

**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 AIR POLLUTION CONTROL DISTRICT, APPROVING THE LETTER OF UNDERSTANDING BETWEEN THE COUNTY OF SONOMA AND ENGINEERS AND SCIENTISTS OF CALIFORNIA (ESC), WHICH REPLACES THE EXISTING VOLUNTARY TIME OFF (VTO) PROGRAM FOR EMPLOYEES REPRESENTED BY SONOMA COUNTY AND ENGINEERS AND SCIENTISTS OF CALIFORNIA (ESC), WITH THE VOLUNTARY TIME OFF PROGRAM 2009-10 (ATTACHMENT A), EFFECTIVE AUGUST 11, 2009 - JUNE 30, 2010.

WHEREAS, the County of Sonoma is currently faced with significant budgetary shortfalls for the FY 2009-10, and numerous departments are facing additional budget and staffing cuts; and

WHEREAS, County departments may be able to mitigate employee layoffs by reducing department costs by accepting voluntary time off requests from employees; and

WHEREAS, the VTO Program 2009-10 has previously been approved by the Board for employees represented by County and Service Employees' International Union (SEIU), Sonoma County Public Defender Investigators' Association (SCPDI), and Western Council of Engineers (WCE), employees working under the provisions of Salary Resolution No. 95-09 26, and authorized for employees of the County Agricultural Preservation and Open Space District, and

WHEREAS, a Letter of Understanding between the County of Sonoma and ESC representatives has been signed which would authorize members of ESC to participate in the VTO Program 2009-10, and replace the former VTO Program integrated into the Memorandum of Understanding between ESC and the County of Sonoma in 2003; and

WHEREAS, a voluntary time off program which may provide salary savings for department and could mitigate or reduce the need for additional staff cuts has been designed and is incorporated into this resolution as Attachment A "Voluntary Time Off Program (VTO) 2009-10"; and

WHEREAS, participation in the VTO Program 2009-10 is determined by each department based on the financial, operational, and business needs of the department; and

WHEREAS, participation in the VTO Program 2009-10 is self selected by employees, and VTO provisions protect employee status for benefits, seniority and retirement; and

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of the County of Sonoma approves the agreements between the County and ESC authorizing replacement of the 2003 VTO Program for employees represented ESC with the VTO Program 2009-10 (Attachment A), and hereby sets an effective date of August 11, 2009 - June 30, 2010.

**Supervisors:**

Brown:           Kerns:           Zane:           Carrillo:       Kelley:

Ayes:            Noes:           Absent:       Abstain:

SO ORDERED