



County of Sonoma

State of California

Date: April 28, 2026

Item Number: _____

Resolution Number: _____

4/5 Vote Required

Concurrent Resolution of the Board of Supervisors of the County of Sonoma, State of California, the Board of Directors of the Sonoma County Water Agency, the Board of Commissioners of the Community Development Commission, and the Board of Directors of the Sonoma County Agricultural Preservation and Open Space District to Amend the Memorandum of Understanding between the County and the Service Employees International (SEIU), Local 1021, to Adjust the Salaries for Eight Classifications, Effective April 28, 2026.

Whereas, the County of Sonoma and SEIU agreed the County would evaluate fifteen (15) non-benchmark classifications during the term of the SEIU contract for the purpose of a salary administration differential evaluation; and

Whereas, to evaluate the classification differentials impacting salary ranges, Human Resources conducted informational interviews with incumbents and evaluated relevant factors associated with salaries, including both external market survey and internal salary reviews; and

Whereas, Human Resources recommends the salaries for the second five evaluated classifications, as well as those classifications linked or tied to the evaluated classifications, be set as set forth in Attachment A; and

Whereas, the County and SEIU reached agreement on the salary adjustments and executed the second Side Letter of Agreement as set forth in Attachment B; and

Now, Therefore, Be It Resolved that the Memorandum of Understanding between the County and the Service Employees International be amended to adjust the salaries for eight classifications, effective April 28, 2026, as set forth in Attachment A.

Supervisors:

Rabbitt:	Coursey:	Gore:	Hopkins:	Hermosillo:
Ayes:	Noes:	Absent:	Abstain:	

So Ordered.