

IFPTE Local 21, Unit 19 (Executive & Senior Management)
2022 Contract Negotiations – Solano County
Union Proposal #24
Date Presented: 8/11/22

Bonus Payment Side Letter Agreement To the Memorandum of Understanding
Between IFPTE Local 21 & Solano County

This will confirm an understanding reached between the County of Solano ("County") and the International Federation of Professional & Technical Engineers (IFPTE), Local 21 ("Union"), representing Unit 19, collectively "the parties."

The parties agree that the County will provide the Mental Health Medical Director, Clinic Operations Officer, and Chief Medical Director employed with the County on or after October 22, 2023 with a thirty thousand dollar (\$30,000) bonus payment under the following conditions: *n*

1. The employee is employed in a regular or limited term position. That is, a psychiatrist in a contract employee, independent contractor, outside vendor contract, extra help employee or any other status except for regular or limited term is not eligible for participation in this program.
2. The eligible new employee commits to become and remain employed with the County of Solano for a minimum of twenty-four (24) full months from the date of execution of this Bonus Payment Side Letter or the first date of employment, whichever date is later. For purposes of this program, any unpaid absence from work greater than sixteen (16) hours in any pay period shall not count toward the minimum of twenty-four (24) full months of work. An unpaid absence includes those instances when the employee is not receiving 100% of his/her paycheck via County earnings (hours worked, vacation, sick leave, jury duty, etc.) and receives payment from other source such as, but not limited to, California State Disability Income and workers' compensation payments.
3. To the extent that the County offers, either directly or indirectly, another recruitment or retention payout (excluding the Student Loan Repayment Program), then an eligible employee shall have no expectation of receiving funds (e.g. payment) through more than one program offering.

Annual Payments. The eligible employee receives 50% of his/her authorized bonus payment within two months following date of hire or commitment if presently employed by the County and the remainder of the bonus payment during the fourteenth (14th) month