

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

This will confirm an understanding reached between the County of Solano (County) and the Service Employees International Union, Local 1021, representing Unit 2, collectively, "the parties."

The parties agree that the County, within its sole discretion, may provide new Nurse Practitioner/Physician Assistants (hereafter "NP/PA"), recruits who are not already employed within the immediate Partnership Healthplan of California (PHP) network (which includes the following Counties: Del Norte, Humboldt, Siskiyou, Lassen, Modoc, Mendocino, Trinity, Sonoma, Marin, Solano, Yolo, Shasta, Lake, Napa) with:

- A \$25,000 stipend (signing bonus, or service bonus). In exchange for a 12-month minimum employment commitment, \$5,000 shall be paid after the eligible NP/PA begins working and upon approval by the PHP. The eligible employee shall receive \$5,000 at completion of 12 months of full-time employment.

If the employment relationship between the County and the eligible PA/NP ends during the first 12 full months, then the NP/PA is no longer eligible for the stipend paid at the start of employment and shall repay to the County on a prorated basis based on PHP grant rules.

Upon completion of 24 months of full-time employment, the NP/PA shall be paid a \$5,000 stipend, and upon completion of 36 months of full-time employment, the NP/PA shall be paid a \$10,000 stipend.

- An eligible employee who works less than full-time shall receive a pro-rata stipend payment subject to the same terms and conditions set forth above. For example, a PA/NP that is a .80 FTE would be eligible for a \$20,000 stipend.
- Changes to the employee's FTE may impact the receipt of the stipend and/or the amount of the stipend based on PHP grant rules and requirements.
- Up to \$5000 reimbursement for moving expenses for extended family (limited to parents/or in-laws) after the practitioner has been employed with the County for at least one year.

The parties understand that the payment of the stipend(s) is subject to the approval of the PHP grant rules and requirements, which are subject to change. The parties further acknowledge that funding availability through the PHP grant is subject to change or may be discontinued with little advanced notice to the County. The County may increase or decrease the amounts of the stipends based on grant rules.

This Side Letter of Agreement will expire upon expiration of the Memorandum of Understanding.

For the County

For SEIU Local 1021

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Patricia Cano  
Assistant Director of Human Resources

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Tiffany Crain, Esq.  
SEIU Local 1021

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Date

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Date