

**LETTER OF AGREEMENT
COUNTY of SONOMA AND SEIU LOCAL 1021
APPENDIX A – SALARY TABLE SCALES**

Adoption by Sonoma County Board of Supervisors

This Letter of Agreement entered into by the SEIU, Local 1021 hereinafter referred to as “SEIU”, and the County of Sonoma, herein after referred to as “County”, has as its purpose to establish the salary range for the Adult and Aging Social Worker and Adult and Aging Social Work Supervisor classifications, and to establish Adult and Aging Social Worker as the new benchmark classification for the advanced journey and supervisor II levels in the Social Worker classification family.

SEIU-0025 Social Services – Non-Supervisory

Job Code	Job Title	A Step Rate
3008	Adult and Aging Social Worker	37.76

SEIU-0095 General Supervisory

Job Code	Job Title	A Step Rate
3013	Adult and Aging Social Work Supervisor	42.30

Benchmark	Linked to Benchmark	Secondary Linkage	Salary Administration
Adult and Aging Social Worker			
	Adult and Aging Social Work Supervisor		12% above Adult and Aging Social Worker
	Social Worker IV		8% below Adult and Aging Social Worker
		Social Service Supervisor II	12% above Social Worker IV
	Child Protective Services Social Worker		2.5% above Adult and Aging Social Worker
		Child Protective Services Social Work Supervisor	12% above Child Protective Services Social Worker

1. SEIU agrees that the County has met its obligation to meet and confer on the contents of this Letter of Agreement.

2. 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or existing understanding or agreements by the parties whether formal or informal regarding any such matters are hereby superseded or terminated in their entirety.
3. 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.
4. 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 said ordinance.
5. 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: 6/22/2022 / Michael Vilorio /
Michael Vilorio, Field Representative, SEIU Local 1021

Date: 6/27/2022 / Christina Cramer /
Christina Cramer, Human Resources Director