



# County of Sonoma

## State of California

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Date: March 22, 2022

Item Number: \_\_\_\_\_

Resolution Number: \_\_\_\_\_

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4/5 Vote Required

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**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, Appendix A Salary Tables, To Establish Three New Classifications and Salaries; Abolish Three Classifications, And Revise The Salaries For Three Classifications, Effective March 22, 2022.**

**Whereas**, Human Resources conducted a classification study which resulted in a recommendation to establish the new classification of County Equity Program Manager, and the Civil Service Commission approved the recommendation at their August 5, 2021 meeting; and

**Whereas**, pursuant to the Employee Relations Policy, Human Resources recommends the County Equity Program Manager classification be represented by Administrative Management Bargaining Unit 0050 and that the new classification is exempt in accordance with the Fair Labor Standards Act; and

**Whereas**, Human Resources analyzed the compensation for the County Equity Program Manager classification and recommends the salary be set hourly at the beginning range of 4856; and

**Whereas**, Human Resources recommends establishing the new classifications and salaries for Department Analyst – Project and Department Program Manager – Project to ensure the County-wide classifications meet department needs;

**Whereas**, pursuant to the Employee Relations Policy, Human Resources recommends the Department Analyst – Project and Department Program Manager – Project classifications be represented by Administrative Management Bargaining Unit 0050, that the new classifications are exempt in accordance with the Fair Labor Standards Act, and that the salaries be set hourly at the beginning range of 3498 and 3980, respectively; and

**Whereas**, Human Resources recommends abolishing Agricultural Program Aide, Clerical

Helper, and Clerk Typist II-Law Library as the classifications are no longer utilized; and

**Whereas**, on March 3, 2022, the Civil Service Commission approved the recommendations to establish the Department Analyst – Project and Department Program Manager – Project classifications and abolish Agricultural Program Aide, Clerical Helper, and Clerk Typist II-Law Library classifications; and

**Whereas**, in an effort to move away from the practice of compensating department heads, with the exception of elected officials, using flat rate salaries, Human Resources conducted a compensation analysis for the County Counsel job classification; and

**Whereas**, as a result of the analysis, Human Resources recommends the salary for County Counsel should be changed from a flat rate to a salary scale, and that the salary be set hourly at the beginning range of 11590; and

**Whereas**, Human Resources recommends revising the salaries for OSD Intern Undergraduate and OSD Intern Graduate to 1675 and 1842, respectively, to correct an administrative error on the February 8, 2022 Resolution attachment where the listed salaries were transposed; and

**Now, Therefore, Be It Resolved** that the County of Sonoma Salary Resolution No. 95-0926, Appendix A Salary Tables be amended to establish three new classifications and salaries; abolish three classifications; and revise the salaries for three classifications, effective March 22, 2022, as set forth in Attachment A.

**Supervisors:**

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

**So Ordered.**