

Letter of Agreement

County of Sonoma and Service Employees' International Union - Local 1021

This first Letter of Agreement, entered into by the Labor Agreements for Service Employees' International Union - Local 1021, hereinafter referred to as "SEIU," and the County of Sonoma, hereinafter referred to as "County," is to adjust the salary ranges for the job classifications listed in the tables below. This agreement is the result of the meet and confer process for eight out of the fifteen job classifications related to the SEIU 2023-2026 side letter agreement in which the County evaluated salary administration differentials for non-benchmark job classifications.

SEIU-0001 Clerical Non-Supervisory

Job Code	Job Title	Current A Step Rate (Hourly)
3387	Detention Specialist I	\$30.65 \$29.37
3388	Detention Specialist II	\$33.30 \$31.91
3389	Senior Detention Specialist	\$36.30 \$34.78

SEIU-0005 Services and Technical Support

Job Code	Job Title	Current A Step Rate (Hourly)
0586	Child Support Officer III	\$39.01 \$37.74
3396	Community Services Officer I	\$30.29 \$29.05

Job Code	Job Title	Current A Step Rate (Hourly)
3397	Community Services Officer II	\$33.30 \$31.91
3391	Detention Assistant	\$32.44 \$30.90
1271	Parking and Facility Officer	\$33.30 \$31.91

SEIU-0025 Social Services Non-Supervisory

Job Code	Job Title	Current A Step Rate (Hourly)
3348	Home Care Support Assistant	\$30.68 \$29.22
3003	Social Service Worker III	\$43.84 \$42.36
3353	Social Work Assistant	\$31.20 \$29.71

SEIU-0095 Supervisory

Job Code	Job Title	Current A Step Rate (Hourly)
0588	Child Support Services Supervisor	\$45.41 \$43.93
3390	Detention Specialist Supervisor	\$41.94 \$40.18
3010	Social Service Supervisor I	\$51.66 \$49.91
3392	Supervising Detention Assistant	\$36.04 \$34.33

1. SEIU agrees that no salary adjustments will be made to the job classification of Appraiser Aide.
2. SEIU agrees that Senior Office Assistant will be established as a new benchmark classification and the salary administration for Office Assistant II and its linked and tied classifications will now be administered through the Senior Office Assistant benchmark.
3. SEIU agrees that Community Services Officer I and its linked and tied classifications will now be administered through the Law Enforcement Services Specialist II benchmark.
4. SEIU agrees that Detention Assistant and its linked classification will now be administered through the Law Enforcement Services Specialist II benchmark.
5. SEIU agrees that Social Work Assistant will now be administered through the Social Service Worker II benchmark.
6. As stated in the side letter agreement between the County of Sonoma and SEIU dated May 23, 2025, any salary adjustments would not exceed a five percent (5%) pay increase. Changes to salary administration differentials that resulted in salary adjustments in excess of a five percent (5%) pay increase, the delta above the initial five percent (5%) cap will go into effect upon the adoption of the successor MOU. This is applicable for Home Care Support Assistant and Social Work Assistant included in this Letter of Agreement. Upon the agreement of the successor MOU, Home Care Support Assistant will be due a 7.35% adjustment and Social Work Assistant will be due a 5.5% adjustment, to their respective A-steps.
7. SEIU agrees that the County has met its obligation to meet and confer on the contents of this Letter of Agreement.
8. This Letter of Agreement sets forth the full and entire understanding of the parties regarding the matters set forth herein. Any other prior or existing understanding or agreements by the parties, whether formal or informal, regarding any such matters are hereby superseded or terminated in their entirety.

9. No agreement, understanding, variation, waiver, or modification of any of the terms or provisions contained herein shall in any manner be binding upon the parties hereto unless made and executed in writing by the parties hereto and, if required, approved and implemented by the County's Board of Supervisors.
10. Nothing in this Letter of Agreement shall be construed to limit, remove, expand, or in any way alter the existing or future jurisdiction or authority of the Civil Service Commission as provided in Sonoma County Ordinance No. 305-A as amended or as provided in the rules adopted in accordance with the said ordinance.
11. The waiver of any breach, term, or condition of this Letter of Agreement by either party shall not constitute a precedent in the future enforcement of all its terms and provisions.

Date: 2/25/2026 Signature On File

Joel Evans-Fudem, Field Representative, SEIU Local 1021

Date: 2/25/26 Signature On File

Kevin Arnold, Field Representative, SEIU Local 1021

Date: 2/25/26 Signature On File

Spencer Keywood, Deputy Human Resources Director, County of Sonoma