

SIDE LETTER AGREEMENT

To the Memorandum of Understanding
Between the County of Solano and Chauffeurs, Teamsters & Helpers, Local 150
Unit #1 - Attorneys
Comparable Counties and Cities

This will confirm an understanding reached between the County of Solano (hereinafter referred to as the “County”) and Chauffeurs, Teamsters & Helpers, Local 150 (hereinafter referred to as the “Union”), representing Unit 1 - Attorneys. Collectively, County and Union are hereinafter referred to as “the parties.”

The County has an established list of comparable counties and cities that it uses for classification and compensation (wage and/or total comp.) studies. During negotiations, the Union has its own list of comparable counties and cities that it contends better represents the market for Unit 1. proposed to alter this list of comparable counties and cities. The County recognizes that its list of comparable counties/cities has not changed since 2008 and the parties recognize that coming to an agreement on a list of comparable counties and cities will lead to better labor relations, save time and expense in negotiations and decrease the possibility of disputes during negotiations.

Thus, the parties agree that a Joint Labor Management Committee will convene at the County will relook at its comparable counties/cities by no later than December 2023. As such, the parties agree that the Committee will to meet and confer regarding what is an appropriate list of any proposed changes to the comparable counties/cities to be used for all future classification and/or compensation studies.

The parties agree that the lists referenced above and set forth below will be the counties/cities that will be considered during this process and that if no agreement is reached by the end of December 2023, each party will strike three (3) counties/cities from the below lists and the remaining counties/cities will be the agreed upon list.

Solano’s suggested counties: Alameda, Contra Costa, Marin, Napa, Sacramento, San Joaquin, Sonoma, Stanislaus, Yolo

Union’s suggested counties: Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Sonoma

Once the agreed upon list is reached, in January 2024, the parties through the Joint Labor Management Committee will review the new list to determine an equity adjustment to be made on or about October 27, 2024 with a 1% floor on such an adjustment and a 3% cap (meaning that even if Unit 1 is more than 3% behind the average wage when looking at the new list of comparable counties/cities the maximum equity adjustment that will be provided per this agreement is 3%).

COUNTY:

UNION:

Charmie Junn

Costa Kerestenzis

Date: _____

Date: _____