



# County of Sonoma

## State of California

Date: July 23, 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, Abolishing The Classifications Of Assessment Clerk And Assessment Clerk Trainee; Establishing The Classification And Salary Of Senior Airport Operations Specialist; And Amending The Salary Of The Airport Operations Supervisor Classification, Effective July 16, 2019.**

**Whereas,** HR conducted a classification study of positions at the Clerk-Recorder-Assessor's Office which resulted in a recommendation to abolish the classifications of Assessment Clerk and Assessment Clerk Trainee; and

**Whereas,** the Civil Service Commission approved abolishing the classifications, at their June 6, 2019 meeting; and

**Whereas,** HR conducted a classification study of the Airport Operations Specialist series in the Transportation and Public Works Department and determined that a new lead classification was appropriate; and

**Whereas,** pursuant to the County's Employee Relations Policy, HR recommends the appropriate bargaining unit for the new Senior Airport Operations Specialist classification is SEIU Maintenance Non-Supervisory -- 0010; 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 Senior Airport Operations Specialist be set hourly at the beginning range of 2791, as set forth in Attachment A; and

**Whereas,** the creation of the new Senior Airport Operations Specialist job classification resulted in a reduced differential between the new job class and the Airport Operations

Supervisor position, to which it reports; and

**Whereas**, in order to address this disparity, HR recommends the Airport Operations Supervisor salary be amended to the beginning range of 3071, 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 June 6, 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 abolish the classifications of Assessment Clerk and Assessment Clerk Trainee; establish the classification and salary of Senior Airport Operations Specialist; and amend the salary of the Airport Operations Supervisor classification, effective July 16, 2019.

**Supervisors:**

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

**So Ordered.**