



SEIU 1021 Sonoma County Chapter Tentative Agreement Information for 2023-2026 Memorandum of Understanding

1. COLAs: 5% in Year 1, 4.5% in Year 2, 4% in Year 3

COLA = Cost of Living Adjustment to address inflation

2. No Pension Takeaways

This is money that 6 other bargaining units have permanently forfeited and will mean a 3.03% wage increase in July 2024 for **all** in the retirement system

3. Average 4% Equity Adjustment on top of COLAs

for the 64% of us who are behind our comparable agencies' same positions

See pages 6-8 containing list of Equity Adjustments

4. \$600 monthly Cash Allowance roll-in to wage scale

This will make it subject to COLAs and overtime, safeguards it from being a future bargaining chip, and will be newly awarded to Extra-Help

BREAKDOWN OF WAGE INCREASES OVER SPAN OF CONTRACT

May 2nd, 2023*	0%-16.1% (avg 4%)	Equity Adjustment
May 16th, 2023	5%	COLA for 2023/24 (Year 1 of 3)
May 16th, 2023	\$1.15/hr \$1.50/hr	Bilingual: All paid statuses Fluent Bilingual increase
May 30th, 2023	Up to \$3.45/hour**	Cash Allowance Roll-In (money moved)
July 11th, 2023	See table on page 2	Lump Sum #1 (for those not at I-Step)
March 5, 2024	4.5%	COLA for 2024/25 (Year 2 of 3)
July 9, 2024	3.03%	Supplemental Pension payment Discontinuation
July 9, 2024	See table on page 2	Lump Sum #2 (for those not at I-Step)
March 4, 2025	4%	COLA for 2025/26 (Year 3 of 3) (1% of this COLA is in exchange for our Staff Development/Health & Wellness Benefit, which expires June 30th 2025)

TOTAL **16.53% minimum** plus possible Equity Adjustment

**Dates listed are the first day of the effective pay period.*

*** The \$3.45/hour Roll-In is new money for Extra-Help employees.*

Tentative Agreement Information for 2023-2026 MOU, continued

Cash Allowance Roll-In & Lump Sum Payment Schedule

Salary Step as of 6/30/23	Hourly Roll-In	Payment July 2023	Payment July 2024
A-step	\$2.84/hr	\$1,268.80	\$811.20
B-step	\$2.91/hr	\$1,123.20	\$540.80
C-step	\$2.98/hr	\$977.60	\$374.40
D-step	\$3.05/hr	\$832.00	\$208.00
E-step	\$3.13/hr	\$665.60	\$20.80
F-step	\$3.21/hr	\$499.20	-
G-step	\$3.29/hr	\$332.80	-
H-step	\$3.37/hr	\$166.40	-

A-H Steps receive less than \$3.45/hr to prevent compaction (maintain 2.5% between steps).

The Lump Sum payments serve as the annual difference between your hourly cash allowance roll-in and \$3.45/hour.

5. **Medical benefits: County contribution raises of 5% in Year 2 and again in Year 3** to cover cost increases in addition to full coverage of Year 1's increase, for a total of a 12% overall increase in County contribution.

6. **Retiree Medical portability** for pre-2009 hires
Anyone hired prior to 2009, upon direct retirement from the County, will not lose their healthcare coverage if they move out of the service area. This will be in the form of a \$500/month HRA (Health Retirement Account).

7. **Prospective Retirement COLA reopener agreement**
The County has agreed to "re-open" this part of our contract in Spring 2024 to discuss how and whether to institute COLAs for future retirees. The added time is needed to sort through some legal hurdles.

Tentative Agreement Information for 2023-2026 MOU, continued

8. **Bilingual Pay improvements**

- An increase to \$1.50 per hour for Fluent level.
- This pay will now apply to all paid statuses (not just worked time) for both Basic and Fluent levels.

9. **State Disability Insurance reopener**

The County has agreed to meet with us in Fall 2024 to finally hash out adoption of SDI.

