

TEHAMA COUNTY SOLID WASTE MANAGEMENT AGENCY RESOLUTION NO. [REDACTED]

**RESOLUTION OF THE TEHAMA COUNTY SOLID WASTE MANAGEMENT AGENCY
ESTABLISHING TERMS AND CONDITIONS OF EMPLOYMENT FOR THE
POSITIONS OF RECYCLING PROGRAM ANALYST I/II AND ORGANIC MATERIALS
PROGRAM COORDINATOR**

WHEREAS, the TEHAMA COUNTY SOLID WASTE MANAGEMENT AGENCY, hereinafter “AGENCY” desires to employ persons to carry out the duties and responsibilities of the AGENCY; and

WHEREAS, it is the desire of the AGENCY to provide certain benefits, to establish certain conditions of employment and to set working conditions for said employees; and

WHEREAS, the “employer of record” is AGENCY and positions identified herein are, for all purposes, employees of AGENCY and with respect to this resolution and these employees, the County of Tehama is only providing services as outlined in the Administrative Services Agreement entered into between AGENCY and County of Tehama effective [REDACTED], or any successor agreement, and any reference to County is for the convenience of AGENCY and is not intended to establish an employment relationship between County and employees of AGENCY, and

NOW, THEREFORE, BE IT RESOLVED that the AGENCY does hereby establish the wages, hours and other terms and conditions of employment for the Unrepresented employees designated in this resolution to be the same as described in the Memorandum of Understanding (M.O.U.) between the County of Tehama and the Joint Council of International Union of Operating Engineers, Stationary Engineers, Local 39, AFL-CIO, and Service Employees International Union, Local 1292, AFL-CIO (Joint Council), effective July 2, 2023, or any successor agreement.

BE IT FURTHER RESOLVED that, notwithstanding any other provision of this resolution, the Unrepresented employees designated in this resolution will not be subject to the terms contained in the following articles: Recognition, Union Security, Union Communications and Meetings, Contract Dispute Resolution, or Discipline of the foregoing Memorandum of Understanding and any successor provision, or to any other provision of said Memorandum of Understanding inconsistent with the at-will status of the Unrepresented employees or otherwise inconsistent with any provision of this resolution.

BE IT FURTHER RESOLVED that the employees designated in this resolution will serve at the will and pleasure of the Agency Manager of the Tehama County Solid Waste Management Agency, and any disciplinary actions undertaken by the Agency Manager will be compliant to the Employee Discipline Policy adopted by AGENCY Board of Directors dated [REDACTED], or any successor policy.

TEHAMA COUNTY SOLID WASTE MANAGEMENT AGENCY RESOLUTION NO.
RECYCLING PROGRAM ANALYST I/II
ORGANIC MATERIALS PROGRAM COORDINATOR

Position	Range
Recycling Program Analyst I	29
Recycling Program Analyst II	33
Organic Materials Program Coordinator	39

BE IT FURTHER RESOLVED that the range placement provided herein for the Unrepresented employees designated in this resolution shall be effective **DATE**.

The foregoing resolution was offered on a motion by _____,
seconded by _____, and adopted by the following vote of the
Tehama County Solid Waste Management Agency Board of Directors:

AYES:

NOES:

ABSENT OR NOT VOTING:

Director Kris Deiters, Chairperson