



County of Sonoma

State of California

Date: May 9, 2023

Item Number: _____

Resolution Number: _____

Majority 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 Memorandum of Understanding Between the County and Service Employees International Union, Local 1021, Salary Table Scales, to revise and retitle four job classifications; revise two classifications; abolish one classification; and establish four new classifications and their salaries, effective May 2, 2023.

Whereas, Human Resources has concluded the classification study of SEIU-represented positions in the Housing Authority Division of the Community Development Commission (CDC); and

Whereas, the study determined the specifications of Community Development Specialist I/II, Senior Community Development Specialist, and Community Development Associate be revised and retitled to Community Development Program Technician I/II, Community Development Program Specialist, and Community Development Program Coordinator, respectively; and

Whereas, the study further determined the specifications of Employment Housing Counselor and Housing Rehabilitation Specialist be revised; and

Whereas, the study recommended establishing the new classifications of Occupancy Specialist I, Occupancy Specialist II, Lead Occupancy Specialist, and Housing Authority Compliance Coordinator; and

Whereas, pursuant to the Employee Relations Policy, Human Resources recommends the appropriate Service Employees International Union bargaining unit for Occupancy Specialist I, Occupancy Specialist II, Lead Occupancy Specialist is 0005 - Service and Technical Support Non-Supervisory and 0095 – General Supervisory for Housing Authority Compliance Coordinator; and

Whereas, Human Resources has determined that the new classifications are non-exempt, in accordance with the Fair Labor Standards Act; and

Whereas, based on an analysis of both market data and internal equity factors, Human Resources recommends the salaries for Occupancy Specialist I, Occupancy Specialist II, Lead Occupancy Specialist, and Housing Authority Compliance Coordinator be set as set forth in Attachment A; and

Whereas, as a result of the creation of the Housing Authority Compliance Coordinator class specification, Human Resources seeks approval to abolish the Supervising Community Development Specialist classification; and

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

Now, Therefore, Be It Resolved that the Memorandum of Understanding between the County of Sonoma and SEIU – Local 1021, Salary Table Scales, be amended to revise and retitle four job classifications; revise two classifications; abolish one classification; and establish four new classifications and their salaries, as set forth in Attachment A.

Supervisors:

Gorin: Rabbitt: Coursey: Hopkins: Gore:

Ayes: Noes: Absent: Abstain:

So Ordered.