

Resolution No.

**County of Sonoma
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 Resolution No. 09-0496 To Continue Reimbursement Of Licenses And Certifications (Including Continuing Education Units) As Required By The Job Specification, And Associated Expenses, To Employees Covered By The Salary Resolution.

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, in order to reduce expenses and mitigate layoffs, on June 2, 2009 the Board adopted Concurrent Resolution No. 09-0496 suspending the Tuition and Textbook Reimbursement and Management and Confidential Benefit Allowance for fiscal years 2009-2010 and 2010-2011 for employees covered by the Salary Resolution, No. 95-0926 prior to reaching agreement with represented employee groups; and

Whereas, on August 25, 2009 the Board adopted Letters of Understanding suspending the Staff Development/Management Benefit Allowance/Tuition and Textbook/Physical Fitness Allowances for employees represented by S.E.I.U., S.C.P.D.I.A., S.C.L.E.A., Local 39, E.S.C., W.C.E., and S.C.L.E.M.A., excluding the reimbursement for licenses and certifications (including required continuing education units) required by the job specification; and

Whereas, expenses associated with licenses and certifications may include travel, lodging and meals;

Whereas, the County is interested in continuing this reimbursement for the employees covered by the Salary Resolution;

Now, Therefore, Be It Resolved, that the Board authorizes the continuation of reimbursement for licenses, certifications, (including required continuing education units) required by job specifications, and associated expenses for employees covered by the Salary Resolution No. 95-0926.

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.

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Supervisors:

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

So Ordered.

Resolution No.

**County of Sonoma
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 Letters Of Understanding With S.E.I.U., S.C.P.D.I.A., S.C.L.E.A., Local 39, E.S.C., W.C.E., and S.C.L.E.M.A. Suspending The Staff Development/Management Benefit Allowance/Tuition And Textbook/Physical Fitness Allowances Effective August 25, 2009 For Fiscal Year 2009-2010 To Continue To Allow Reimbursement Of Expenses Associated With Licenses And Certifications.

Whereas, on August 25, 2009 the Board adopted Letters of Understanding suspending the Staff Development/Management Benefit Allowance/Tuition and Textbook/Physical Fitness Allowances for employees represented by S.E.I.U., S.C.P.D.I.A., S.C.L.E.A., Local 39, E.S.C., W.C.E., and S.C.L.E.M.A., excluding the reimbursement for Licenses and Certifications (including required Continuing Education Units) required by the job specification; and.

Whereas, expenses associated with licenses and certifications may include travel, lodging and meals; and.

Whereas, representatives of the County and the employee organizations have agreed to amend the Letters of Understanding suspending the Staff Development/Management Benefit Allowance/Tuition and Textbook/Physical Fitness Allowances to continue to allow reimbursement of expenses associated with licenses and certification;.

Now, Therefore, Be It Resolved, that the Board authorizes the amendment of the Letters of Understanding suspending the Staff Development/Management Benefit Allowance/Tuition and Textbook/Physical Fitness Allowances for employees represented by S.E.I.U., S.C.P.D.I.A., S.C.L.E.A., Local 39, E.S.C., W.C.E., and S.C.L.E.M.A. to allow for the continuation of reimbursement of expenses associated with licenses, certifications, (including required continuing education units) required by job specifications.

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.

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Supervisors:

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

So Ordered.

Resolution No.

**County of Sonoma
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 Resolution No. 09-0497, To Continue Reimbursement Of Licenses And Certifications (Including Continuing Education Units) As Required By The Job Specification, And Associated Expenses For Unrepresented Department Heads, Administrative Management, Confidential, And Other Unrepresented Employees Of The District.

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, in order to reduce expenses and mitigate layoffs, on June 2, 2009 the Board adopted Resolution No. 09-0497 suspending the Tuition and Textbook Reimbursement and Management and Confidential Benefit Allowance for fiscal years 2009-2010 and 2010-2011 for employees of the Sonoma County Agricultural and Open Space District covered by the Salary Resolution, No. 95-0926 prior to reaching agreement with represented employee groups; and.

Whereas, on August 25, 2009 the Board suspended the Staff Development/Management Benefit Allowance/Tuition and Textbook/Physical Fitness Allowances for employees represented by S.E.I.U., S.C.P.D.I.A., S.C.L.E.A., Local 39, E.S.C., W.C.E., and S.C.L.E.M.A., excluding the reimbursement for Licenses and Certifications (including required Continuing Education Units) required by the job specification; and.

Whereas, the County is interested in continuing this reimbursement for the employees covered by the Salary Resolution; and.

Whereas, expenses associated with licenses and certifications may include travel, lodging and meals;.

Now, Therefore, Be It Resolved, that the Board authorizes the continuation of

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reimbursement for licenses, certifications, (including required continuing education units) required by job specifications and associated expenses for employees of the Sonoma County Agricultural and Open Space District covered by the Salary Resolution No. 95-0926.

Be It Further Resolved 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.