

## Letter of Agreement

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

This second 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 five 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-0005 Services and Technical Support

Job Code	Job Title	Current A-Step Rate (Hourly)
0172	Human Services Network Analyst	\$56.32 <del>\$56.15</del>
5370	Residential Service Worker	\$26.57 <del>\$25.30</del>

#### SEIU-0010 Maintenance Non-Supervisory

Job Code	Job Title	Current A-Step Rate (Hourly)
0704	Airport Operations Specialist	\$38.05 <del>\$36.24</del>
0702	Airport Operations Specialist Trainee	\$33.52 <del>\$31.92</del>
0705	Senior Airport Operations Specialist	\$40.60 <del>\$38.67</del>

**SEIU-0025 Social Services Non-Supervisory**

<b>Job Code</b>	<b>Job Title</b>	<b>Current A-Step Rate (Hourly)</b>
3351	Human Services Aide I	\$25.72 <del>\$25.24</del>
3352	Human Services Aide II	\$28.30 <del>\$27.87</del>

**SEIU-0095 Supervisory**

<b>Job Code</b>	<b>Job Title</b>	<b>Current A-Step Rate (Hourly)</b>
0712	Airport Operations Supervisor	\$44.67 <del>\$42.54</del>

1. SEIU agrees that Marketing Specialist will be established as a new benchmark classification.
2. SEIU agrees that Human Services Network Analyst will now be administered through the Network Analyst classification.
3. SEIU agrees that Human Services Aide II and its linked classification will now be administered through the Employment and Training Specialist classification.
4. 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 Airport Operations Specialist Trainee, Airport Operations Specialist, Residential Service Worker, Senior Airport Operations Specialist, and Airport Operations Supervisor included in this Letter of Agreement. Upon the agreement of the successor MOU, Airport Operations Specialist Trainee will be due a 6.76% adjustment, Airport Operations Specialist will be due an 8.20 % adjustment, Residential Service Worker will be due a 2.71% adjustment, Senior Airport Operations Specialist will be

due an 11.71 % adjustment, and Airport Operations Supervisor will be due an 11.74 % adjustment, to their respective A-steps.

5. SEIU agrees that the County has met its obligation to meet and confer on the contents of this Letter of Agreement.
6. 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.
7. 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.
8. 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.
9. 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: 3/18/2026      Signature On File  
Joel Evans-Fudem, Field Representative, SEIU Local 1021

Date: 3/18/26      Signature On File  
Spencer Keywood, Deputy Human Resources Director, County of  
Sonoma