



Board Agenda Item 7

DATE: August 9, 2022
TO: Board of Supervisors
SUBMITTED BY: Hollis Magill, Director of Human Resources
SUBJECT: Executive Salary Adjustments

RECOMMENDED ACTION(S):

Approve adjustments to the salaries of the County Administrative Officer, Assistant County Administrative Officers, and appointed Department Heads, effective August 8, 2022, as reflected in Appendix C.

There is no additional Net County Cost (NCC) associated with the approval of this action. Approval of the recommended action would increase the salaries of the County Administrative Officer, Assistant County Administrative Officers, and appointed Department Heads, adjusting the identified salaries to make them competitive with the local market, effective August 8, 2022. This item is countywide.

ALTERNATIVE ACTION(S):

If your Board does not approve the recommended action, the salaries of these classifications would remain unchanged and would not be competitive with the local market.

FISCAL IMPACT:

There is no increase in Net County Cost associated with the recommended action. The FY 2022-23 costs associated with the recommended action are approximately \$288,961, which is comprised of \$114,753 NCC and \$174,208 offset with third party revenues. Sufficient appropriations and estimated revenues for these costs are available in the impacted departments' FY 2022-23 Recommended Budgets. The total estimated cost of the salary adjustment for FY 2023-24 is approximately \$33,580, which is comprised of \$13,335 NCC and \$20,245 offset with third party revenues. Sufficient appropriations and estimated revenues will be included subsequent budget requests.

DISCUSSION:

The Department of Human Resources recently conducted a comparative salary survey which showed that salaries for many Fresno County Department Heads, the County Administrative Officer, and the Assistant County Administrative Officer positions are no longer competitive with comparable counties. After review of the survey findings and considering the County Administrative Officer, Assistant County Administrative Officers and each appointed Department Head salary, your Board directed adjustments as reflected below ranging from 2.5-10% based on the local market. Approval of this action ensures that these salaries are in line with similar local salaries and remain competitive in the market.

The following salary adjustments do not include Elected Department Heads. Pursuant to the Fresno County Charter, Section 12(b), the salaries of Elected Department Heads may not be increased or decreased

during the four-year elected term. On April 5, 2022, your Board approved salary increases for Elected Department Heads for the next four-year term commencing on January 2, 2023. Additionally, on February 22, 2022, your Board approved a 3% salary increase for all non-elected Department Heads, effective September 19, 2022. This increase is not included in the adjustments illustrated below; however, it will be applied to the recommended column below to be effective September 19, 2022.

<u>Title</u>	<u>Current</u>	<u>Recommended</u>
Agricultural Commissioner/Sealer	\$147,108	\$160,368
Assistant County Administrative Officer	\$158,314	\$166,244
Chief Probation Officer	\$173,186	\$177,528
County Administrative Officer	\$255,034	\$267,800
County Counsel	\$212,472	\$233,740
County Librarian	\$147,108	\$157,430
Director of Behavioral Health	\$174,928	\$183,690
Director of Child Support Services	\$153,400	\$164,918
Director of Human Resources	\$160,550	\$173,394
Director of Internal Services/CIO	\$165,334	\$181,870
Director of Public Health	\$165,802	\$182,390
Director of Public Works and Planning	\$194,480	\$213,928
Director of Social Services	\$191,204	\$195,988
Public Defender	\$188,838	\$200,174
Retirement Administrator	\$183,742	\$198,458

REFERENCE MATERIAL:

BAI #10, April 5, 2022
BAI #38, February 22, 2022

ATTACHMENTS INCLUDED AND/OR ON FILE:

Appendix C

CAO ANALYST:

Samantha Buck