



COUNTY OF SONOMA

575 ADMINISTRATION
DRIVE, ROOM 102A
SANTA ROSA, CA 95403

SUMMARY REPORT

Agenda Date: 8/12/2025

To: Board of Supervisors of the County of Sonoma, Board of Directors of the Sonoma County Water Agency, Board of Commissioners of the Community Development Commission, and Board of Directors of the Sonoma County Agricultural Preservation and Open Space District

Department or Agency Name(s): Human Resources Department

Staff Name and Phone Number: Janell Crane, 707-565-2885; Jeremia Mills, 707-565-3995

Vote Requirement: Majority

Supervisory District(s): Countywide

Title:

Extension Agreement Amending Memorandum of Understanding between the County of Sonoma and the Deputy Sheriffs' Association, Deputy Sheriff's Law Enforcement Management Unit, Engineers and Scientists of California, International Union of Operating Engineers, Stationary Engineers - Local 39, Sonoma County Deputy Public Defender Attorneys' Association, Sonoma County Law Enforcement Association, Sonoma County Law Enforcement Managers Association, Sonoma County Prosecutors' Association, Sonoma County Public Defender Investigators' Association, Service Employees' International Union - Local 1021, Western Council of Engineers, and amending the terms and conditions for Salary Resolution No. 95-0926.

Recommended Action:

Adopt twelve Resolutions approving a one-year extension and amending the 2023-2026 Memorandum of Understanding (MOU) between the County of Sonoma and the Deputy Sheriffs' Association, Deputy Sheriff's Law Enforcement Management Unit, Engineers and Scientists of California, International Union of Operating Engineers, Stationary Engineers - Local 39, Sonoma County Deputy Public Defender Attorneys' Association, Sonoma County Law Enforcement Association, Sonoma County Law Enforcement Managers Association, Sonoma County Prosecutors' Association, Sonoma County Public Defender Investigators' Association, Service Employees' International Union - Local 1021, Western Council of Engineers, and amending the terms and conditions for Salary Resolution No. 95-0926.

Executive Summary:

Representatives of the County met and conferred with the Deputy Sheriffs' Association (DSA), Deputy Sheriff's Law Enforcement Management Unit (DSLEM), Engineers and Scientists of California (ESC), International Union of Operating Engineers, Stationary Engineers - Local 39 (Local 39), Sonoma County Deputy Public Defender Attorneys' Association (SCDPDAA), Sonoma County Law Enforcement Association (SCLEA), Sonoma County Law Enforcement Managers Association (SCLEMA), Sonoma County Prosecutors' Association (SCPA), Sonoma County Public Defender Investigators' Association (SCPDIA), Service Employees' International Union - Local 1021 (SEIU), Western Council of Engineers (WCE), reaching a tentative agreement regarding the terms and conditions of employment for a one-year extension of the MOU. All changes from the 2023-2026 MOU become effective at the expiration of such MOU, unless otherwise specified in the tentative agreement. DSA, DSLEM, ESC, Local 39, SCDPDAA, SCLEA, SCLEMA, SCPA, SCPDIA, SEIU, and WCE have voted and ratified the tentative agreement.

Discussion:

Given the fiscal uncertainty regarding State and Federal funding and in the interest of maintaining competitive salary and benefits, the County proposed a twelve (12) month extension of the current MOU with DSA, DSLEM, ESC, Local 39, SCDPDAA, SCLEA, SCLEMA, SCPA, SCPDIA, SEIU, and WCE, in conjunction with amending the Terms and Conditions for Salary Resolution No. 95-0926. The following is a brief summary of the updated provisions negotiated in this agreement:

Term of MOU:

The 2023-2026 MOU will be extended by twelve (12) months after expiration.

Employee Organization	2023-2026 MOU Expiration Date	Extension Agreement Expiration Date
DSA	3-31-2026	3-31-2027
DSLEM	3-31-2026	3-31-2027
ESC	3-25-2026	3-25-2027
Local 39	7-1-2026	7-1-2027
SCDPDAA	5-6-2026	5-6-2027
SCLEA	5-1-2026	5-1-2027
SCLEMA	7-2-2026	7-2-2027
SCPA	5-6-2025	5-6-2027
SCPDIA	6-17-2026	6-17-2027
SEIU 1021	2-28-2026	2-28-2027
WCE	6-1-2026	6-1-2027

Salary Adjustments as follows:

Three percent (3.0%) Cost of Living Adjustment.

County Contribution Toward Active Employee Medical Benefits as follows:

County Contribution - Plan Year 2026-2027

Effective the pay period beginning May 12, 2026, the County shall contribute up to a maximum of the following amounts based on the level of coverage for employees enrolled in County-offered medical coverage for any eligible full-time regular employee and their eligible dependent(s).

