



County of Sonoma

State of California

Date: June 3, 2025

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, Appendix A, Salary Tables to Revise the Salary for the Waste Management Agency Executive Director, effective June 4, 2025.

Whereas, the Sonoma County Waste Management Agency (SCWMA) Board submitted a staff report for the Board of Supervisors to consider and is requesting an amendment to the salary range; and

Whereas, the staff report noted that the salary range for the Executive Director has not been adjusted for over ten years, other than cost of living adjustments made by the County; and

Whereas, SCWMA hired Steven Sherman Consulting to conduct a salary survey for the Executive Director position. The consultant reviewed both comparable positions within the County and executive director salaries at comparable agencies and the salary survey suggested that the current salary range is not competitive with similar positions at other agencies and within the County; and

Whereas, in consideration of the report prepared on behalf of SCWMA, Human Resources recommends the salary for the Waste Management Agency Executive Director be set hourly at the beginning range of 8625; and

Now, Therefore, Be It Resolved that the County of Sonoma Salary Resolution No. 95-0926, Appendix A, Salary Tables, be amended to revise the salary for the Waste Management Agency Executive Director, effective June 4, 2025, as outlined in Attachment A.

Supervisors:

Hermosillo: Rabbitt: Coursey: Gore: Hopkins:

Ayes: Noes: Absent: Abstain:

So Ordered.