



County of Sonoma

State of California

Date: August 4, 2026

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 to Amend the Memorandum of Understanding between the County and the Western Council of Engineers to Establish Two New Classifications and Set the Salaries, effective August 4, 2026.

Whereas, Human Resources conducted a classification study and developed the classifications of Assistant Geologist and Junior Geologist. Both classifications are unlicensed levels below the classification of Professional Geologist and can assist with geology-related duties and gain experience to obtain Professional Geologist licensure. The Junior Geologist is the entry-level classification and Assistant Geologist as the second-level classification. The Civil Service Commission approved the specifications for the new classifications at their April 16, 2026, meeting; and

Whereas, pursuant to the Employee Relations Policy, Human Resources recommends the Assistant Geologist and Junior Geologist be allocated under Western Council of Engineers (WCE) and that the new classifications are exempt in accordance with the Fair Labor Standards Act; and

Whereas, Human Resources recommends the salary for Assistant Geologist be set hourly at the beginning range of \$55.65 (5565) and Junior Geologist be set at the beginning range of \$48.39 (4839); and

Whereas, the County and WCE reached agreement on the salary recommendations and executed a Side Letter of Agreement as forth in Attachment B; and

Now, Therefore, Be It Resolved that the Memorandum of Understanding between the County and the Western Council of Engineers be amended to establish the new classifications and set the salaries; effective August 4, 2026, as set forth in Attachment A.

Supervisors:

Rabbitt: Coursey: Gore: Hopkins: Hermosillo:

Ayes: Noes: Absent: Abstain:

So Ordered.