



# County of Sonoma

## State of California

Date: June 4, 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 A New Assessment Specialist Classification And Salary, Amending The Salary Of The Existing Assessment Process Supervisor Classification, And Abolishing The Assessment Process Supervisor Classification, Effective June 4, 2019; And Amending The Salary Of The Existing Human Services Systems And Programming Analyst Classification, Effective May 7, 2019.**

**Whereas**, HR conducted a classification study of Assessment Process Specialist positions in the Clerk-Recorder-Assessor Office and determined that a new single, technical, paraprofessional classification was appropriate for all of the studied positions; and

**Whereas**, pursuant to the County's Employee Relations Policy, HR recommends the appropriate bargaining unit for the new Assessment Specialist classification is SEIU Service & Technical Support Non-Supervisory - 0005; and

**Whereas**, HR 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, HR recommends the salary for the Assessment Specialist be set hourly at the beginning range of 2458, as set forth in Attachment A; and

**Whereas**, the creation of the new Assessment Specialist job classification resulted in a reduced differential between the new job class and the Assessment Process Supervisor position, to which it reports; and

**Whereas**, in order to address this disparity, HR recommends the Assessment Process Supervisor salary be amended to the beginning range of 2766, 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 the new classification at their May 2, 2019 meeting; and

**Whereas**, on May 7, 2019, the County implemented equity adjustments to certain benchmark job classifications, in order to bring each benchmark job classification to 100% of the comparable agencies market average; and

**Whereas**, an audit of this implementation has identified that the Human Services Systems and Programming Analyst should receive an adjustment to the beginning range of 3934, effective May 7, 2019.

**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 classification and salary of Assessment Specialist, to amend the salary of the Assessment Process Supervisor classification, and to abolish the classification of Assessment Process Specialist, effective June 4, 2019; and to amend the salary of Human Services Systems and Programming Analyst, effective May 7, 2019, as set forth in Attachment A.

**Supervisors:**

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

**So Ordered.**