

**TENTATIVE AGREEMENT BETWEEN CONTRA COSTA COUNTY AND SEIU,  
LOCAL 1021 RANK AND FILE UNIT  
May 21, 2026**

The following contains the tentative agreement between the County and SEIU, Local 1021, Rank and File Unit, regarding a one-year extension and across-the-board salary adjustments, subject to approval by the Board of Supervisors and Union ratification.

1. Duration – Section 54.4

The duration of the Memorandum of Understanding (MOU) will be extended from the current expiration date of June 30, 2026, to June 30, 2027.

2. Salaries – Section 5.1.A

On the effective date described in paragraph 4 below, the base rate of pay for classifications represented by the Union shall be increased by three percent (3%).

3. One-Time Lump Sum

A. Full-time Permanent and Project employees in positions represented by the Union and who are employed by the County on July 1, 2026, will receive a one-time lump sum payment in the amount of one thousand dollars (\$1,000) on the August 10, 2026, pay warrant. Part-time Permanent and Project employees who are employed by the County on July 1, 2026, will receive the amount prorated based on the employee's regular position hours. The lump sum will be subject to any required deductions and/or withholdings.

B. Temporary employees represented by the Union who are employed by the County on July 1, 2026, will receive a one-time lump sum payment in the amount of five hundred dollars (\$500) on the August 10, 2026, pay warrant, subject to the following conditions:

- a. The temporary employee worked at least eighty (80) hours between May 1, 2026, and May 31, 2026, and
- b. The lump sum will be subject to any required deductions and/or withholdings.
- c. Per Diem and Retiree Temporary employees are not eligible for the lump sum payment.

- 4. This Tentative Agreement is subject to ratification by the membership of the Union and to adoption by the Board of Supervisors. If ratified and adopted by the Board of Supervisors on or before July 7, 2026, it shall be effective July 1, 2026. Otherwise, it shall be effective on the first day of the month following adoption by the Board of Supervisors.
- 5. This Tentative Agreement sets forth all proposed new terms for the period of this extension. It reflects the entirety of the across-the-board salary adjustments and one-time lump sum payment that will be granted during the term of this one-year extension. Language in the MOU and existing side letters not amended by this agreement will remain unchanged.

**Date:** 6/1/2026

**CONTRA COSTA COUNTY:**  
*(Signature / Printed Name)*

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David Sanford / David Sanford  
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**SEIU, Local 1021 Rank and File**  
*(Signature / Printed Name)*

Signed by:  
Nathan Hansford / Nathan Hansford  
Signature: AA45432...

Kathy Bowen / Kathy Bowen  
Signature: DC894EE5399043D...

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