

**TENTATIVE AGREEMENT BETWEEN
COUNTY OF SONOMA AND
SONOMA COUNTY LAW ENFORCEMENT MANAGERS ASSOCIATION**

June 2, 2025

The following document contains the Tentative Agreement between the County ("County") and the Sonoma County Law Enforcement Managers Association ("Association"), hereinafter collectively called "the parties", on wages, hours, and terms and conditions of employment. The salaries, hours, fringe benefits, and working conditions set forth have been mutually agreed upon by the designated bargaining representatives of the County and the Association and will apply to all employees covered by the Memorandum of Understanding (MOU) between the County and the Association.

Upon Association ratification and Board approval, this Agreement will extend the 2023-2026 MOU between the parties by one year, to July 2, 2027.

Amend Article 4.1 Salary as follows:

Effective the first full pay period beginning June 9, 2026: The County will increase by three percent (3.0%) the A-I Step of each scale in the Salary Table specified in Appendix A and attached to this Agreement.

Amend Article 5.2.2 County Contribution Toward Active Employee Medical Benefits as follows:

County Contribution – Plan Year 2026-2027

Effective the pay period beginning May 12, 2026, the County shall contribute up to maximum of the following amounts based on level of coverage for employees enrolled in County-offered medical coverage for any eligible full-time regular employee and their eligible dependent(s).

Employee only	\$1,032 per month (\$516 semi-monthly)
Employee plus one	\$2,064 per month (\$1,032 semi-monthly)
Family	\$2,917 per month (\$1,458.50 semi-monthly)

The County will issue each bargaining unit member a Regional Parks General Parks Membership for FY 26/27, effective July 1, 2026.

The extended MOU shall supersede the Memorandum of Understanding that expires on July 2, 2026. Language in the MOU and existing side letters not amended by this Tentative Agreement will remain unchanged. The parties agree that any and all Tentative Agreements are hereby incorporated. Any outstanding proposals not agreed to are hereby withdrawn by the parties.

This Tentative Agreement is subject to ratification by bargaining unit membership and approval by the Sonoma County Board of Supervisors.

FOR THE COUNTY

FOR THE ASSOCIATION

Jeremia Mills 7-1-25

K. Hoyer 6-30-25