County of Sonoma  
State of California  

Concurrent Resolution Of The Board Of Supervisors Of The County Of Sonoma, State Of California, The Board of Directors of the Sonoma County Water Agency, Sonoma County Agricultural Preservation and Open Space District, The Board of Commissioners of the Community Development Commission, and the Board of Directors of the Northern Sonoma County Air Pollution Control District, State Of California, Amending Salary Resolution 95-0926 to change Compensation and Benefits for Department Heads, Administrative Management, Confidential, and Unrepresented Employees.

Whereas, compensation and benefits for Department Heads, Administrative Management, Confidential and Unrepresented employees are established under Salary Resolution 95-0926 (Salary Resolution); and

Whereas, the Board wants to provide compensation and benefits to employees covered by the provisions of the Salary Resolution that achieves parity with salary and benefits provided to represented employees as a result of negotiated agreements; and

Whereas, the compensation and benefits changes reflected in Attachment A are substantially equivalent in value to salary and benefits provided to represented employees as a result of negotiated agreements; and

Whereas, the Board has met all legal requirements under Government Code Sections 23026, 31515.5, 7507, and 31516; and

Whereas, the proposed changes to the Salary Resolution do not include changes in retirement benefits or other postemployment benefits; and

Whereas, written confirmation of the Board’s compliance with Government Code 31515.5 and 23026 from Segal company is included in Attachment B and incorporated by reference herein; and

Whereas, the Salary Resolution has no specific term and can be amended at any time,

Now, Therefore, Be It Resolved that the Board hereby approves the amendments to the Salary Resolution 95-0926 reflected in Attachment A which is attached and
incorporated by reference herein;

**Be It Further Resolved** that the County Administrator, Director of Human Resources, and Auditor-Controller-Treasurer-Tax Collector have the authority to take any necessary administrative actions to implement the provisions of this resolution, including the authority to execute administrative changes to plan documents and the Salary Resolution as needed and/or make corrections of a non-financial nature.

**Supervisors:**

Gorin: Rabbitt: Zane: Gore: Carrillo:  
Ayes: Noes: Absent: Abstain:  

So Ordered.