



# County of Sonoma

## State of California

Date: June 6, 2023

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, Sonoma County Agricultural Preservation and Open Space District, The Board of Commissioners of the Sonoma County Community Development Commission, Approving Changes in Article 13-Medical Benefits for Future Retirees, to be Added to the Previously Approved Memorandum of Understanding Between the County of Sonoma and the Service Employees International Union, Local 1021 for the Period of July 1, 2023 through February 28, 2026.**

**Whereas** the Service Employees International Union, Local 1021 ("SEIU") is a recognized employee organization representing bargaining units 01, 05, 10, 25, 80, and 95; and

**Whereas** the County met and conferred with representatives of SEIU and reached tentative agreements and side letters making changes to the Memorandum of Understanding (MOU), identified as Tentative Agreement 1, which were previously approved by Resolution of the Board of Supervisors (Resolution #23-0236) on May 9, 2023; and

**Whereas** the County of Sonoma ("County") also met and conferred with representatives of SEIU to negotiate changes to Article 13 - Medical Benefits for Future Retirees, identified as Tentative Agreement 2, incorporated by reference as Attachment A; and

**Whereas** the SEIU membership ratified the terms of the Tentative Agreements to be recommended to the Board of Supervisors for approval; and

**Whereas** the terms and conditions of the Tentative Agreements are within the prescribed authority of this Board; and

**Whereas** the County has satisfied its obligation under California Government Code section 3505 and the County Employee Relations Policy to meet and confer over the terms and conditions of employment contained in the Tentative Agreements; and

**Whereas** changes to retiree medical benefits or other post-employment benefits requires specific disclosures and the County has met all legal requirements pursuant to

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California Government Code Sections 7507, 23026, 31515.5, 31516; and

**Whereas** written confirmation of the Board's compliance with California Government Code Section 7507 from Segal Consulting dated May 3, 2023 was received and reviewed by the Board on May 9, 2023, is incorporated by reference as Attachment B; and

**Whereas** based upon Segal's actuarial estimates, the proposed changes to Article 13 of the SEIU MOU will result in a decrease to the County's total other post-employment benefits liability; and

**Whereas** the County Administrator has reviewed and acknowledged the financial impact of the changes to the County's total other post-employment benefits liability, which is incorporated by reference as Attachment C.

**Now Therefore Be It Resolved** that this Board hereby approves Tentative Agreement 2, modifying Article 13 - Medical Benefits for Future Retirees, of the MOU between the County and the SEIU, which is attached and incorporated by reference herein.

**Be It Further Resolved** that the terms and conditions of Article 13 of the MOU shall be in full force and effect from July 1, 2023 through February 28, 2023.

**Be It Finally Resolved** that the County Administrator, Director of Human Resources, and Auditor-Controller-Treasurer-Tax Collector have the authority to take any necessary administrative actions to implement the provisions of this resolution, including the authority to execute administrative changes to plan documents and MOUs as needed and/or make corrections of a non-financial nature.

**Supervisors:**

Gorin:

Rabbitt:

Gore:

Hopkins:

Coursey:

Ayes:

Noes:

Absent:

Abstain:

**So Ordered.**