

**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 ADOPTING LETTERS OF UNDERSTANDING WITH SEIU, SCPDIA, SCLEA, LOCAL 39, ESC, WCE AND SCLEMA IMPLEMENTING MANDATORY TIME OFF (MTO) AND FREEZING THE STAFF DEVELOPMENT/MANAGEMENT BENEFIT ALLOWANCE/TUITION AND TEXTBOOK/PHYSICAL FITNESS ALLOWANCES EFFECTIVE AUGUST 25, 2009 FOR FISCAL YEAR 2009-2010.

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 County's representatives have met and conferred and reached tentative agreements with official representatives of SEIU, SCPDIA, SCLEA, Local 39, ESC, WCE, and SCLEMA to participate in a Mandatory Time Off (MTO) Program and to freeze Staff Development/Management Benefit Allowance/Tuition and Textbook/Physical Fitness allowances effective August 25, 2009 for fiscal year 2009-2010; and

WHEREAS, the membership of SEIU 1021 has ratified the tentative agreements on August 20, 2009; and

WHEREAS, the official representatives of SCPDIA, SCLEA, Local 39, ESC, WCE, and SCLEMA have accepted the terms of the agreements on behalf of their membership;

NOW THEREFORE BE IT RESOLVED, that the Board hereby adopts the Letters of Understanding implementing Mandatory Time Off (MTO) and freezing the Staff Development/Management Benefit Allowance/Tuition and Textbook/Physical Fitness Allowances effective August 25, 2009 for fiscal year 2009-2010;

BE IT FURTHER RESOLVED that the County Administrator and Director of Human Resources have the authority to take any necessary administrative actions to implement the provisions of this resolution.

Supervisors:

Brown:	Kerns:	Zane:	Carrillo:	Kelley:
Ayes:	Noes:	Absent:	Abstain:	

SO ORDERED

**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 SALARY RESOLUTION NO. 95-0926, ADDING SECTION 36.3 MANDATORY TIME OFF (MTO) FOR UNREPRESENTED EMPLOYEES, ADMINISTRATIVE MANAGEMENT, DEPARTMENT HEADS AND CONFIDENTIAL EMPLOYEES COVERED BY THE SALARY RESOLUTION AND EMPLOYEES REPRESENTED BY SCDPDAA (SONOMA COUNTY DEPUTY PUBLIC DEFENDER ATTORNEYS' ASSOCIATION) EFFECTIVE AUGUST 25, 2009 FOR FISCAL YEAR 2009-2010.

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 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 participation in the Mandatory Time Off Program conditioned on agreement with employee organizations;

NOW THEREFORE BE IT RESOLVED, that the Board hereby amends Salary Resolution No. 95-0926, adding Section 36.3 Mandatory Time Off (MTO) for Unrepresented Employees, Administrative Management, Department Heads and Confidential Employees covered by the Salary Resolution and employees represented by SCDPDAA (Sonoma County Deputy Public Defender Attorneys' Association) effective August 25, 2009 for fiscal year 2009-2010; and

BE IT FURTHER RESOLVED that the County Administrator and Director of Human Resources have the authority to take any necessary administrative actions to implement the provisions of this resolution.

Supervisors:

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 SALARY RESOLUTION NO. 95-0926, ADDING SECTION 36.3 MANDATORY TIME OFF (MTO) FOR UNREPRESENTED DEPARTMENT HEADS, ADMINISTRATIVE MANAGEMENT, CONFIDENTIAL, AND OTHER UNREPRESENTED EMPLOYEES OF THE DISTRICT EFFECTIVE AUGUST 25, 2009 FOR FISCAL YEAR 2009-2010.

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 participation in the Mandatory Time Off Program conditioned on agreement with employee organizations;

NOW THEREFORE BE IT RESOLVED, that the Board hereby amends Salary Resolution No. 95-0926, adding Section 36.3 Mandatory Time Off (MTO) for Unrepresented Department Heads, Administrative Management, Confidential, and other Unrepresented employees of the District effective August 25, 2009 for fiscal year 2009-2010;

BE IT FURTHER RESOLVED that the County Administrator and Director of Human Resources have the authority to take any necessary administrative actions to implement the provisions of this resolution.

Supervisors:

Brown: Kerns: Zane: Carrillo: Kelley:

Ayes: Noes: Absent: Abstain:

SO ORDERED