

**SIDE LETTER AGREEMENT**

To the Memorandum of Understanding  
Between the County of Solano and Professional & Technical Engineers, Local 21  
Unit 19

Pay Parity

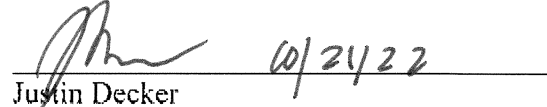
This will confirm an understanding reached between the County of Solano (hereinafter referred to as the "County") and Professional & Technical Engineers, Local 21 (hereinafter referred to as the "Union"), representing Unit 19. Collectively, County and Union are hereinafter referred to as "the parties."

The parties agree that if any other bargaining unit represented by a union/association receives a general wage increase greater than the general wage increase set forth in Appendix B during the term of this Memorandum of Understanding, then the same general wage increase shall be provided to Unit 19. The term "general wage increase" does not include any special adjustments/equity adjustments specific to a classification, subset or group of a bargaining unit and excludes any wage increase ( or portion thereof) which is attributable to a change in other collective bargaining provisions.

For County

  
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Patricia Cano  
Assistant Director of Human Resources

For Local 21

  
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Justin Decker  
Chief Spokesperson/Representative