(4)(b) and (c) below.)
  - a. As an example, if an employee's military orders state that the employee will be deployed for eleven (11) months, then the Maximum Duration of Time is eleven (11) months. Or, as an example, an employee's military orders state that the employee will be deployed for twenty (20) months, then the Maximum Duration of Time is eighteen (18) months.
  - b. Example A: Employee begins Active Duty military leave on July 1, 2020 and receives the greater of M&VC Sections 395-395.02/190 hours, begins Supplemental Military Pay on approximately August 1, 2020 for approximately 11 months, receives M&VC Sections 395-395.02/190 hours again on July 1, 2021, continues Supplemental Military Pay on approximately August 1, 2021 and the Supplemental Military Pay stops on approximately January 31, 2022 as the total of M&VC Sections 395-395.02/190 hours+ Supplemental Military Pay+ M&VC Sections 395-395.02/190 hours+ Supplemental Military Pay equals eighteen (18) months.

The eighteen (18)-month period continues to run during times when an employee is not receiving Supplemental Military Pay but is instead receiving the greater of California Military and Veterans Code Section 395-395.02 or one hundred ninety (190) hours of paid

Temporary or Active Duty Military Leave.

5. An employee not receiving pay under the greater of Military and Veterans Code Section 395-395.02 or one hundred ninety (190) hours of paid Temporary or Active Duty Military Pay, or the Supplemental Military Pay may use the employee's eligible accrued leaves (e.g., vacation, compensatory time off, administrative leave, attorney time off) (sick leave is not an eligible leave).

**D. Benefits**

1. During periods of pay during the greater of Military and Veterans Code Section 395-395.02 or one hundred ninety (190) hours of paid Temporary or Active Duty Military Leave, the employee's benefits which were active on the prior calendar day shall continue (with the County and employee continuing to pay their own respective share of said continued benefits).
2. During periods of Supplemental Military Pay the following apply:
  - a. Health insurance coverage will continue, with both the County and the employee contributing their own respective shares.
  - b. Employees are not eligible to receive cafeteria plan "waive money" or "cash back." The employee may elect to continue other benefits which are subject to COBRA provisions by enrolling in said benefits during the COBRA election/enrollment period.
  - c. The employee shall not receive County paid holidays, and shall not receive accrued time off (such as vacation, sick leave, administrative leave, attorney time off, nor any accruals).
  - d. Unless otherwise directed by CalPERS law or regulation, during periods of Supplemental Military Pay, the employee does not receive CalPERS service credit and neither the County nor the employee pay into the CalPERS retirement system.

**E. Other**

1. A probationary employee or a promotional probationary employee on military leave shall be required complete the balance of his/her/their probationary period upon the employee's return to work.
2. An eligible employee who is receiving pay under this program shall continue to receive service credit for the purposes of determining duration of County service. An eligible employee who is receiving pay not under this program but rather through the use of the employee's accrued leaves shall receive service credit for the purposes of determining duration of County service. An employee who is not receiving pay does not receive service credit for the purpose of determining duration of County service.

County Proposal 3 – Unit 11  
September 15, 2022

COUNTY:

UNION:

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Georgia Cochran

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Patricia Hernandez

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

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



County Proposal #5 – Unit 11  
October 18, 2022

**SIDE LETTER AGREEMENT**

To the Memorandum of Understanding  
Between the County of Solano and Union of American Physicians and Dentists (UAPD) – Unit #11

~~Regarding Lump Sum Payment for Early Settlement~~  
Employee Recognition/Retention

This will confirm an understanding reached between the County of Solano (hereinafter referred to as the "County") and Union of American Physicians and Dentists (UPAD) (hereinafter referred to as the "Union"), representing Unit 11. Collectively, County and Union are hereinafter referred to as "the parties."

In an effort to retain employees and recognize the work performed by unit members, the County shall provide a one-time bonus in the amount of ~~one thousand dollars (\$1,000)~~ one thousand five hundred dollars (\$1,500) to all bargaining unit employees as of September 4, 2022. A part-time employee shall receive a pro-rata amount based on the employee's full-time equivalence. The payment shall be made on the last pay day of November 2022.

COUNTY:

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Georgia Cochran

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Patricia Hernandez

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

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

**SIDE LETTER AGREEMENT**

To the Memorandum of Understanding  
Between the County of Solano and Union of American Physicians and Dentists (UAPD) – Unit #11

Comparable Counties and Cities Agencies

The County has an established list of comparable ~~counties and cities~~ agencies that it uses for classification and compensation (wage and/or total comp.) studies. The Union has proposed to alter this list of comparable ~~counties and cities~~ agencies. The County recognizes that its list of comparable ~~counties/cities~~ agencies has not changed since 2008 and that the County will relook at its comparable ~~counties/cities~~ agencies by no later than October 2023. As such, the parties agree to meet and confer regarding any proposed changes to the comparable ~~counties/cities~~ agencies used for all future classification and/or compensation studies.

The County intends to perform a total compensation survey of Clinic Physician (Board Certified), Psychiatrist (Board Certified), and Dentist classifications, prior to negotiations over a successor MOU. The County will provide that study to Unit 11 no later than June 30, 2025. Unit 11 may perform its own total compensation survey and will provide that to the County prior to June 30, 2025.

COUNTY:

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