



County of Sonoma

State of California

Date: August 9, 2022

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, to Establish the New Classifications and Salaries for Adult and Aging Social Worker and Adult and Aging Social Work Supervisor, Effective August 9, 2022.

Whereas, Human Resources conducted a classification study which resulted in a recommendation to establish the new classifications of Adult and Aging Social Worker and Adult and Aging Social Work Supervisor and the Civil Service Commission approved the recommendation at their June 3, 2021 meeting; and

Whereas, pursuant to the Employee Relations Policy, Human Resources recommends the appropriate Service Employees International Union bargaining units for the new classifications are 0025 - Social Services Non-Supervisor for Adult and Aging Social Worker and 0095 – General Supervisory for Adult and Aging Social Work Supervisor; 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 salary for the Adult and Aging Social Worker and Adult and Aging Social Work Supervisor be set hourly at the beginning range of 3776 and 4230, respectively, 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

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 new classifications and salaries for Adult and Aging Social Worker and Adult and Aging Social Work Supervisor, effective August 9, 2022, as set forth in Attachment A.

Supervisors:

Gorin: Rabbitt: Coursey: Hopkins: Gore:

Ayes: Noes: Absent: Abstain:

So Ordered.