



# County of Sonoma

## State of California

Date: November 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 Approving the Revised Classifications and Specifications of Water Agency Maintenance Worker I, Water Agency Maintenance Worker II, and Water Agency Lead Maintenance Worker, the Revised and Re-titled Classifications and Specifications of Water Agency Technical Writing Specialist (Formerly Technical Writing Specialist) and Water Agency Senior Maintenance Worker (Formerly Water Agency Maintenance Worker III), the New Classifications and Salaries for Water Agency Engineering Technician I, Water Agency Engineering Technician II, Water Agency Engineering Technician III, Water Agency Geographic Information Systems Analyst, and Water Agency SCADA Technology Analyst, Updated Salary Administration for the Water Agency Resource Programs Technician I Classification, and Adjustments to the Salaries of Water Agency Technical Writing Specialist, Water Agency Senior Technical Writing Specialist, Water Agency Network Analyst, Water Agency Resource Programs Technician II, Water Agency Senior Programs Specialist, Water Agency Senior Environmental Specialist, and Water Agency Lead Maintenance Worker; and amending the Memorandum of Understanding between the County and Service Employees International Union, Local 1021, Salary Table Scales, to Reflect the Re-titled Job Classifications, the New Classifications and Salaries, and the Salary Adjustments, Effective November 19, 2019.**

**Whereas**, a classification study conducted by Koff & Associates, a professional consulting firm, of all SEIU represented positions at the Sonoma County Water Agency (SCWA) determined revisions were appropriate to specifications in the Water Agency Maintenance Worker and Technical Writing classification series; and

**Whereas**, the study further determined the specifications of Technical Writing Specialist and Water Agency Maintenance Worker III should be re-titled to Water Agency Technical Writing Specialist and Water Agency Senior Maintenance Worker, respectively; and

**Whereas**, the study recommended establishing the new classifications of Water Agency Engineering Technician I, Water Agency Engineering Technician II, Water Agency Engineering Technician III, Water Agency Geographic Information Systems Analyst, and Water Agency SCADA Technology Analyst; and

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**Whereas**, pursuant to the Employee Relations Policy, Human Resources recommends the new classifications of be represented by SEIU, Local 1021, Bargaining Unit 0005-Service and Technical Non-Supervisory; and

**Whereas**, Human Resources determined that the new classifications are non-exempt in accordance with the Fair Labor Standards Act; and

**Whereas**, the study further recommended the salary administration of the Water Agency Resource Programs Technician I classification and the salaries of Water Agency Technical Writing Specialist, Water Agency Senior Technical Writing Specialist, Water Agency Network Analyst, Water Agency Resource Programs Technician II, Water Agency Senior Programs Specialist, Water Agency Senior Environmental Specialist, and Water Agency Lead Maintenance Worker should be adjusted; and

**Whereas**, The County presented salary recommendations for all SCWA-specific classifications and offered to meet and confer on the impacts of the study recommendations, represented by SEIU, Local 1021, in accordance with Government Code 3500; and

**Whereas**, although SEIU is not in agreement with all of the study's classification and salary recommendations, the County has fulfilled its obligation to meet and confer in good faith on all issues and has complied with the provisions of the current Memorandum of Understanding and Side Letter Agreement between SEIU and the County to meet and confer on proposed salary ranges;

**Now, Therefore, Be It Resolved** that the Memorandum of Understanding between the County and SEIU - Local 1021, Appendix A - Salary Table Scales, be amended to reflect the re-titled job classifications of Water Agency Technical Writing Specialist and Water Agency Senior Maintenance Worker, the new classifications and salaries of Water Agency Engineering Technician I, Water Agency Engineering Technician II, Water Agency Engineering Technician III, Water Agency Geographic Information Systems Analyst, and Water Agency SCADA Technology Analyst, and adjustments to the salaries of Water Agency Technical Writing Specialist, Water Agency Senior Technical Writing Specialist, Water Agency Network Analyst, Water Agency Resource Programs Technician II, Water Agency Senior Programs Specialist, Water Agency Senior Environmental Specialist, and Water Agency Lead Maintenance Worker, effective November 19, 2019, as set forth in Attachment A.

**Supervisors:**

Gorin:

Zane:

Gore:

Hopkins:

Rabbitt:

Ayes:

Noes:

Absent:

Abstain:

**So Ordered.**