10. **Vacation**

Increase vacation accrual cap as follows:

Employment Term	Non- Supervisory	Supervisory
10-15 years	300 hours	380 hours
15-20 years	320 hours	400 hours
20-25 years	340 hours	420 hours
25+ years	360 hours	440 hours

11. **Added one-time floating holiday for 1st year of contract**

Effective January 1st 2024 and must be used prior to the last pay period of December 2024.

12. **Extra-Help improvements including:**

- a. **Up to \$600 more in monthly pay** due to cash allowance roll-in.
- b. **Increase in sick leave accrual rate** to match Permanent employees (3.68 hours per pay period).
- c. **Increase in sick leave accrual cap** to 96 hours.
- d. **Ability to take sick leave in 1/10th hr slots** (instead of whole hours).
- e. **No decrease in wage for reappointments** (to an EH or Perm job).
- f. **Regional Parks pass** for each year of 3-year contract period.

Tentative Agreement Information for 2023-2026 MOU, continued

- 13. Regional Parks Passes:** Yearly pass for 3 years for all employees in our Bargaining Unit, including Extra-Help.
- 14. Guarantee of 15 job differential class studies** that must be finished by end of contract. The job classes have not yet been determined but are being reviewed. Thank you for your patience.
- 15. Callback premium pay** (time and-a-half for being called in early to work) extended from Maintenance to all Bargaining Units.
- 16. Assault Examiners (SART):**
 - Increase from \$275 to \$600 per exam.
 - Increase of standby pay from \$100 to \$150 per shift.
- 17. Boot/Shoe allowance:**
 - Increased from \$225 to \$300 for boots, issued in July
 - Increased from \$120 to \$200 for safety shoes, issued in July
 - 8 classifications added
- 18. Uniform allowance:**
 - Increased to \$300 per year, issued in July
 - 4 job classes added to benefit
 - 1 job class added to cleaning benefit
- 19. Regional Parks housing improvements**
Opened access to all affected job classifications
- 20. Disaster/Emergency compensation**
Paid time off for staff whose disaster assignments don't overlap during their regular shifts

Tentative Agreement Information for 2023-2026 MOU, continued

- 21. Disaster/Emergency assignment orientations for new assignees**
- 22. Call center job posting language**
Recruitments/job postings shall clearly state when positions require predominant phone work
- 23. Improved Grievance Procedure language**
- 24. Emergency Action Plans**
MOU language stating departments shall keep EAPs up-to-date
- 25. Contracting Out notice improvements**
- 26. Steward meeting time off**
Guaranteed time each month for Stewards to meet and train
- 27. Other Union Rights improvements**
 - Broadened our ability to contact each other at work
 - Broadened permitted ways we can communicate at work
 - Better New Employee Orientations

Find the language for all of our proposals [here](#). This online folder is being populated over the next few days (3/30/23) so keep checking back if the item you wish to see hasn't been uploaded yet.

Tentative Agreement Information for 2023-2026 MOU, continued

EQUITY ADJUSTMENTS (Effective May 2nd, 2023)

