

**LETTER OF UNDERSTANDING  
BETWEEN  
COUNTY OF SACRAMENTO  
AND  
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021  
REPRESENTING EMPLOYEES IN  
THE WELFARE SUPERVISORY UNIT**

The parties agree that employees covered under Article 6.2 (b) of the Agreement between the parties will continue to receive a minimum of two hours overtime pay for performing emergency work on standby duty, even if they do not physically return to an office or field location, through pay period 1 of calendar year 2026.

The County agrees to provide notice on any changes to the related policies and provide SEIU opportunity to demand to bargain over any effects.

This Letter of Understanding will expire at the end of pay period 1 of calendar year 2026.

Date: 9/12/2025

For the County:



Karen Farrel  
Labor Relations Representative

For SEIU:



Jessica Inouye  
Field Representative