



Board Agenda Item 34

DATE: September 21, 2021

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Salary Resolution Amendments, County Health Premium Contributions for Plan Years 2022 and 2023 for Unrepresented, Management, Senior Management, and Department Head Classifications, and Supplemental Retirement Plan Match

RECOMMENDED ACTION(S):

1. **Approve salary adjustments of 2.5% for Unrepresented classifications (excluding confidential classifications covered by Footnote “y” and Supervising Communications Dispatcher), Management classifications (excluding Deputy County Counsel I/II/III/IV/Senior), Senior Management classifications (excluding Chief Deputy District Attorney, Assistant District Attorney, Assistant County Counsel, Principal County Counsel, Chief Deputy County Counsel, Chief Defense Attorney, Chief Child Support Attorney, and Assistant Public Defender), and Department Heads (excluding Elected Officials), effective September 20, 2021, as reflected on Appendix “B”.**
2. **Approve salary adjustments of 2.5% for Unrepresented classifications (excluding confidential classifications covered by Footnote “y” and Supervising Communications Dispatcher), Management classifications (excluding Deputy County Counsel I/II/III/IV/Senior), Senior Management classifications (excluding Chief Deputy District Attorney, Assistant District Attorney, Assistant County Counsel, Principal County Counsel, Chief Deputy County Counsel, Chief Defense Attorney, Chief Child Support Attorney, and Assistant Public Defender), and Department Heads (excluding Elected Officials), effective September 19, 2022, as reflected on Appendix “B”.**
3. **Approve the County’s Health Premium Contributions for Plan Year 2022 for Unrepresented and Management (including Senior Management, Department Head and Elected Officials) classifications, effective December 13, 2021.**
4. **Approve the County’s Health Premium Contributions for Plan Year 2023 for Unrepresented and Management (including Senior Management, Department Head and Elected Officials) classifications, effective December 12, 2022.**
5. **Approve the County’s supplemental retirement plan match for County employees in Retirement Tiers IV and V for classifications designated as Unrepresented, Management, Senior Management, and Department Heads (including Elected Officials), up to \$25 per pay period, to be effective in fiscal year 2021-22.**

There is a \$684,409 increase in Net County Cost (NCC) associated with the recommended actions for FY 2021-22. Approval of the recommended actions would serve to increase salaries, implement the County’s health premium contribution increases for the next two plan years, and implement a County match of employee contributions to a County sponsored supplemental retirement plan in an effort to remain competitive in the local labor market. Impacted department appropriations will be monitored and adjustments will be brought to your Board if needed.

ALTERNATIVE ACTION(S):

If your Board were not to approve Recommended Action No. 1, salaries for affected classifications would remain unchanged for FY 2021-22. If your Board were not to approve Recommended Action No. 2, salaries for the affected classifications would remain unchanged for FY 2022-23. If your Board were not to approve Recommended Action No. 3 the County's health premium contributions would remain unchanged for the affected classifications for plan year 2022. If your Board were not to approve Recommended Action No. 4 the County's health premium contributions would not be increased for the affected classifications in plan year 2023. If your Board were not to approve Recommended Action No. 5 the County would not implement a match of supplemental retirement plan contributions up to \$25 per pay period for employees in Retirement Tiers IV and V for classifications designated as Unrepresented, Management, Senior Management, and Department Heads (including Elected Officials).

FISCAL IMPACT:

There is a \$648,409 increase in NCC associated with the recommended actions. The total estimated cost of the recommended actions for FY 2021-22 is approximately \$2,769,927; \$648,409 in NCC. The estimated year-over-year cost increase for FY 2022-23 is approximately \$3,706,113; \$928,959 in NCC. Impacted department's FY 2021-2022 appropriations will be monitored and adjustments will be brought to your Board if needed.

DISCUSSION:

The recommended salary adjustments for Unrepresented (UNR), Management (MGT), Senior Management (SMG), and Department Head classifications are consistent with Board direction and the County's desire to remain competitive in the local labor market with regard to effectively recruiting and retaining top talent. The last increase for UNR, MGT, and SMG employees occurred on June 3, 2019.

Recommended actions No. 1 and 2 exclude certain classifications based on prior Board action or representation changes as summarized below.

