



# Board Agenda Item 34

DATE: March 28, 2017  
TO: Board of Supervisors  
SUBMITTED BY: Paul Nerland, Director of Human Resources  
SUBJECT: Salary Resolution Amendments

RECOMMENDED ACTION(S):

**Approve Amendments to Salary Resolution adjusting the Senior Management Compensation Plan Salary Bands and the flat salary of County Counsel, effective March 27, 2017 as reflected on Appendix A.**

The recommended action is consistent with direction from your Board and the County Administrative Office. The estimated increased cost for FY 2016-17 (\$5,400) includes \$2,160 in Net County Cost (NCC), which will be absorbed in impacted Departments' current appropriations.

ALTERNATIVE ACTION(S):

If your Board does not approve the recommended action, the Salary Resolution would remain unchanged.

FISCAL IMPACT:

The total increased cost for the remainder of FY 2016-17 is approximately \$5,400, which includes \$2,160 in Net County Cost and is included in the impacted Departments' current appropriations.

DISCUSSION:

Pursuant to Salary Resolution, Section 415, classifications designated as Senior Management are compensated within designated salary bands. The salary bands reflect the beginning annual salary and maximum annual salary of classifications within the band. Periodically, the bands require adjustment to keep pace with prior and any upcoming adjustments. The recommended action would increase all salary bands by 5% as reflected on Appendix A. This has no direct impact on salaries as the bands are only a range in which a Senior Management salary may be set within the band.

Additionally, the recommended action adjusts the County Counsel flat annual salary from \$181,751 annually to \$196,291 annually. Flat salaries are not part of the salary band structure and may only be changed with a Salary Resolution amendment approved by your Board.

ATTACHMENTS INCLUDED AND/OR ON FILE:

Appendix A

CAO ANALYST:

Sonia De La Rosa