

**TENTATIVE AGREEMENT BETWEEN
COUNTY OF SONOMA AND
SERVICE EMPLOYEE INTERNATIONAL UNION, LOCAL 1021**

May 23, 2025

The following document contains the Tentative Agreement between the County ("County") and the Service Employees International Union Local 1021 ("Union"), hereinafter collectively called "the parties", on wages, hours, and terms and conditions of employment. The salaries, hours, fringe benefits and working conditions set forth have been mutually agreed upon by the designated bargaining representatives of the County and the Union and will apply to all employees covered by the Memorandum of Understanding (MOU) between the County and the Union.

Upon Union ratification and Board approval, this Agreement will extend the 2023-2026 MOU between the parties by one year, to February 28, 2027.

Amend Article 8.1 Salary Adjustments as follows:

Effective March 3, 2026: The County will increase by three percent (3%) the A-I Step of each scale in the Salary Table specified in Appendix A-1.

Amend Article 12.2.2 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 maximum of the following amounts based on 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)

The County will issue each bargaining unit member a Regional Parks General Parks Membership for FY 26/27 effective July 1, 2026.

The extended MOU shall supersede the Memorandum of Understanding that expires on February 28, 2026. Language in the MOU and existing side letters not amended by this Tentative Agreement will remain unchanged. The parties agree that any and all Tentative Agreements are hereby incorporated. Any outstanding proposals not agreed to are hereby withdrawn by the parties.

This Tentative Agreement is subject to ratification by bargaining unit membership and approval by the Sonoma County Board of Supervisors.

FOR THE COUNTY

Jeremia Mills 5/30/2025

Spencer Keywood 5/30/2025

Ashley Nolan 5/30/2025

FOR THE UNION

Joel Evans-Fudem 5/29/2025

Ellie Campbell Brown 5/29/2025

David Cameron 5/29/2025

Hannah Burns 5/29/2025

Sonja Moug 5/29/2025

Matthew L. Jensen 5/29/2025

Valerie Schlafke 5/30/2025

Tracy Allen 5/30/2025

Andrea Zanetti 5/30/2025