

**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 BOARDED OF DIRECTORS OF THE NORTHERN SONOMA COUNTY AIR POLLUTION CONTROL DISTRICT, AMENDING SALARY RESOLUTION NO. 95-0926, ADMINISTRATIVE MANAGEMENT SALARY TABLES, ADOPTING THE REVISED CLASSIFICATIONS AND SPECIFICATIONS OF WATER AGENCY ASSISTANT GENERAL MANAGER, WATER AGENCY DEPUTY CHIEF ENGINEER (FORMERLY TITLED DEPUTY CHIEF ENGINEER), WATER AGENCY DIVISION MANAGER – ADMINISTRATIVE SERVICES, AND WATER AGENCY DIVISION MANAGER – ENVIRONMENTAL RESOURCES, AND ADOPTING THE NEW CLASSIFICATION AND SPECIFICATION AND ESTABLISHING THE SALARY FOR WATER AGENCY CHIEF ENGINEER, EFFECTIVE NOVEMBER 3, 2009.

WHEREAS, THE Water Agency is proposing organizational changes to gain efficiencies that affects some management classifications in the Agency and separates the chief administrative and chief engineering duties of the General Manager/Chief Engineer into different positions; and

Whereas, the Water Agency obtained the services of a classification consultant to review the Water Agencies top management organizational structure and revise the Water Agencies classifications and salaries as appropriate; and

WHEREAS, the consultant’s report recommends revising classifications specifications as a result of the organizational structure change; and

WHEREAS, the Human Resources Director has determined that the new classification of Water Agency Chief Engineer will be assigned to Administrative Management Unit 0050; and

WHEREAS, the Board gave direction to use East Bay Municipal Utility District, Napa Sanitation District, Vallejo Sanitation Flood Control District, Alameda County Water District, Delta Diablo Sanitation District, Central Contra Costa Sanitary District, Zone 7 of the Alameda County Flood Control and Water Conservation District, Marin Municipal Water District as the comparable agencies for technical and environmental Water Agency management classifications; and

WHEREAS, the Human Resources Director and County Administrator recommend establishing the salary for the new classification of Water Agency Chief Engineer at salary range 6498, which is 95% of the market data; and

WHEREAS, Water Agency Chief Engineer is an exempt classifications in accordance with the Fair Labor Standards Act.

NOW THEREFORE BE IT RESOLVED, that the Board hereby establishes the revised and/or retitled Water Agency job classifications and the new job classification and salary for Water Agency Chief Engineer, and authorizes the amendment to Salary Resolution 95-0926, as described in Attachment A, which is attached and incorporated by reference hereto.

**Supervisors:**

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

SO ORDERED

**Resolution No.  
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**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, AMENDING SALARY RESOLUTION NO. 95-0926, DEPARTMENT HEADS SALARY TABLE, ADOPTING THE REVISED CLASSIFICATION AND SPECIFICATION OF WATER AGENCY GENERAL MANAGER (FORMERLY TITLED GENERAL MANAGER/CHIEF ENGINEER) AND ADJUSTING THE SALARY FOR WATER AGENCY GENERAL MANAGER, EFFECTIVE FEBRUARY 23, 2010.

WHEREAS, THE Water Agency is proposing organizational changes to gain efficiencies that affects some management classifications in the Agency and separates the chief administrative and chief engineering duties of the General Manager/Chief Engineer into different positions; and

Whereas, the Water Agency obtained the services of a classification consultant to review the Water Agencies top management organizational structure and revise the Water Agencies classifications and salaries as appropriate; and

WHEREAS, the consultant's report recommends separating the General Manager/Chief Engineer into two separate classifications, Water Agency General Manager and Water Agency Chief Engineer; and

WHEREAS, the Human Resources Director has determined that the revised and retitled classification of Water Agency General Manager will be assigned to Department Heads Unit 0052; and

WHEREAS, the Board gave direction to use East Bay Municipal Utility District, Napa Sanitation District, Vallejo Sanitation Flood Control District, Alameda County Water District, Delta Diablo Sanitation District, Central Contra Costa Sanitary District, Zone 7 of the Alameda County Flood Control and Water Conservation District, Marin Municipal Water District as the comparable agencies for technical and environmental Water Agency management classifications; and

WHEREAS, the Board gave direction to the County to adjust unrepresented classifications greater than 95% below the market survey average; and

WHEREAS, market data showed the Water Agency General Manager 14.3% below the market average; and

WHEREAS, an adjustment of 9.3% is necessary to bring the Water Agency to 95% of the market average, which sets the salary range at 8428; and

WHEREAS, Water Agency General Manager is an exempt classification in accordance with the Fair Labor Standards Act.

NOW THEREFORE BE IT RESOLVED, that the Board hereby revises Salary Resolution 94-0926 as described in Attachment B, which is attached and incorporated by reference hereto.

**Supervisors:**

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

SO ORDERED