

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

Date:

RESOLUTION OF THE BOARD OF SUPERVISORS OF THE COUNTY OF SONOMA, STATE OF CALIFORNIA, ADOPTING A RESOLUTION APPROVING THE AMENDMENT OF SECTION 16c OF ARTICLE IV OF THE COUNTY'S EMPLOYEE RELATIONS POLICY, RESOLUTION # NAP 250, DR74460, 74461, EFFECTIVE OCTOBER 27, 2009.

WHEREAS, the County of Sonoma's Employee Relations Policy was adopted on June 14, 1983, Resolution # NAP250, DR74460, 74461;

WHEREAS, the Sonoma County Law Enforcement Association ("SCLEA") filed an unfair labor practice charge with the Public Employment Relations Board ("PERB"), case no. SF-CE-594;

WHEREAS, the County of Sonoma (the "County") filed an unfair labor practice charge with PERB against SCLEA, case no. SF-CO-194-M;

WHEREAS, in the interest of promoting harmonious labor relations between the County and SCLEA and to avoid the inconvenience, and expense of litigation, the parties hereby agree to settle the aforementioned PERB matters;

WHEREAS, in exchange for mutual dismissals of the PERB matters, the County and SCLEA agree that Section 16c of Article IV of the County's Employee Relations Policy shall be amended as it relates to the bargaining units represented by SCLEA only, as follows:

"Effective October 27, 2009, the following applies to the bargaining units represented by the Sonoma County Law Enforcement Association (SCLEA) only:

If the parties failed to agree to submit the dispute directly to the Board of Supervisors, and failed to resolve the dispute through mediation ~~within fifteen (15) days after the mediator commenced meeting with the parties~~, the parties may agree to submit the impasse to fact finding. There shall be no minimum of maximum time period for mediation. If the parties fail to agree on fact-finding, the impasse shall be submitted to the Board of Supervisors for such action as in its legislative discretion deems appropriate as in the public interest.";

WHEREAS, all other provisions of the County's Employee Relations Policy shall remain applicable to the bargaining units represented by SCLEA.

NOW, THEREFORE, BE IT RESOLVED that the Board authorizes the amendment of the County's Employee Relations Policy as stated and authorizes the Chairperson to sign the Settlement Agreement between the County and SCLEA.

Supervisors:

Brown: Kerns: Zane: Carrillo: Kelley:

Ayes: Noes: Absent: Abstain:

SO ORDERED