



County of Sonoma

State of California

Date: March 19, 2019

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 Two New Classifications And Salaries, Effective March 12, 2019.

Whereas, the County entered into a side letter agreement with Services Employees International Union, Local 1021, agreeing to address staffing, recruitment and retention, training and other issues specific to the Family, Youth and Children (FY&C) Division of the Human Services Department; and

Whereas, based upon the side letter agreement, Human Resources conducted a classification study of Social Service Worker IV and Social Service Supervisor II positions allocated to the Family, Youth, and Children Division of the Human Services Department and determined that new classifications of Child Protective Services Social Worker and Child Protective Services Social Work Supervisor would more appropriately reflect the scope of duties, decision making authority, required level of specialized knowledge, and overall consequence of error which characterized the studied positions; and

Whereas, pursuant to the County's Employee Relations Policy, Human Resources recommends the appropriate bargaining units for the Child Protective Services Social Worker and the Child Protective Services Social Work Supervisor classifications are SEIU Social Services – Non-Supervisory - 0025, and SEIU General Supervisory – 0095, respectively; and

Whereas, Human Resources determined that both 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 salaries for the Child Protective Services Social Worker and the Child Protective Services Social Work Supervisor be set hourly at the beginning range of 3481 and 3900, respectively, as set forth in Attachment A; and

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

Whereas, the Civil Service Commission approved the establishment of both new classifications at their March 7, 2019 meeting.

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 Child Protective Services Social Worker and Child Protective Services Social Work Supervisor, as set forth in Attachment A, effective March 12, 2019.

Supervisors:

Gorin:	Zane:	Gore:	Hopkins:	Rabbitt:
Ayes:	Noes:	Absent:	Abstain:	

So Ordered.