



# County of Sonoma

## State of California

Date: August 20, 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, To Establish The New Classification And Salary Of Senior Auditor-Appraiser; To Amend The Salaries Of The Auditor-Appraiser I And Supervising Auditor-Appraiser Classifications; And To Retitle The Classifications Of Automotive Fleet Maintenance Supervisor To Automotive Fleet Supervisor, Heavy Equipment Fleet Maintenance Supervisor To Heavy Equipment Fleet Supervisor, Micrographic Technician I To Document Imaging Technician, Micrographic Technician II To Document Imaging Specialist, And Supervising Micrographic Technician To Document Imaging Supervisor, Effective August 13, 2019.**

**Whereas,** as the result of a classification study in the Clerk-Recorder-Assessor Department, Human Resources (HR) determined that a separately allocated advanced journey classification, titled Senior Auditor-Appraiser, was warranted; and

**Whereas,** pursuant to the County's Employee Relations Policy, HR recommends the appropriate bargaining unit for the new Senior Auditor-Appraiser 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 internal equity factors, HR recommends the salary for the Senior Auditor-Appraiser be set hourly at the beginning range of 3533, as set forth in Attachment A; and

**Whereas,** in order to maintain overall internal equity in the series, HR recommends the salary for Auditor-Appraiser I be amended to a beginning range of 2988 and the Supervising Auditor-Appraiser be amended to a beginning range of 3976, as set forth in Attachment A; and

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

**Whereas,** the Civil Service Commission approved the establishment of the new classification at their August 1, 2019, meeting; and

**Whereas,** HR worked with the General Services Department to bring the classification specifications for the Automotive Fleet Maintenance Supervisor and Heavy Equipment Fleet Maintenance Supervisor up-to-date with current industry technology and terminology; and

**Whereas,** The County met and conferred on the impacts of the study recommendation to revise and re-title the classification specifications represented by the SEIU, Local 1021, in accordance with Government Code 3500; and

**Whereas,** at the July 18, 2019, meeting, the Civil Service Commission approved revising and re-titling the job classification specifications of Automotive Fleet Maintenance Supervisor to Automotive Fleet Supervisor and Heavy Equipment Fleet Maintenance Supervisor to Heavy Equipment Fleet Supervisor; and

**Whereas,** HR conducted a classification study of the Micrographic Technician I and Micrographic Technician II positions assigned to the Human Services Department and concluded that the positions were appropriately classified but that the specifications should be revised and re-titled to reflect current industry technology and terminology; and

**Whereas,** The County met and conferred on the impacts of the study recommendation to revise and re-title the classification specifications represented by the SEIU, Local 1021, in accordance with Government Code 3500; and

**Whereas,** at the July 18, 2019, meeting, the Civil Service Commission approved revising and re-titling the job classification specifications of Micrographic Technician I to Document Imaging Technician, of Micrographic Technician II to Document Imaging Specialist; of Supervising Micrographic Technician to Document Imaging Supervisor.

**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 Senior Auditor-Appraiser; to amend the salary of the Auditor-Appraiser I and Supervising Auditor-Appraiser classifications; and to retitle the classifications of Automotive Fleet Maintenance Supervisor to Automotive Fleet Supervisor, Heavy Equipment Fleet Maintenance Supervisor to Heavy Equipment Fleet Supervisor, Micrographic Technician I to Document Imaging Technician, Micrographic Technician II to Document Imaging Specialist, and Supervising Micrographic Technician to

Resolution #1  
Date: August 20, 2019  
Page 3

Document Imaging Supervisor, effective August 13, 2019, as set forth in Attachment A.

**Supervisors:**

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

**So Ordered.**