



For Immediate Release

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Board of Supervisors Adopts New Labor Agreement for More Than 4,000 County Employees

Stockton – The Board of Supervisors formally approved an employment contract with the Service Employees International Union, Local 1021 (SEIU) in a Special Meeting on July 15, 2026. The agreement covers the following bargaining units: Office and Office-Technical; Trades, Labor and Institutional; Para-Professional and Technical; Professional; Safety, Investigative and Custodial; and Supervisors.

“This agreement is mutually beneficial,” said Chair and District 3 Supervisor Sonny Dhaliwal. “We value the hard work our employees do every day to keep our county running. This contract ensures they can keep up with the ever-changing cost of living, and that our residents continue receiving quality service from the County.”

The agreement covers the period of July 15, 2026 to June 30, 2028.

Here are the highlights of the two-year contract for all six bargaining units:

- 4% Cost of Living Adjustment (COLA) increase – Year 1.
- 4% Cost of Living Adjustment (COLA) increase – Year 2.
- Juneteenth added as an additional floating holiday.
- Full-time employees will receive a payment of \$600 dollars and part-time employees will receive a payment of \$300 in the second paycheck of November 2026.
- Increases longevity pay supplements for eligible employees based on continuous County service, providing a 1% base salary supplement after 20,800 hours of service, 2% after 31,200 hours, and 3% after 41,600 hours.

“I want to thank our employees, their representatives, and our HR labor team for working together these past several months to reach an agreement that recognizes the dedication of our workforce while remaining mindful of the fiscal realities facing local governments,” added County Administrator Sandy Regalo. “Our employees meet vital community needs every day, and I’m proud that this contract honors their service while responsibly using taxpayer resources.”

The County and SEIU Local 1021 began collective bargaining negotiations on January 28, 2026 and reached a tentative agreement on July 1, 2026. SEIU membership ratified the agreement on July 10, 2026.

The total estimated cost of the contract is nearly \$87 million. Of that amount, the County's share (known as the Net County Cost) is approximately \$36.2 million. For fiscal year 2026–27, the estimated cost is \$29.8 million, including a Net County Cost of \$12.4 million, covering 23 pay periods. Funding for the remainder of the agreement will be included in the County's 2027–28 budget. After that, the ongoing annual cost is estimated at \$57.2 million, with an annual Net County Cost of approximately \$23.8 million. County departments will monitor their budgets throughout fiscal year 2026–27, and any needed budget adjustments will be presented to the Board for consideration.