

Attachment A

Ordinance No. _____

An Ordinance of the Board of Supervisors of the County of Sonoma, State of California, Amending the Sonoma County Code to Exempt the Equity Officer from the Civil Service System.

The Board of Supervisors of the County of Sonoma, State of California, does ordain as follows:

Section I. *Statement of Purpose.* The Sonoma County Board of Supervisors has received a recommendation from the County Director of Human Resources to (1) add the County Equity Officer to the Unclassified Service in the Civil Service System; and (2) delete the position of Director of Fire Services/.Emergency Program Manager. The Board of Supervisors concurs with these recommendations set forth in that report.

Section II. *Exempting Department Head Position from Classified Civil Service System.* Pursuant to the authority of the Board of Supervisors to add new department head positions to the unclassified civil service. Section 21-5 of the Sonoma County Code is amended to read as follows:

“Sec. 21-5. Classified and unclassified service generally.

The Civil Service System of the County is hereby divided into the Unclassified and the Classified Service. The Unclassified Service shall consist of:

- (a) all officers elected by the people and all confidential or special investigators employed by any of said elected officers;
- (b) all appointive Boards and Commissions;
- (c) the Law Library Trustees;
- (d) members of the Civil Service Commission;
- (e) all persons serving the County without compensation;
- (f) Interns, Resident Physicians and Student Nurses;
- (g) casual patient and inmate employees at county institutions;
- (h) intermittently employed, hourly or seasonal employees;
- (i) persons employed under contract to supply expert professional or technical service in a temporary position;
- (j) the Director of the Sonoma County Health Services;
- (k) the County Sanitation Engineer;
- (l) the Sonoma County Fair Manager and Sonoma County Fair or Fairgrounds employees employed by Sonoma County Fair and Exposition, Incorporated, or its successors;
- (m) the Director of Economic Development
- (n) the two Assistant Sheriffs;

- (o) the County Administrator;
- (p) the Director of Permit and Resource Management;
- (q) the Director of Human Services;
- (r) the Information Systems Director;
- (s) the Director of Transportation and Public Works;
- (t) the Director of Child Support Services
- (u) the Director of Regional Parks
- (v) the Director of Health Services
- (w) the General Services Director
- (x) the LAFCO Executive Officer
- (y) the Agricultural Commissioner/Sealer
- (z) the Waste Management Agency Executive Director
- (aa) the Human Resources Director
- (bb) the Director of the Office of Law Enforcement Review and Outreach
- (cc) the Director of Emergency Management
- (dd) *the County Equity Officer*

The Board of Supervisors may amend this section of the Ordinance to add to the unclassified service other positions or classifications that are of a high level, policy-making nature. Such positions or classifications shall be limited to department heads. Any such amendment shall specify the exact position or classification to be added to the list of exempt positions or classifications. No such amendment shall be applied to the incumbent of any affected position in a manner that would deprive him or her of any property rights protected by the constitution.

The Classified Service shall comprise all positions not specifically included by this Ordinance in the Unclassified Service, provided, however, that in the event of the creation of a new position or in case of a vacancy in any position requiring peculiar and exceptional qualifications of a scientific, professional or expert character, upon satisfactory evidence that competitive examinations to qualify applicants for said position are impracticable, and that the position can best be filled by the selection of a person of recognized attainments, competitive examinations may be suspended by the Commission, but no such suspension shall be general in its applications to such position and all such cases of suspension shall be reported, together with the reasons therefore to the Board of Supervisors. This section will not apply to positions in the Social Service Department for which there is federal or state reimbursement. At all times, at least one of the Assistant Sheriff positions must be filled by appointment from within the Sonoma County Sheriff's Department."

Section III. Severability. If any section, subsection, sentence, clause or phrase of this ordinance is for any reason held to be unconstitutional and invalid, such decision shall not affect the validity of the remaining portion of this ordinance. The Board of Supervisors hereby declares that it would have passed this ordinance and every section, subsection, sentence clause or phrase thereof, irrespective of the fact that any one or more sections, subsections, sentences, clauses or phrases be declared unconstitutional or invalid.

Section IV. *Effective and Operative Date.* The operative date of the ordinance shall be effective upon the approval of the newly created County Equity Officer position. This ordinance shall be and the same is hereby declared to be in full force and effect from and after thirty (30) days after the date of its passage and shall be published once before the expiration of fifteen (15) days after said passage, with the names of the Supervisors voting for or against the same in a newspaper of general circulation, published in the County of Sonoma, State of California.

In regular session of the Board of Supervisors of the County of Sonoma introduced on the 6th day of October, 2020, and finally passed and adopted this 20th day of October, 2020, on regular roll call of the member of said Board by the following vote:

Supervisors:

Rabbitt: Zane: Gore: Hopkins: Gorin:

Ayes: Noes: Absent: Abstain:

Whereupon, the Chair declared the above and foregoing ordinance duly adopted and

So Ordered

Chair, Board of Supervisors
County of Sonoma

ATTEST:

Sheryl Bratton, Clerk of the Board of
Supervisors