

**Resolution No.
Sonoma County Administration Building
Santa Rosa, CA 95403**

Date:

CONCURRENT RESOLUTION OF THE BOARD OF SUPERVISORS OF THE COUNTY OF SONOMA, 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 NORTHERN SONOMA COUNTY POLLUTION CONTROL DISTRICT, AMENDING SECTIONS 12 AND 13 OF SALARY RESOLUTION NO. 95-0926 SUSPENDING TUITION AND TEXTBOOK REIMBURSEMENT, AND CONFIDENTIAL AND MANAGEMENT BENEFIT ALLOWANCE FOR UNREPRESENTED DEPARTMENT HEADS, ADMINISTRATIVE MANAGEMENT, CONFIDENTIAL, AND OTHER UNREPRESENTED EMPLOYEES, AND FOR EMPLOYEES REPRESENTED BY THE SONOMA COUNTY DEPUTY PUBLIC DEFENDER ATTORNEYS' ASSOCIATION AND BY THE SONOMA COUNTY PROSECUTORS' ASSOCIATION EFFECTIVE JULY 1, 2009 FOR FISCAL YEARS 2009/2010 AND 2010/2011.

WHEREAS, Salary Resolution No. 95-0926 provides compensation, benefits, and terms and conditions of employment for Unrepresented Department Heads, Administrative Management, Confidential, and other Unrepresented employees; and

WHEREAS, The Sonoma County Deputy Public Defender Attorneys' Association in past years has chosen not to meet and confer, but to follow the provisions of the Salary Resolution No. 95-0926; and

WHEREAS, The Sonoma County Prosecutors' Association has met and conferred and agreed to the same conditions and limitations for Staff Development as provided to Unrepresented Administrative Management employees covered by the Salary Resolution No. 95-0926; and

WHEREAS, the County of Sonoma is experiencing reductions in discretionary revenues such as property taxes due to a severe slump in the housing market, reductions in sales taxes due to a sharp decline in consumer spending and reductions in other major revenues; and

WHEREAS, in order to reduce expenses and mitigate layoffs, the County is desirous of implementing cost saving measures; and

WHEREAS, the Board of Supervisors on April 7, 2009 accepted the comments and proposals of the Unrepresented group, Department Heads, Administrative Management and Confidential employees supporting suspension of this benefit; and

WHEREAS, the Board of Supervisors on April 7, 2009 directed staff to implement this proposal,

NOW THEREFORE BE IT RESOLVED, that Sections 12 and 13 of the Salary Resolution No. 95-0926 are amended to suspend the Tuition and Textbook Reimbursement and Management and Confidential Benefit Allowance, taxable and non-taxable, including Physical Fitness, for Unrepresented Department Heads, Administrative Management, Confidential, and other unrepresented employees, and for employees represented by the Sonoma County Deputy Public Defender Attorneys' Association and by the Sonoma County Prosecutors' Association effective July 1, 2009 for the fiscal years 2009/2010 and 2010/2011.

BE IT FURTHER RESOLVED, that Sections 12 and 13 will be automatically renewed on July 1, 2011.

Supervisors/Directors/Commissioners:

Brown: Kerns: Zane: Carrillo: Kelley:

Ayes: Noes: Absent: Abstain:

SO ORDERED

**Resolution No.
Sonoma County Administration Building
Santa Rosa, CA 95403**

Date:

RESOLUTION OF THE BOARD OF DIRECTORS OF THE SONOMA COUNTY AGRICULTURAL PRESERVATION AND OPEN SPACE DISTRICT, COUNTY OF SONOMA, STATE OF CALIFORNIA AMENDING SECTIONS 12 AND 13 OF SALARY RESOLUTION NO. 95-0926 SUSPENDING TUITION AND TEXTBOOK REIMBURSEMENT, AND CONFIDENTIAL AND MANAGEMENT BENEFIT ALLOWANCE FOR UNREPRESENTED DEPARTMENT HEADS, ADMINISTRATIVE MANAGEMENT, CONFIDENTIAL, AND OTHER UNREPRESENTED EMPLOYEES OF THE DISTRICT EFFECTIVE JULY 1, 2009 FOR FISCAL YEARS 2009/2010 AND 2010/2011.

WHEREAS, the Board of Directors of the Sonoma County Agricultural and Open Space District unilaterally sets salary and benefits for the district's appointed Department Head, Unrepresented Management, Confidential, and other Unrepresented employees; and

WHEREAS, the benefits granted to certain Sonoma County employees, as set forth in the Salary Resolution No. 95-0926, as amended and as it may be amended in the future, form a proper basis for benefits to be granted to employees of the District; and

WHEREAS, the benefits of District employees shall be administered in the same manner as prescribed in Sonoma County Resolution No. 95-0926 as amended and as it may be amended in the future; and

WHEREAS, the County of Sonoma is experiencing reductions in discretionary revenues such as property taxes due to a severe slump in the housing market, reductions in sales taxes due to a sharp decline in consumer spending and reductions in other major revenues; and

WHEREAS, in order to reduce expenses and mitigate layoffs, the County is desirous of implementing cost saving measures; and

WHEREAS, the Board of Supervisors on April 7, 2009 accepted the comments and proposals of the Unrepresented group, Department Heads, Administrative Management and Confidential employees supporting suspension of this benefit; and

WHEREAS, the Board of Supervisors on April 7, 2009 directed staff to implement this proposal,

NOW THEREFORE BE IT RESOLVED that Sections 12 and 13 of the Salary Resolution No. 95-0926 are amended to suspend the Tuition and Textbook Reimbursement and Management and Confidential Benefit Allowance, taxable and non-taxable, including Physical Fitness, for Unrepresented Department Heads, Administrative Management, Confidential, and other unrepresented employees of the District effective July 1, 2009 for the fiscal years 2009/2010 and 2010/2011.

BE IT FURTHER RESOLVED that Sections 12 and 13 will be automatically be renewed on July 1, 2011.

BE IT FURTHER RESOLVED that District employees are not entitled to any appeal rights under Sonoma County Grievance Procedure.

BE IT FURTHER RESOLVED that nothing in this resolution is intended to confer any employee any rights, benefits, or entitlements under the Civil Service Commission Rules or to otherwise abrogate their "at-will" status.

BE IT FURTHER RESOLVED that this Resolution is adopted and incorporated into the Personnel Policy of the Sonoma County Agricultural Preservation and Open Space District.

Supervisors:

Brown: Kerns: Zane: Carrillo: Kelley:

Ayes: Noes: Absent: Abstain:

SO ORDERED