Job Classification Title	Equity Adj
ACCOUNTING ASSISTANT	1.89%
ACCOUNTING TECHNICIAN	1.89%
AGRICULTURAL/WEIGHTS AND MEASURES INSPECTOR I	8.37%
AIRPORT OPERATIONS SPECIALIST	0.16%
AIRPORT OPERATIONS SUPERVISOR	0.16%
AIRPORT OPERATIONS TRAINEE	0.16%
APOSD ACQUISITION ASSISTANT	3.72%
APOSD ACQUISITIONS SPECIALIST	3.72%
APOSD COMMUNITY RELATIONS ASSISTANT	3.72%
APOSD COMMUNITY RELATIONS SPECIALIST	3.72%
APOSD GEOGRAPHIC INFORMATION SYSTEMS COORDINATOR	6.23%
APOSD PLANNER	3.72%
APOSD SENIOR ACQUISITIONS SPECIALIST	3.72%
APOSD SENIOR PLANNER	3.72%
APOSD STEWARDSHIP SUPERVISOR	3.72%
APOSD TECHNICIAN	3.72%
APPRAISER AIDE	5.44%
APPRAISER I	5.44%
APPRAISER II	5.44%
APPRAISER III	5.44%
APPRAISER IV	5.44%
ASSESSMENT PROCESS SUPERVISOR	5.44%
ASSESSMENT SPECIALIST	5.44%
ASSESSORS CHANGE OF OWNERSHIP SUPERVISOR	5.44%
AUTO FLEET SUPERVISOR	0.16%
BOOKING & RESERVATION COORDINATOR	0.16%
BRIDGE SUPERVISOR	0.16%
BRIDGE WORKER	0.16%
BUILDING INSPECTOR I	5.93%
BUILDING INSPECTOR II	5.93%
BUILDING PLANS EXAMINER II	1.98%
BUSINESS SYSTEMS ANALYST	3.78%
BUYER	2.94%
CADASTRAL MAPPING SUPERVISOR	5.27%
CADASTRAL MAPPING TECHNICIAN I	5.27%
CADASTRAL MAPPING TECHNICIAN II	5.27%

CHILD SUPPORT OFFICER II	2.81%
CHILD SUPPORT OFFICER III	2.81%
CHILD SUPPORT SERVICES SUPERVISOR	2.81%
CIVIL BUREAU SPECIALIST	1.95%
CLERK RECORDER ASSESSOR SPECIALIST I	1.95%
CLERK RECORDER ASSESSOR SPECIALIST II	1.95%
CLERK RECORDER ASSESSOR SUPERVISOR	1.95%
CODE ENFORCEMENT INSPECTOR I	5.93%
CODE ENFORCEMENT INSPECTOR II	5.93%
CODE ENFORCEMENT SUPERVISOR	5.93%
COMMUNITY DEVELOPMENT ASSOCIATE	5.93%
COMMUNITY DEVELOPMENT SPEC II	5.93%
COMMUNITY HEALTH WORKER II	5.02%
COMMUNITY HEALTH WORKER SPECIALIST	5.02%
COMMUNITY SERVICES OFFICER II	1.95%
COMPUTER LAB SUPPORT SPECIALIST	6.05%
CUSTOMER SERVICE SUPERVISOR	1.98%
DEPARTMENT INFORMATION SYSTEMS TECHNICIAN I	6.05%
DEPARTMENT INFORMATION SYSTEMS TECHNICIAN II	6.05%
DEPUTY AGRICULTURAL COMMISSION	8.37%
DEPUTY PUBLIC ADMINISTRATOR-GUARDIAN-CONSERVATOR	5.62%
DETENTION ASSISTANT	1.47%
DETENTION SPECIALIST I	1.95%
DETENTION SPECIALIST II	1.95%
DETENTION SPECIALIST SUPERVISOR	1.95%
DOCUMENT IMAGING SPECIALIST	0.69%
DOCUMENT IMAGING TECHNICIAN	0.69%
ELECTION SERVICES SUPERVISOR	3.94%
ELECTION SPECIALIST I	3.94%
ELECTION SPECIALIST II	3.94%
EMPLOYMENT & TRAINING COORDINATOR	6.35%
EMPLOYMENT & TRAINING COUNSELOR I	6.35%
EMPLOYMENT & TRAINING COUNSELOR II	6.35%
EMPLOYMENT HOUSING COUNSELOR	6.35%
ENGINEERING AIDE	5.27%
ENGINEERING TECHNICIAN I	5.27%
ENGINEERING TECHNICIAN II	5.27%
ENGINEERING TECHNICIAN III	5.27%