Recommended Action No. 1: Excludes the following:

- Confidential classifications denoted within Footnote "y" - these classifications will receive salary adjustments commensurate with equivalent non-confidential classifications.
- Supervising Communications Dispatcher - as a result of a unit modification for Bargaining Unit 14, this classification's salary will be negotiated and included in a successor Memorandum of Understanding.
- Deputy County Counsel I/II/III/IV/Senior classification series - Salary parity with represented counterparts (i.e. Deputy District Attorneys, Child Support Attorneys and Defense Attorneys) was reestablished, effective December 17, 2018.
- Chief Deputy District Attorney, Assistant District Attorney, Assistant County Counsel, Principal County Counsel, Chief Deputy County Counsel, Chief Defense Attorney, Chief Child Support Attorney, and Assistant Public Defender - these classifications will be adjusted as their subordinate classifications receive increases.
- Elected Officials - salaries for these classifications are set for the full term prior to the elections.

Recommended Action No. 2: Excludes the following:

- Confidential classifications denoted within Footnote "y" - these classifications will receive salary adjustments commensurate with equivalent non-confidential classifications.
- Supervising Communications Dispatcher - as a result of unit modification for Bargaining Unit 14, this

- classification's salary will be negotiated and included in a successor Memorandum of Understanding.
- Deputy County Counsel I/II/III/IV/Senior classification series - Salary parity with represented counterparts (i.e. Deputy District Attorneys, Child Support Attorneys and Defense Attorneys) was reestablished, effective December 17, 2018.
- Chief Deputy District Attorney, Assistant District Attorney, Assistant County Counsel, Principal County Counsel, Chief Deputy County Counsel, Chief Defense Attorney, Chief Child Support Attorney, and Assistant Public Defender - these classifications will be adjusted as their subordinate classifications receive increases.
- Elected Officials - salaries for these classifications are set for the full term prior to the elections.

Recommended Action No. 3: Increase the County's health premium contributions towards County sponsored health plans for Plan Year 2022, including up to \$10 for Employee Only, including up to an additional \$10 for Employee plus Child(ren) and Employee plus Spouse, and up to an additional \$100 for Employee plus Family participants, effective December 13, 2021, as follows:

<u>Plan Section</u>	<u>Amount</u>	<u>Add'l Amount</u>	<u>Total Contribution</u>
Employee Only	\$368 \$378	N/A	\$368 \$378
Employee plus Child(ren)	\$368 \$378	\$110 \$120	\$478 \$498
Employee plus Spouse	\$368 \$378	\$110 \$120	\$478 \$498
Employee plus Family	\$368 \$378	\$115 \$215	\$483 \$593

Recommended Action No. 4: Increase the County's health premium contributions towards County sponsored health plans for Plan Year 2023, including up to \$10 for Employee Only, including up to an additional \$10 for Employee plus Child(ren) and Employee plus Spouse, and up to an additional \$100 for Employee plus Family participants, effective December 12, 2022, as follows:

<u>Plan Section</u>	<u>Amount</u>	<u>Add'l Amount</u>	<u>Total Contribution</u>
Employee Only	\$378 \$388	N/A	\$378 \$388
Employee plus Child(ren)	\$378 \$388	\$120 \$130	\$488 \$518
Employee plus Spouse	\$378 \$388	\$120 \$130	\$488 \$518
Employee plus Family	\$378 \$388	\$215 \$315	\$483 \$703

Employees eligible to participate in the County's Health Plan Benefit Program (Program) can choose to opt out of the Program during the next open enrollment period by providing written proof that they have medical coverage from another source.

Recommended Action No. 5: Establish and implement a County match on contributions made to the County sponsored supplemental retirement plan by County employees in Retirement Tiers IV and V for classifications designated as Unrepresented, Management, Senior Management, and Department Heads (including Elected Officials), up to \$25 dollars a pay period. Employees not contributing to a County sponsored supplemental retirement plan will not be eligible to receive this match. The duration of the County's supplemental retirement plan contribution match will be at the Board's discretion and can be eliminated at any time.

REFERENCE MATERIAL:

BAI #39, September 22, 2020

BAI #48, June 4, 2019

ATTACHMENTS INCLUDED AND/OR ON FILE:

Appendix B

CAO ANALYST:

Yussel Zalapa