



# Board Agenda Item 33

DATE: September 27, 2016  
TO: Board of Supervisors  
SUBMITTED BY: Paul Nerland, Director of Human Resources  
SUBJECT: Salary Adjustments for Appointed Department Heads

RECOMMENDED ACTION(S):

- 1. Confirm direction to staff to administratively adjust appointed Department Head salaries as proposed on Attachment A, effective September 26, 2016.**
- 2. Approve Salary Resolution amendments adjusting appointed Department Head flat salaries as reflected in Appendix "F", effective September 26, 2016.**

This item confirms prior direction to staff by the Board regarding administrative adjustments to Department Heads. The salary adjustments are consistent with the prior approved adjustments that addressed compaction to the Senior Management Compensation Plan.

ALTERNATIVE ACTION(S):

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

FISCAL IMPACT:

The total cost for the remainder of FY 2016-17 is approximately \$104,715 which includes \$35,273 in Net County Cost and is included in the impacted Departments' current appropriations.

DISCUSSION:

On July 12, 2016, your Board approved adjusting Senior Management classifications in order to address compaction issues effective July 18, 2016. Adjustments varied but averaged to approximately 5%. Department Head salaries were not addressed at that time.

The most recent approval of Senior Management adjustment salaries necessitated further analysis of Department Head salaries. Your Board was provided with a comparative salary survey confirming that Fresno County Department Heads salaries are no longer competitive in the labor market. Your Board reviewed the information and gave direction to adjust Department Head salaries consistent with the average of the most recent Senior Management adjustments. This direction was a 5% adjustment for appointed Department Head incumbents of more than one year and 2% adjustment for appointed Department Head incumbents of less than one year. Although these modest increases do not fully address or bring parity to Fresno County Department Heads compared to neighboring counties, the recommended action begins to address the issue and keeps pace with other County salary adjustments.

REFERENCE MATERIAL:

BAI Addendum A, January 14, 2014  
BAI #18, October 14, 2014  
BAI #42, July 12, 2016

ATTACHMENTS INCLUDED AND/OR ON FILE:

Attachment A - Department Head Salary Adjustments  
Appendix F

CAO ANALYST:

Sonia De La Rosa