



Legislation Text

File #: 2019-0475, **Version:** 1

To: The Board of Directors of the Sonoma County Water Agency
Department or Agency Name(s): Sonoma County Human Resources Department, Sonoma County Water Agency
Staff Name and Phone Number: Carol Allen, (707) 565-2549
Vote Requirement: 4/5th
Supervisory District(s): All

Title:

Appointing a Hearing Officer in the Matter of an Appeal of Disciplinary Action.

Recommended Actions:

Adopt a Resolution delegating authority for the Human Resources Director or designee to appoint a hearing officer in the matter of appeal of disciplinary action.

Executive Summary:

On March 6, 2019 the Sonoma County Water Agency issued an order of suspension to one of its employees who is represented by SEIU Local 1021. On March 20, 2019, the employee filed an appeal of this disciplinary action with the Board of Directors of the Water Agency. The current Memorandum of Understanding (MOU) with SEIU 1021, authorizes certain employees of the Agency to appeal specified disciplinary actions to the Board of Directors of the Water Agency. As employees of the Water Agency are not classified under the County's Civil Service System, the MOU gives the Board the choice to hear the appeal itself, or assigning it to a hearing officer. If heard by a hearing officer, the decision is final.

In resolution before your Board today Human Resources requests approval for the Human Resources Director or designee to appoint a hearing officer in the matter of an appeal of disciplinary action.

Discussion:

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Prior Board Actions:

May 6, 2008: Board approved Sonoma County Water Agency to appoint a hearing officer in the matter of the appeal of disciplinary action.

June 10, 1997: Board approved Sonoma County Water Agency to appoint a hearing officer in the matter of the appeal of disciplinary action.

August 13, 1996: Board approved Sonoma County Water Agency to appoint a hearing officer in the matter of the appeal

of disciplinary action.

FISCAL SUMMARY

Expenditures	FY 18-19 Adopted	FY19-20 Projected	FY 20-21 Projected
Budgeted Expenses			
Additional Appropriation Requested			
Total Expenditures			
Funding Sources			
General Fund/WA GF			
State/Federal			
Fees/Other	\$2,000		
Use of Fund Balance			
Contingencies			
Total Sources	\$2,000		

Narrative Explanation of Fiscal Impacts:

According to the current SEIU Memorandum of Understanding (MOU), Article 6.10h, the costs of a hearing officer shall be shared by the parties. The total cost is estimated by County Counsel to be \$4,000.

Staffing Impacts:			
Position Title (Payroll)	Monthly Salary Range (A - I Step)	Additions (number)	Deletions (number)

Narrative Explanation of Staffing Impacts (If Required):

N/A

Attachments:

- Attachment 1: Resolution delegating authority to the Human Resources Director or designee to appoint a hearing officer in the appeal of discipline.
- Attachment 2: SEIU MOU: Article 6.10 Discipline Water Agency-Notice and Hearing

Related Items “On File” with the Clerk of the Board:

N/A