



Board Agenda Item 35

DATE: November 14, 2017

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Resolution Setting Elected Department Head Salaries

RECOMMENDED ACTION(S):

Approve the Resolution setting the salaries for elected County Department Heads, effective for the term of office commencing on January 7, 2019, and ending on January 2, 2023.

Approval of the recommended action will set the salaries for elected County Department Heads for the next term of office, which includes increasing salaries on January 7, 2019 to levels comparable to the local market and providing inflation-based increases for the subsequent three years. The resolution is consistent with Board direction, Fresno County Charter (Charter), Section 12(b), and Board of Supervisors' Administrative Policy No. 58 (Board Policy). There is no fiscal impact in FY 2017-18.

ALTERNATIVE ACTION(S):

If your Board were not to approve the resolution, then your Board would need to direct staff to return with a different resolution that would set elected County officer salaries at a different annual salary, effective January 7, 2019, consistent with the Charter and Board Policy.

FISCAL IMPACT:

The recommended action will have no impact on the FY 2017-18 departmental budgets, as the annual salaries associated with the future terms of office for each Elected Department Head will not take effect until January 7, 2019. The cost of the recommended action in FY 2018-19 is estimated at \$56,125 (\$35,928 NCC), beginning January 7, 2019. Sufficient appropriations to cover the cost will be included in budget requests beginning FY 2018-19.

DISCUSSION:

Consistent with Charter, Section 12(b), every four years prior to the primary election, the salaries of all elected County Department Heads are "fixed" by the Board of Supervisors. The Charter prohibits adjusting the salaries (increasing or decreasing) after the election or during the four-year term of office for each elected County officer. The only salary adjustment allowed during the four-year term must be set in advance (e.g. a fixed percentage increase) or tied to an external source (e.g. Consumer Price Index).

On December 10, 2013, your Board approved Resolution No. 13-456, which set the salaries for the elected County Department Heads for the term of office that commenced on January 5, 2015 and will end January 7, 2019. The resolution fixed the salaries at the salary in effect as of January 1, 2013, a 0.2% decrease from the January 1, 2014 salary. The resolution did not include a fixed percentage increase throughout the four-year term of office. As a result of no permanent salary increases for elected County Department Heads

since January 1, 2013, the Department of Human Resources performed a salary survey of surrounding counties to determine what the market rate is for these positions. After a review of the survey and direction from your Board a 9% salary increase is recommended for all elected County Department Heads.

On October 31, 2017, the Board of Supervisors approved amendments to the County of Fresno Ordinance Code to repeal the consolidation of the District Attorney-Public Administrator elective offices and to consolidate the Sheriff-Coroner and Public Administrator elective offices to be operative with the commencement of the new terms of office in January 2019.

<u>Elected County Officer</u>	<u>Eff. 1/1/2013</u>	<u>Eff. 1/7/2019</u>	<u>Incr.</u>
Assessor-Recorder	\$139,646	\$152,214	9%
Auditor-Controller/Treasurer-Tax Collector	\$150,833	\$164,408	9%
County Clerk	\$121,442	\$132,372	9%
District Attorney	\$166,492	\$181,476	9%
Sheriff/Coroner/Public Administrator	\$163,626	\$178,352	9%

The recommended resolution sets the salaries at the adjustment rate shown above, effective January 7, 2019 and provides for fixed percentage increases on January 1st of 2020, 2021, and 2022 based on the increase, if any, of the California Weighted Consumer Price Index, Urban Wage Earners and Clerical Workers, to a maximum of 3%.

REFERENCE MATERIAL:

BAI # 27, October 31, 2017
BAI # 24, December 10, 2013
Board of Supervisors' Administrative Policy No. 58
Fresno County Charter, section 12(b)

ATTACHMENTS INCLUDED AND/OR ON FILE:

Resolution

CAO ANALYST:

Sonia De La Rosa