



County of Sonoma
State of California

Date: July 11, 2023

Item Number: _____
Resolution Number: _____

4/5 Vote Required

Concurrent Resolution of The Board of Supervisors of The County of Sonoma, State of California and The Board of Directors of the Sonoma County Water Agency, Adopting the Tentative Agreement and Incorporating Side Letter Agreements for a Successor Memorandum of Understanding Between The County of Sonoma And The Western Council of Engineers For The Term July 11, 2023 Through June 1, 2026.

Whereas the Western Council of Engineers (WCE) is a recognized employee organization representing employees in bargaining unit 21; and

Whereas the County met and conferred with representatives of WCE and reached a Tentative Agreement making changes to the Memorandum of Understanding (MOU), as outlined in the Tentative Agreement and Side Letter Agreements incorporated by reference as Attachment A; and

Whereas the WCE membership ratified the terms of the Tentative Agreement and Side Letters to be recommended to the Board of Supervisors for approval; and

Whereas the terms and conditions of the Tentative Agreement and Side Letters are within the prescribed authority of this Board; and

Whereas the County has satisfied its obligation under Government Code Section 3505 and the County Employee Relations Policy to meet and confer over the changes to the terms and conditions of employment contained in the Tentative Agreement and Side Letters; and

Whereas the proposed changes to the successor MOU do not include any changes in retirement benefits that will materially impact the ongoing cost of the plan and funding status of the Sonoma County Employees' Retirement Association (SCERA); and

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

Whereas changes to retiree medical benefits or other post-employment benefits

Resolution #

Date:

Page 2

requires specific disclosures and the County has met all legal requirements pursuant to California Government Code Sections 7507, 23026, 31515.5, 31516; and

Whereas written confirmation of the Board's compliance with California Government Code Section 7507 from Segal Consulting dated May 24, 2023 was received and reviewed by the Board on June 12, 2023, and is incorporated by reference as Attachment C; and

Whereas, based upon Segal's actuarial estimates, the proposed changes to Article 19- Medical Benefits for Future Retirees, of the WCE MOU will result in a slight decrease to the county's Total Other Post-Employment Benefits liability, and

Whereas the County Administrator has reviewed and acknowledged the financial impact of the changes to the County's total other post-employment benefits liability, which is incorporated by reference as Attachment D.

Now Therefore Be It Resolved this Board hereby approves the Tentative Agreement setting the terms and conditions for a Successor MOU between the County and the WCE, which are included as Attachment A - Tentative Agreement including Side Letter Agreements, incorporated by reference.

Be It Further Resolved the terms and conditions of the Tentative Agreement and Side Letter Agreements, changing the Successor MOU shall be in full force and effect for the term July 11, 2023 through June 1, 2026, except as specified otherwise in the Tentative Agreement and MOU.

Be It Finally Resolved the County Administrator, Auditor-Controller-Treasurer-Tax Collector, and the Director of Human Resources have the authority to take any and all necessary administrative actions to implement the provisions of this resolution, including the authority to execute administrative changes to plan documents and MOUs as needed and/or make corrections and clarifications of a non-financial nature.

Supervisors:

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

So Ordered.