- Employee only \$1,032 per month (\$516 semi-monthly)
- Employee plus one \$2,064 per month (\$1,032 semi-monthly)
- Family \$2,917 per month (\$1,458.50 semi-monthly)

Regional Parks Annual Membership Benefit:

The County will issue a Regional Parks General Parks Membership to each bargaining unit member for Fiscal Year (FY) 26/27, effective July 1, 2026, including employees under Salary Resolution No. 95-0926.

Government Code Compliance Requirements:

Various provisions of the California Government Code require certain disclosures before the Board can adopt changes in salaries or benefits, with additional disclosure required for changes in pension and other post-employment benefits. Any changes in salaries and benefits must be adopted at a public meeting of the Board (Cal Gov't Code Section 23026). Notice of the consideration of such increases must be provided prior to the meeting and shall include "an explanation of the financial impact that the proposed benefit change or salary increase will have on the funding status of the county employees' retirement system." (Cal Gov't Code Section 31515.5).

In addition, when considering changes in retirement benefits or other postemployment benefits, the Board "shall secure the services of an actuary to provide a statement of the actuarial impact upon future annual costs, including normal cost and any additional accrued liability, before authorizing changes in public retirement plan benefits or other postemployment benefits." (Cal Gov't Code Section 7507). When there are changes in retirement benefits or other postemployment benefits, the statement of actuarial impacts shall be provided by an enrolled actuary and shall be made public at a meeting at least two weeks before the adoption of the increase in benefits. (Cal Gov't Code Section 31516).

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This staff report recommends that the Board adopt changes in the MOU extension agreements and Salary Resolution No. 95-0926, including changes to salary and benefits. However, there are no changes to pension or other post-employment benefits. The proposed COLA are within the future years' 3.0% annual wage increase assumptions applied in the December 31, 2024 actuarial valuation; therefore, the proposed changes will not materially impact the ongoing cost of the plan and funding status of SCERA.

Strategic Plan:

N/A

Racial Equity:

Was this item identified as an opportunity to apply the Racial Equity Toolkit?

No

Prior Board Actions:

May 9, 2023 (item 67, File ID number 2023-0480) - Adoption of MOU between the County of Sonoma and SEIU.

September 24, 2024 (item 25, File ID number 2024-0857) - Adoption of a Concurrent Resolution amending premium pay provided under the Salary Resolution No. 95-0926.

FISCAL SUMMARY

Expenditures	FY25-26 Adopted	FY26-27 Projected	FY27-28 Projected
Budgeted Expenses	\$6,800,000	\$20,400,000	
Additional Appropriation Requested			
Total Expenditures	\$6,800,000	\$20,400,000	
Funding Sources			
General Fund/WA GF			
State/Federal			
Fees/Other			
Use of Fund Balance			
General Fund Contingencies			
Total Sources	\$6,800,000	\$20,400,000	

Narrative Explanation of Fiscal Impacts:

The 2025-26 Adopted Budget includes appropriations for anticipated labor costs. Current year increases are expected to be absorbed within existing appropriations. The CEO will work with departments should additional appropriations be necessary, with any adjustments to be made during consolidated budget adjustments. Costs for 2026-27 will be incorporated into the Recommended Budget.

Staffing Impacts:			
Position Title (Payroll Classification)	Monthly Salary Range (A-I Step)	Additions (Number)	Deletions (Number)
N/A			

Narrative Explanation of Staffing Impacts (If Required):

N/A

Attachments:

1. Concurrent Resolution - SEIU
2. Tentative Agreement - SEIU
3. Concurrent Resolution - Salary Resolution
4. Proposed Changes to Salary Resolution (Redline)
5. Proposed Changes to Salary Resolution (Changes Accepted)
6. Resolution - DSA
7. Tentative Agreement - DSA
8. Resolution - DSLEM
9. Tentative Agreement - DSLEM
10. Resolution - ESC
11. Tentative Agreement - ESC
12. Concurrent Resolution - Local 39
13. Tentative Agreement - Local 39
14. Resolution - SCDPDAA
15. Tentative Agreement - SCDPDAA
16. Resolution - SCLEA
17. Tentative Agreement - SCLEA

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- 18. Resolution - SCLEMA
- 19. Tentative Agreement - SCLEMA
- 20. Resolution - SCPA
- 21. Tentative Agreement - SCPA
- 22. Resolution - SCPDIA
- 23. Tentative Agreement - SCPDIA
- 24. Concurrent Resolution- WCE
- 25. Tentative Agreement - WCE

Related Items “On File” with the Clerk of the Board:

N/A