



Board Agenda Item 38

DATE: February 22, 2022

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Salary Resolution Amendments for Unrepresented, Management, Senior Management, and Department Head Classifications

RECOMMENDED ACTION(S):

- 1. Approve salary adjustments of 0.5% 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 February 21, 2022 as reflected on Appendix “E”.**
- 2. Approve salary adjustments of 0.5% 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 “E”.**
- 3. Approve salary adjustment for the Agricultural Technician - Seasonal classification, consistent with Footnote “4”, effective February 21, 2022, as reflected on Appendix “E”.**
- 4. Approve salary adjustment for the Agricultural Technician - Seasonal classification, consistent with Footnote “4”, effective September 19, 2022, as reflected on Appendix “E”.**

There is a \$48,651 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 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 the recommended actions, salaries for the affected classifications would remain unchanged.

FISCAL IMPACT:

There is a \$48,651 increase in NCC for FY 2021-22 associated with the recommended actions. FY 2021-2022 appropriations for impacted departments will be monitored and adjustments will be brought to your Board if needed.

The estimated year-over-year NCC increase for FY 2022-23 is approximately \$275,228. Sufficient appropriations will be included in the affected departments' FY 2022-23 budget requests.

DISCUSSION:

The recommended salary adjustments for Unrepresented (UNR), Management (MGT), Senior Management (SMG), and Department Head (HDS) 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 salary adjustment for UNR, MGT, SMG and HDS employees was approved by your Board on September 21, 2021, for a 2.5% increase in salaries, effective September 20, 2021. The first recommended action would provide for a 0.5% increase, effective February 21, 2022.

On September 21, 2021, your Board also approved a 2.5% increase in salaries, effective September 19, 2022, for UNR, MGT, SMG and HDS employees. The second recommended would provide for an additional 0.5% (3% net total) increase in salaries, effective September 19, 2022.

The recommended actions exclude the following classifications based on prior Board action or representation changes:

- 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.

The recommended salary adjustments for the Agricultural Technician - Seasonal classification (third and fourth recommended actions) are consistent with Footnote "4" of the Salary Resolution, which formally ties the salary of this classification to salary step 1 of Agricultural Technician - Provisional, which is the identified equivalent permanent classification.

REFERENCE MATERIAL:

BAI #34, September 21, 2021

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Amendment - Appendix E

CAO ANALYST:

Yussel Zalapa