

Web Posting Transmittal Sheet

Meeting Date: 7/24/19

✓	BU #	NAME OF UNIT
	6	Health and Welfare Supervisors <i>SHAPE</i>
	10	Skilled Craft and Service Maintenance <i>Stationary Engineers, Local 39</i>
	3	Law Enforcement Employees
	4	Law Enforcement Supervisors <i>Deputy Sheriff's Association</i>
	12	Probation Employees
	15	Probation Supervisors <i>Probation Peace Officer Association</i>
	13	Correctional Officers <i>Sheriff's Custody Association</i>
	14	Correctional Supervisors <i>Teamsters, Local 856</i>
	17	Law Enforcement Management
	18	Law Enforcement Management <i>Law Enforcement Management Association</i>
	2	Nurses
	7	Regulatory, Technical and General Services
	9	Clerical Employees
	5	Health and Welfare Service Employees
	8	General Services Supervisors
	82	EH Nurses
	87	EH Regulatory, Technical, & General Services
	89	EH Clerical Employees
	90	EH Probation Employees <i>SEIU</i>
	1	Attorneys <i>Teamsters, Local 150</i>
	11	Psychiatrists, Physicians and Dentists <i>Union of American Physicians & Dentists</i>
✓	16	Mld Management <i>AMMPS</i>
	19	Executive and Senior Management <i>Professional & Technical Engineers, Local 21</i>

- County Proposal(s) to Union
 Union Proposal(s) to County

TAS

Proposal(s) attached.

**Unit 16 – Mid-Management
Association of Mid-Management Professionals at Solano County**

COUNTY PROPOSAL 2

Side Letter Agreement
Between the County of Solano and
Association of Mid-Management Employees at Solano County

This will confirm an understanding reached between the County of Solano (hereinafter referred to as the "County") and the Association of Mid-Management Employees at Solano County (hereinafter referred to as the "Association") representing Unit 16 – Mid-Management. Collectively, County and Association 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 December 29, 2019 shall receive the following lump sum payment included with the January 17, 2020 paycheck:

- o If the Association returns the signed, ratified Memorandum of Understanding to the Director of Human Resources on or before August 25, 2019, then employees shall receive a lump sum payment of nine hundred dollars (\$900)
- o If the Association returns the signed, ratified Memorandum of Understanding to the Director of Human Resources after August 25, 2019, but on or before September 8, 2019, then employees shall receive a lump sum payment of six hundred dollars (\$600)
- o If the Association returns the signed, ratified Memorandum of Understanding to the Director of Human Resources after September 8, 2019, but on or before September 22, 2019, then employees shall receive a lump sum payment of three hundred dollars (\$300)
- o If the Association returns the signed, ratified Memorandum of Understanding to the Director of Human Resources after September 22, 2019 then there shall be no supplemental payment to employees under this Side Letter Agreement
- o The parties intend that the lump sum payment is not subject to CalPERS reporting of benefits.
- o A part-time employee shall receive a pro-rata amount based on his/her full-time equivalence.

FOR THE COUNTY

FOR THE ASSOCIATION

Marc A. Fox
Director of Human Resources

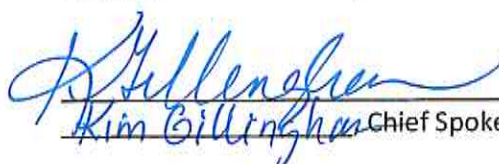
Jody Hagens
President

Dated: 7/24/19

COUNTY:

AMMPS:


Jeannine Seher, Chief Spokesperson


Kim Billingham, Chief Spokesperson

7/24/19 1:47pm

Solano County & Unit 16

Association of Mid-Management Professionals at Solano County (AMMPS)

2019 MOU Negotiations

AMMPS Proposal

Proposal Number: **5**

Date: July 24, 2019

MOU Section: 6. BENEFITS
6.12 Education Reimbursement
D.2.b.

MOU Page: 19

MOU Language:

6.12 Education Reimbursement

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.
 - b. The maximum reimbursement that may be received by an employee in one fiscal year shall be ~~one thousand one hundred (\$1,100)~~ two thousand (\$2,000.00) dollars.
 - 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.

TA
7/29/19
[Signature]

7/24/19 2:32
TA *[Signature]*