



County of Sonoma

State of California

Date: July 7, 2026

Item Number: _____

Resolution Number: _____

4/5 Vote Required

Concurrent Resolution of the Board of Supervisors of the County of Sonoma, State of California, the Board of Directors of the Sonoma County Water Agency, the Board of Commissioners of the Community Development Commission, and the Board of Directors of the Sonoma County Agricultural Preservation and Open Space District to Amend the Memorandum of Understanding between the County and the Service Employees International (SEIU), Local 1021, to Establish the New Classification of Sheriff's Custodian and Set the Salary, and Adjust the Salaries for Three Classifications, Effective July 7, 2026.

Whereas, Human Resources conducted a classification study and developed the new Sheriff's Custodian classification specification. The classification performs routine cleaning of all areas of the Main Adult Detention Facility, inclusive of areas accessed by incarcerated persons; basic janitorial services at the North County Detention Facility; and cleaning and sanitizing areas contaminated with biohazards or infectious diseases. The Civil Service Commission approved the recommendation for the new classification specification at their November 6, 2025, meeting; and

Whereas, pursuant to the Employee Relations Policy, Human Resources recommends the Sheriff's Custodian be allocated to the SEIU-0010 Maintenance Non-Supervisory unit and that the new classification is non-exempt in accordance with the Fair Labor Standards; and

Whereas, Human Resources recommends the salary for the Sheriff's Custodian be set hourly at the beginning range of 2949; and

Whereas, the County and SEIU reached agreement on the salary recommendation and

executed a Side Letter of Agreement as set forth in Attachment B; and

Whereas, the County of Sonoma and SEIU agreed the County would evaluate fifteen (15) non-benchmark classifications during the term of the SEIU contract for the purpose of a salary administration differential evaluation; and

Whereas, to evaluate the classification differentials impacting salary ranges, Human Resources conducted informational interviews with incumbents and evaluated relevant factors associated with salaries, including both external market survey and internal salary reviews; and

Whereas, Human Resources recommends the salary for the last evaluated classifications, as well as those classifications linked or tied to the evaluated classifications, be adjusted as set forth in Attachment A; and

Whereas, the County and SEIU reached agreement on the salary adjustments and executed the Letter of Agreement as set forth in Attachment C; and

Now, Therefore, Be It Resolved that the Memorandum of Understanding between the County and the Service Employees International be amended to establish the new classification of Sheriff's Custodian and set the salary and adjust the salaries for three classifications, effective July 7, 2026, as set forth in Attachment A.

Supervisors:

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| Rabbitt: | Coursey: | Gore: | Hopkins: | Hermosillo: |
| Ayes: | Noes: | Absent: | Abstain: | |

So Ordered.