

Side Letter Agreement
Between the County of Solano and the Professional and Technical
Engineers, Local 21

This will confirm an understanding reached between the County of Solano (County) and Professional and Technical Engineers, Local 21, representing Unit 16 (Association of Mid-Management Employees at Solano County), collectively, "the parties."

The parties agree that the County, within its sole discretion, may provide new Clinic Physician Supervisor (hereafter "Physician"), 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:

- The Physician shall receive up to a \$50,000 stipend (signing bonus, or service bonus). The amount received will be pro-rated based on the amount of time that the Physician spends providing direct patient care. In exchange for a 12-month minimum employment commitment, up to \$10,000 shall be paid after the eligible Physician begins working and upon approval by the PHP. The eligible employee shall receive up to \$10,000 at completion of 12 months of full-time employment.

If the employment relationship between the County and the eligible Physician ends during the first 12 full months, then the Physician 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 Physician shall be paid up to \$10,000 stipend, and upon completion of 36 months of full-time employment, the Physician shall be paid a \$20,000 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 Physician that is a .80 FTE would be eligible for a \$40,000 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 Partnership HealthPlan of California (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.

County

Local 21

Patricia Cano
Assistant Director of Human Resources

Justin Decker
Chief Spokesperson/Representative

Date

Date