Tentative Agreement Information for 2023-2026 MOU, continued

ENGINEERING TECHNICIAN IV	5.27%	PARK RANGER ASSISTANT	0.16%
ENVIRONMENTAL SPECIALIST	3.72%	PARK RANGER III	8.94%
EVENTS SERVICES SUPERVISOR	0.16%	PARKING AND FACILITY OFFICER	1.95%
EXECUTIVE SECRETARY	1.71%	PARKS GROUNDS MAINTENANCE SUPERVISOR	0.16%
GEOGRAPHIC INFORMATION TECHNICIAN II	6.23%	PARKS GROUNDS MAINTENANCE WORKER II	0.16%
GRAPHICS DESIGNER PHOTOGRAPHER	0.97%	PERMIT TECHNICIAN I	1.98%
HEAVY EQUIPMENT FLEET SUPERVISOR	0.16%	PERMIT TECHNICIAN II	1.98%
HOME CARE SUPPORT ASSISTANT	6.35%	PLANNER I	3.72%
HOME CARE SUPPORT SPECIALIST	6.35%	PLANNER II	3.72%
HOUSING NEGOTIATOR-INSPECTOR	5.93%	PLANNER III	3.72%
HOUSING REHABILITATION SPECIAL	5.93%	PLANNING TECHNICIAN	3.72%
HUMAN SERVICES DATABASE ADMINISTRATOR	3.78%	PROBATION ASSISTANT	1.95%
INFORMATION TECHNOLOGY ANALYST II	6.23%	PROGRAMMER ANALYST	3.78%
INFORMATION TECHNOLOGY ANALYST III	6.23%	PSYCHIATRIC NURSE	10.32%
LEGAL ASSISTANT	1.69%	PSYCHIATRIC TECHNICIAN	10.32%
LEGAL PROCESSOR I	1.95%	PUBLIC HEALTH LABORATORY TECHNICIAN I	4.60%
LEGAL PROCESSOR II	1.95%	RECEPTIONIST	0.69%
LEGAL SECRETARY I	1.69%	RIGHT OF WAY AGENT II	5.27%
LEGAL SECRETARY II	1.69%	SECRETARY	1.71%
LEGAL STAFF SUPERVISOR	1.95%	SENIOR AGRICULTURAL PROGRAM ASSISTANT	8.37%
MAIL MATERIALS AND RECORDS HANDLER II	1.47%	SENIOR AGRICULTURAL/WEIGHTS AND MEASURES INSPECTOR	8.37%
MAIL MATERIALS AND RECORDS SUPERVISOR	1.47%	SENIOR AIRPORT OPERATIONS SPECIALIST	0.16%
MAINTENANCE SUPERVISOR	0.16%	SENIOR BRIDGE WORKER	0.16%
MAINTENANCE WORKER I	0.16%	SENIOR BUILDING INSPECTOR	5.93%
MAINTENANCE WORKER II	0.16%	SENIOR BUILDING PLANS EXAMINER	1.98%
MAINTENANCE WORKER III	0.16%	SENIOR BUSINESS SYSTEMS ANALYST	3.78%
MARINA ATTENDANT	0.16%	SENIOR CHILD SUPPORT FINANCIAL WORKER	1.89%
MARINA SUPERVISOR	0.16%	SENIOR CLERK RECORDER ASSESSOR SPECIALIST	1.95%
MARKETING SPECIALIST	5.27%	SENIOR CODE ENFORCEMENT INSPECTOR	5.93%
MATERIALS EQUIPMENT SPECIALIST	1.47%	SENIOR COMMUNITY DEVELOPMENT SPECIALIST	5.93%
MATERIALS HANDLER	1.47%	SENIOR DETENTION SPECIALIST	1.95%
MEDICAL RECORD CLERK III	0.69%	SENIOR ELECTION SPECIALIST	3.94%
MEDICAL UNIT CLERK	0.69%	SENIOR ENVIRONMENTAL SPECIALIST	3.72%
MOTOR POOL ATTENDANT	0.16%	SENIOR GEOGRAPHIC INFORMATION TECHNICIAN	6.23%
NURSE PRACTITIONER-PHYSICIAN'S ASSISTANT	16.14%	SENIOR LEGAL PROCESSOR	1.95%
OFFICE ASSISTANT II	0.69%	SENIOR MARINA ATTENDANT	0.16%
OFFICE SUPPORT SUPERVISOR	0.69%	SENIOR OFFICE ASSISTANT	0.69%
PARK AIDE	0.16%	SENIOR PARK PLANNER	3.72%
PARK PLANNER I	3.72%	SENIOR PROGRAMMER ANALYST	3.78%
PARK PLANNER II	3.72%	SENIOR STOREKEEPER	1.47%
PARK PROGRAM ASSISTANT	3.72%	SENIOR VICTIM WITNESS ADVOCATE	6.35%
PARK PROGRAM SUPERVISOR	0.69%	SOCIAL SERVICE SUPERVISOR I	6.35%

