



County of Sonoma

State of California

Date: March 24, 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 and Set the Salaries for Three New Classifications, and Adjust the Salaries for Fifteen Classifications, Effective March 17, 2026.

Whereas, Human Resources engaged CPS HR Consulting to conduct a position review classification study of the Human Services Aide II, Office Assistant II, Senior Office Assistant, and Office Support Supervisor positions assigned to the Economic Assistance – Clerical Division of the Human Services Department, and through the classification study process, CPS HR Consulting recommended developing the new Eligibility Assistant classification series and the Civil Service Commission approved the recommendations at their July 17, 2025, meeting; and

Whereas, pursuant to the Employee Relations Policy, Human Resources recommends the Eligibility Assistant and Senior Eligibility Assistant be allocated to the SEIU-0025 Social Services – Non-Supervisory bargaining unit and the Supervising Eligibility Assistant be allocated to the SEIU-0095 Supervisory bargaining unit, and that the new classifications are non-exempt in accordance with the Fair Labor Standards Act; and

Whereas, Human Resources recommends the salaries for the Eligibility Assistant, Senior Eligibility Assistant, and Supervising Eligibility Assistant be set as set forth in Attachment A;

Whereas, the County and SEIU reached agreement on the salary recommendations 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 salaries for the first eight 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 and set the salaries for three new classifications, and adjust the salaries for fifteen classifications, effective March 17, 2026, as set forth in Attachment A.

Supervisors:

Rabbitt: Coursey: Gore: Hopkins: Hermosillo:

Ayes: Noes: Absent: Abstain:

So Ordered.