

**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  
Employee Retention/Recognition

This will confirm an understanding reached between the County of Solano (hereinafter referred to as the “County”) and Professional and Technical Engineers, Local 21 (hereinafter referred to as the “Union”), representing Unit 16.

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) to all bargaining unit employees employed 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.

For County:

For the Union:

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Patricia Cano  
Assistant Director of Human Resources

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Justin Decker  
Chief Spokesperson/Union Representative