



County of Sonoma

State of California

Date: August 12, 2025

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, Extending the 2023-2026 Memorandum Of Understanding Between the County of Sonoma and the Sonoma County Law Enforcement Managers Association, for the Period of July 3, 2026 Through July 2, 2027.

Whereas, the Sonoma County Law Enforcement Managers Association (SCLEMA) is a recognized employee organization representing bargaining unit 44; and

Whereas, the County met and conferred with representatives of SCLEMA to negotiate a one-year extension to the 2023-2026 Memorandum of Understanding (MOU), as outlined in the Tentative Agreement, incorporated by reference as Attachment 19; and

Whereas, the SCLEMA membership ratified the terms of the tentative agreement to be recommended to the Board of Supervisors and Board of Directors for approval; and

Whereas, the terms and conditions of the tentative agreements are within the prescribed authority of this Board; and

Whereas, the County has satisfied its obligation under Government Code Section 3505 and the County Employee Relations Policy to meet and confer over the terms and conditions of

employment contained in the recommended MOU extension; and

Whereas, the Board has met all legal requirements under Government Code Sections 23026, 31515.5, 7507, and 31516; and

Whereas, the proposed changes to the SCLEMA MOU do not include changes in retirement benefits or other post-employment benefits; and

Now, Therefore, Be It Resolved that this Board hereby approves the Tentative Agreement setting the terms and conditions of the MOU extension between the County and SCLEMA, which is attached and incorporated by reference herein.

Be It Further Resolved that the terms and conditions of the MOU shall be in full force and effect from July 3, 2026, through July 2, 2027, except as specified otherwise in the MOU.

Be It Finally Resolved that the County Executive, Director of Human Resources, and Auditor-Controller-Treasurer-Tax Collector have the authority to take any necessary administrative actions to implement the provisions of this resolution, including the authority to execute administrative changes to plan documents and MOUs as needed and/or make corrections of a non-financial nature.

Supervisors:

Hermosillo: Rabbitt: Coursey: Gore: Hopkins:

Ayes: Noes: Absent: Abstain:

So Ordered.