Tentative Agreement Information for 2023-2026 MOU, continued

SOCIAL SERVICE WORKER II	6.35%
SOCIAL SERVICE WORKER III	6.35%
STAFF NURSE II	8.62%
STOREKEEPER	1.47%
SUPERVISING BUILDING INSPECTOR	5.93%
SUPERVISING COMMUNITY DEVELOPMENT SPECIALIST	5.93%
SUPERVISING DETENTION ASSISTANT	1.47%
SUPERVISING EMPLOYMENT & TRAINING COUNSELOR	6.35%
SUPERVISING ENVIRONMENTAL HEALTH SPECIALIST	1.21%
SUPERVISING NUTRITIONIST	2.39%
SUPERVISING PEDIATRIC THERAPIST	0.82%
SUPERVISING PLANNER	3.72%
SUPERVISING PUBLIC ADMIN-GUARDIAN-CONSERVATOR	5.62%
SUPERVISING PUBLIC HEALTH NURSE	6.53%
SUPERVISING RIGHT OF WAY AGENT	5.27%
SUPERVISING STAFF NURSE	8.62%
SYSTEMS SOFTWARE ANALYST	3.78%
TRAFFIC MAINTENANCE SUPERVISOR	0.16%
TRAFFIC PAINT & SIGN WORKER	0.16%
TRAFFIC SIGNAL TECHNICIAN	5.27%
TRANSIT SPECIALIST I	5.27%
TRANSIT SPECIALIST II	5.27%
VEGETATION CONTROL ADVISOR	0.16%
VEGETATION SPECIALIST	0.16%
VICTIM WITNESS ADVOCATE I	6.35%
VICTIM WITNESS ADVOCATE II	6.35%
VITAL STATISTICS TECHNICIAN	0.69%
WASTE MANAGEMENT SPECIALIST II	5.27%
WATER AGENCY ENGINEERING TECHNICIAN I	5.27%
WATER AGENCY ENGINEERING TECHNICIAN II	5.27%
WATER AGENCY ENVIRONMENTAL SPECIALIST I	3.72%
WATER AGENCY ENVIRONMENTAL SPECIALIST II	3.72%
WATER AGENCY GEOGRAPHIC INFO SYSTEMS ANALYST	6.23%
WATER AGENCY LEAD MAINTENANCE WORKER	0.16%
WATER AGENCY MAINTENANCE WORKER II	0.16%
WATER AGENCY MAINTENANCE WORKER III	0.16%
WATER AGENCY PROGRAMS SPECIALIST I	3.72%
WATER AGENCY PROGRAMS SPECIALIST II	3.72%
WATER AGENCY RESOURCE PROGRAMS TECHNICIAN II	3.72%
WATER AGENCY SCADA TECHNOLOGY ANALYST	3.78%

WATER AGENCY SENIOR ENVIRONMENTAL SPECIALIST	3.72%
WATER AGENCY SENIOR PROGRAMS SPECIALIST	3.72%
WATER AGENCY SENIOR TECHNICAL WRITING SPECIALIST	5.27%
WATER AGENCY TECHNICAL WRITING SPECIALIST	5.27%
YARD CLERK	0.69%