



County of Sonoma

State of California

Date: March 24, 2020

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 County of Sonoma Salary Resolution No. 95-0926, Administrative Management – Bargaining Unit 0050, to Adjust the Salaries for Health Officer, Deputy Public Health Officer, and Behavioral Health Medical Director, Effective March 24, 2020.

Whereas, the Department of Health Services requested the Human Resources Department review the specifications and compensation of the Health Officer, Deputy Public Health Officer, and Behavioral Health Medical Director classifications to address ongoing recruitment and retention challenges; and

Whereas, Human Resources determined specification changes were necessary for the Deputy Public Health Director classification which were approved by the Civil Service Commission in February 2020; and

Whereas, Human Resources determined a history of significant recruitment and retention challenges for the positions exist; and

Whereas, the Health Officer and Behavioral Health Medical Director are mandated positions and are highly specialized and there is a limited candidate pool; and

Whereas, Human Resources evaluated the job market and these positions are not sufficiently competitive to attract well qualified applicants; and

Whereas, Human Resources recommends that the salary of the Health Officer be set as 10379, the salary of Deputy Public Health Officer be set at 9428, and the salary of Behavioral Health Medical Director be set at 10898; and

Whereas, the County Administrator's office is in agreement with the aforementioned

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recommendations.

Now, Therefore, Be It Resolved that the County Of Sonoma Salary Resolution No. 95-0926, Appendix A - Salary Tables, Administrative Management – Bargaining Unit 0050, be amended as set forth in Attachment A, effective March 24, 2020.

Supervisors:

Rabbitt:

Zane:

Gore:

Hopkins:

Gorin:

Ayes:

Noes:

Absent:

Abstain:

So Ordered.