

SIDE LETTER BETWEEN
COUNTY of SONOMA
AND
SERVICE EMPLOYEES INTERNATIONAL UNION
LOCAL 1021 (SEIU)

July 15, 2020

The County of Sonoma (County) and Service Employees International Union Local 1021 (Union) have agreed to changes to the 2019-2023 Memorandum of Understanding (MOU), as a result of the equity adjustments agreed to between the County and the Engineers and Scientists of California, Local 20 (ESC) and authorized by the Board on July 23, 2019. The salaries for the Supervisory classifications adjusted herein are administered based on the journey level benchmark classifications of the respective series represented by ESC. Negotiations with ESC, which occurred subsequent to SEIU's adoption of a successor MOU, resulted in salary adjustments to the journey level positions. Human Resources staff reviewed the Supervisory positions and recommended salary adjustments in order to address salary compression between the supervisory and non-supervisory levels of the classification series. The following changes will be effective upon Board adoption, August 11, 2020:

Changes to Appendix A – Salary Table

Job Code #	Job Title	Unit Code	A Step Effective 8/11/2020
2615	Supervising Environmental Health Specialist	SEIU 0095	\$41.67
2638	Supervising Health Information Specialist	SEIU 0095	\$36.67
2570	Supervising Public Health Nurse	SEIU 0095	\$51.15

This Side Letter 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or existing understanding or agreements by the parties whether formal or informal regarding any such matters are hereby superseded or terminated in their entirety.

The Union agrees that the County has met its obligation to meet and confer on the contents of this Side Letter.


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.

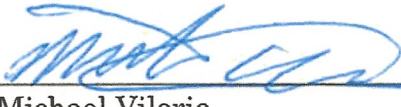
The waiver of any breach, term or condition of this Side Letter by either party shall not constitute a precedent in the future enforcement of all its terms and provisions.

COUNTY OF SONOMA

SEIU



Janie Carduff
Employee & Labor Relations Manager



Michael Vioria
Field Representative

Date: 8-4-2020

Date: 7/27/2020