



County of Sonoma

State of California

Date: August 11, 2020

Item Number: _____
Resolution Number: _____

4/5 Vote Required

Concurrent Resolution of the Board Of Supervisors of the County Of Sonoma, State Of California, the Board of Directors of the Sonoma County Water Agency, the Board of Commissioners of the Community Development Commission, and the Board of Directors of the Sonoma County Agricultural Preservation and Open Space District Amending the County of Sonoma Salary Resolution No. 95-0926, Salary Table Scales, Adjusting the Salaries of Building Division Manager, Engineering Division Manager, Human Services Division Director, Health Care Compliance/Privacy and Security Officer, Director of the Independent Office of Law Enforcement Review and Outreach, Executive Director, Economic Development Board, Water Agency Assistant General Manager, Water Agency Chief Engineer/Director of Groundwater Management, Water Agency Deputy Chief Engineer, Water Agency General Manager, and Water Agency Operations and Maintenance Manager, and to Abolish the Classifications of County Public Information Officer, Director of Fire and Emergency Services, and Public Information Specialist, Effective August 11, 2020.

Whereas, Human Resources recommends adjusting the salaries of Building Division Manager and Engineering Division Manager to address salary compression that occurred as a result of equity adjustments received by journey and senior level classifications represented by Western Council of Engineers; and

Whereas, Human Resources recommends adjusting the salaries of Human Services Division Director, Health Care Compliance/Privacy and Security Officer, Director of the Independent Office of Law Enforcement Review and Outreach, and Executive Director, Economic Development Board to address necessary adjustments resulting from outstanding survey and market analysis work; and

Whereas, Human Resources recommends equity adjusting the salaries of five Water Agency administrative management classifications to address calculation errors in analyses provided by a consulting entity; and

Whereas, due to the size and rationale for the Water Agency administrative management classification equity adjustments, Human Resources recommends they be applied over two years, consistent with other adjustments approved by the Board during prior action, with the second adjustment occurring on May 21,

2021; and

Whereas, Human Resources recommends adjusting the hourly beginning salary range of Building Division Manager to 5696, Engineering Division Manager to 5696, Human Services Division Director to 5682, Health Care Compliance/Privacy and Security Officer to 5050, Director of the Independent Office of Law Enforcement Review and Outreach to 7469, Executive Director, Economic Development Board to 7011, Water Agency Assistant General Manager to 8405, Water Agency Chief Engineer/Director of Groundwater Management to 8963, Water Agency Deputy Chief Engineer to 7933, Water Agency General Manager to 10850, and Water Agency Operations and Maintenance Manager to 7327; and

Whereas, Human Resources conducted a classification study of professional level positions within the centralized communications division of the County Administrator's Office, which recommended the reclassification of the studied positions to the County Communications Specialist classification and the abolishment of the County Public Information Officer and Public Information Specialist job classifications; and

Whereas, the Civil Service Commission approved Human Resources' recommendation to reclassify the positions and to abolish the County Public Information Officer and Public Information Specialist job classifications at their August 6, 2020 meeting; and

Whereas, Human Resources recommends abolishing the classification of Director of Fire and Emergency Services as the classification is no longer necessary with the establishment of the Department of Emergency Management; and

Whereas, the Board has met all legal requirements under Government Code Sections 23026, 31515.5, 7507, and 31516; and

Whereas, the proposed changes do not include any changes in retirement benefits or other postemployment benefits; and

Whereas, written confirmation of the Board's compliance with Government Code 31515.5 and 23026 from Segal Consulting is included in Attachment C and incorporated by reference.

Now, Therefore, Be It Resolved, the County of Sonoma Salary Resolution No. 95-0926, Salary Table Scales be amended to adjust the salaries of Building Division Manager, Engineering Division Manager, Human Services Division Director, Health Care Compliance/Privacy and Security Officer, Director of the Independent Office of Law Enforcement Review and Outreach, Executive Director, Economic Development Board, Water Agency Assistant General Manager, Water Agency Chief Engineer/Director of Groundwater Management, Water Agency Deputy Chief Engineer, Water Agency

Resolution #2
Date: August 11, 2020
Page 3

General Manager, and Water Agency Operations and Maintenance Manager, and to abolish the classifications of County Public Information Officer, Director of Fire and Emergency Services, and Public Information Specialist, as set forth in Attachment A, effective August 11, 2020.

Supervisors:

Gorin:	Zane:	Gore:	Hopkins:	Rabbitt:
Ayes:	Noes:	Absent:	Abstain:	

So Ordered.