



Website:
www.sanbenitocountyca.gov

BOARD MEMBERS:

DISTRICT 1 - Dom Zanger
DISTRICT 2 - Kollin Kosmicki
DISTRICT 3 - Mindy Sotelo
DISTRICT 4 - Angela Curro
DISTRICT 5 - Ignacio Velazquez

Agenda Item
Regular Meeting of the
Board of Supervisors
Tuesday, February 24, 2026

COUNTY EXECUTIVE OFFICER:
Esperanza Colio Warren

COUNTY COUNSEL:
Gregory Priamos

CLERK OF THE BOARD:
Vanessa Delgado

Item Number: 1.10

MEETING DATE: 02/24/2026

DEPARTMENT: COUNTY ADMINISTRATION OFFICE

AGENDA ITEM PREPARER: Elvia Barocio

DEPT HEAD/DIRECTOR: Esperanza Colio Warren

SUBJECT:

COUNTY EXECUTIVE OFFICE - E. COLIO WARREN

1. Adopt Resolution approving a new collective bargaining agreement between the County of San Benito and the Service Employees International Union (SEIU) Local 521; and
2. Authorize the County Executive Office to take necessary administrative actions appropriate to effectuate the purpose and intent of this action, including signing the final Memorandum of Understanding (MOU) Agreement; and
3. Authorize the County Executive Officer or designee to make any technical edits as later identified.

SBC FILE NUMBER: 630

RESOLUTION NO.: 2026-22

AGENDA SECTION:

CONSENT AGENDA

BACKGROUND/SUMMARY:

County employees represented by the Service Employees International Union, Local 521 (SEIU), work in a wide range of job classifications across the County. SEIU and the County have been negotiating a successor Memorandum of Understanding (MOU) since August 2025, following the expiration of the prior agreement on September 30, 2025. Key revisions are highlighted in the attached staff report.

The parties reached a tentative agreement on February 6, 2026, and the SEIU membership subsequently ratified the agreement. This is now before the Board for approval.

FISCAL IMPACT:

N/A

STAFF RECOMMENDATION:

1. Adopt Resolution approving a new collective bargaining agreement between the County of San Benito and the Service Employees International Union (SEIU) Local 521; and
2. Authorize the County Executive Office to take necessary administrative actions appropriate to effectuate the purpose and intent of this action, including signing the final Memorandum of Understanding (MOU) Agreement; and
3. Authorize the County Executive Officer or designee to make any technical edits as later identified.

ATTACHMENTS:

[Board Agenda Fact Sheet - SEIU MOU](#)

[2026 Resolution SEIU MOU](#)

[SEIU MOU - Clean](#)

[2025-2026 SEIU. REDLINED MOU](#)

[Staff Report - SEIU 02.24.2026](#)

[Signed Total Tentative Agreement - SBC and SEIU](#)

[11-3-25 Signed Tentative Agreement- Article 3- Authorized Agents](#)

[11-3-25 Signed Tentative Agreement- 10.3 OT & Standby Chart](#)