



County of Sonoma

State of California

Date: December 14, 2021

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 Memorandum of Understanding Between the County and Service Employees International Union, Local 1021, Salary Table Scales, Establishing the Classification and Salary for Paralegal , Effective December 14, 2021.

Whereas, Human Resources conducted a classification study which resulted in a recommendation to establish the new classification of Paralegal; and

Whereas, pursuant to the County's Employee Relations Policy, Human Resources recommends the appropriate bargaining unit for the new classification is Bargaining Unit 0005 - Service Employees International Union (SEIU)/Service & Technical Support, Non-Supervisory; and

Whereas, Human Resources has determined that the new classification is 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 salary for Paralegal be set hourly at the beginning range of 2947, as set forth in Attachment A; and

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

Whereas, the Civil Service Commission approved the adoption the new classification of Paralegal at their July 1, 2021 meeting; 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 establish the classification and the salary for Paralegal, effective December 14, 2021, as set forth in Attachment A.

Resolution #1

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Supervisors:

Gorin:

Rabbitt:

Coursey:

Gore:

Hopkins:

Ayes:

Noes:

Absent:

Abstain:

So Ordered.