



Board Agenda Item 32

DATE: August 22, 2023
TO: Board of Supervisors
SUBMITTED BY: Hollis Magill, Director of Human Resources
SUBJECT: Salary Resolution Amendment

RECOMMENDED ACTION(S):

Approve Amendment to the Salary Resolution, adding a 10-year retention pay premium differential for identified Senior Management classifications, effective August 21, 2023, as reflected on Appendix “B”.

There is a \$308,959 increase in Net County Cost (NCC) associated with the recommended action for FY 2023-24. Approval of the recommended action would update Footnotes “5” and “6”, adding a 5% retention pay premium differential for 10 years of continuous service for eligible incumbents in identified classifications as well as clarifying the intent of these pay provisions.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended action, the Salary Resolution would remain unchanged, and the identified Senior Management classifications would not receive a 10-year retention pay premium differential.

FISCAL IMPACT:

The total estimated cost of the recommended action for FY 2023-24 is approximately \$494,387; \$308,959 of which is NCC. The cost of the recommended action for FY 2024-25 is estimated at \$89,889 (\$56,174 NCC). Impacted department appropriations for FY 2023-24 will be monitored and budget adjustments will be brought to your Board prior to fiscal year end, if needed. Sufficient appropriations will be included in budget requests for FY 2024-25.

DISCUSSION:

In 2022, your Board approved successor Memoranda of Understanding for Representation Units 1, 10, 11, 14, 30, 31, 35, and 38, authorizing a 5% retention pay premium differential for 10 years of continuous service. Approval of the recommended action would update Footnotes “5” and “6”, providing a similar 10-year retention pay premium differential for the following Senior Management classifications, maintaining equity with subordinate staff.

- Assistant Deputy Chief Probation Officer
- Assistant District Attorney
- Assistant Public Defender

- Chief Child Support Attorney
- Chief Defense Attorney
- Chief Deputy District Attorney
- Chief of Investigations
- Deputy Chief of Investigations
- Deputy Chief Probation Officer
- Undersheriff

REFERENCE MATERIAL:

BAI #52, June 21, 2022
BAI #53, June 21, 2022
BAI #52, June 7, 2022
BAI #34, April 19, 2022
BAI #35, April 19, 2022
BAI #36, April 19, 2022
BAI #27, March 8, 2022
BAI #34, January 18, 2022

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Amendment - Appendix "B"

CAO ANALYST:

Greg Reinke