

Letter of Agreement

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

This third 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 table below. This agreement is the result of the meet and confer process for two 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-0025 Social Services Non-Supervisory

Job Code	Job Title	Current A-Step Rate (Hourly)
0604	Veterans Services Specialist I	\$29.93 \$28.90
0606	Veterans Services Specialist II	\$34.51 \$33.32
0608	Veterans Services Specialist III	\$37.96 \$36.26

1. SEIU agrees that no salary adjustments will be made to the job classification of Payroll Clerk.
2. SEIU agrees that Veterans Services Specialist III and its linked classifications will now be administered through the Social Service Worker II classification.
3. SEIU agrees that the County has met its obligation to meet and confer on the contents of this Letter of Agreement.

4. 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existing understanding or agreements by the parties, whether formal or informal, regarding any such matters are hereby superseded or terminated in their entirety.
5. 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.
6. 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.
7. 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: 6/4/2026

[Redacted Signature]

Joel Evans-Fudem, Field Representative, SEIU Local 1021

Date: 6/4/26

[Redacted Signature]

Spencer Keyword, Deputy Human Resources Director,
County of Sonoma