



Board Agenda Item 33

DATE: March 9, 2021

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Interim Director of Human Resources

SUBJECT: Salary Resolution Amendments

RECOMMENDED ACTION(S):

Approve Amendment to the Salary Resolution adjusting the range for the Senior Engineer and Supervising Engineer classifications and the hourly rate for the Law Clerk classification, effective March 8, 2021, as reflected in Appendix B.

There is a \$59,405 increase in Net County Cost (NCC) associated with the recommended action. Approval of the recommended action eliminates compaction for the Senior Engineer and Supervising Engineer classifications and adjusts the hourly rate of the Law Clerk classification. This item affects the Public Works and Planning, Public Defender, and District Attorney departments.

ALTERNATIVE ACTION(S):

Your board may choose to not adjust these salaries, which will create compaction in the Engineer series and make it harder to recruit for the Law Clerk classification.

FISCAL IMPACT:

The total estimated annual cost of the recommended actions is \$114,356 (\$59,405 in NCC). The estimated FY 2020-21 cost increase is \$40,103 (\$20,832 in NCC). Sufficient appropriations and estimated revenues are available in the FY 2020-21 Adopted Budgets of each impacted department and will be included in subsequent budget requests.

DISCUSSION:

The Engineer I-III classifications recently received a negotiated salary increase that caused compaction with the Senior Engineer classification. The County seeks to maintain certain salary spreads between line staff and their supervisors, which in this case requires adjustments to the Senior Engineer and Supervising Engineer classifications. Approval of the recommended action will set these spreads to the desired level and encourage upward movement by employees through the Engineer series career path. Engineer positions are used in the Public Works and Planning Department and do not have any Net County Cost.

The Law Clerk is an extra-help classification that does not belong to any of the permanent employee groups and does not receive the periodic increases given to permanent classifications. Law Clerk incumbents have completed their law degree and taken the bar exam but have not yet received the results or are waiting to make a second attempt at passing the exam. Historically the classification has been paid significantly above minimum wage, but due to a lack of increases in the past several years and the rapid increases to minimum wage, it is now paid the same as other minimum wage classifications. The recommended action will

increase the salary to \$20/hour to stay above current and upcoming scheduled minimum wage increases. Law Clerks are used in the District Attorney and Public Defender Office and have a Net County Cost.

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Amendment - Appendix B

CAO ANALYST:

Yussel Zalapa