



Board Agenda Item 11

DATE: April 23, 2024
TO: Board of Supervisors
SUBMITTED BY: Hollis Magill, Director of Human Resources
SUBJECT: Salary Resolution Amendments

RECOMMENDED ACTION(S):

1. **Approve the addition of a sixth salary step for Unrepresented (including confidential classifications covered by Footnote “y”), Management, Senior Management, Senior Management Supervisors, Assistant or Deputy Department Heads, and Department Heads (excluding the Public Defender and Elected Officials), effective July 8, 2024, as reflected on Appendix “C”; and**
2. **Approve a salary adjustment of 3% for Unrepresented (including confidential classifications covered by Footnote “y”), Management, Senior Management, Senior Management Supervisors, Assistant or Deputy Department Heads, Department Heads (excluding the Public Defender and Elected Officials), and Extra-Help classifications within U98 (as outlined in Salary Resolution Section 100), effective November 11, 2024, as reflected on Appendix “C”; and**
3. **Approve Amendments to the Salary Resolution, Section 100 effective April 29, 2024, as reflected on Appendix “C”; and**
4. **Approve Amendments to the Salary Resolution, Sections 100 and 400, effective July 8, 2024, as reflected on Appendix “C”.**

The total estimated cost of approving all the Recommended Actions, including retirement and related costs is \$5,356,435; 1,425,553 of which is Net County Cost (NCC). Approval of the recommended actions would serve to increase salaries and ensure consistency in detention facility differentials, retention pay, and step progression countywide in an effort to remain attractive and competitive in the local labor market, while retaining a quality workforce.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, the Salary Resolution would remain unchanged, creating inequity amongst unrepresented and represented classifications.

FISCAL IMPACT:

There is no Net County Cost associated with the recommended actions for FY 2023-24. The estimated cost for FY 2024-25 is approximately \$5,356,435; \$1,425,553 of which is NCC. Sufficient appropriations will be included in the impacted department’s FY 2024-25 budget requests.

DISCUSSION:

Recommended Action No. 1:

The first recommended action adds a sixth salary step for Unrepresented (including confidential classifications covered by Footnote “y”), Management, Senior Management, Senior Management Supervisors, Assistant or Deputy Department Heads, and Department Heads (excluding the Public Defender and Elected Officials), effective July 8, 2024, consistent with approved Memoranda of Understanding for represented classifications and the County’s desire to remain competitive in the local labor market.

Recommended Action No. 2:

The second recommended action provides for a 3% salary adjustment for Unrepresented (including Confidential Classifications tied to Footnote “y”), Management, Senior Management, Senior Management Supervisors, Assistant or Deputy Department Heads, Department Heads (excluding the Public Defender and Elected Officials), and classifications within U98 (as outlined in Salary Resolution Section 100), effective November 11, 2024, consistent with approved Memoranda of Understanding for represented classifications and the County’s desire to remain competitive in the local labor market.

Recommended Action No. 3:

The third recommended action will increase the facilities differential pay for unrepresented classifications delineated in Footnote “H” to \$5.00 per day when four or more hours are spent assigned to the County Jail or the Juvenile Justice Campus, prorated at \$0.625 per hour when less than four hours are spent in one of these facilities, effective April 29, 2024, consistent with approved Memoranda of Understanding for represented classifications.

Additionally, the third recommended action will adjust the salary for the Post Bar Clerk from \$34.4375 per hour to \$36.1625 per hour, pursuant to Footnote “4”, effective April 29, 2024.

Recommended Action No. 4:

Your Board approved agreements with Representation Units 2 (Correctional Officer Trainee/I/II/Senior classifications only), 3, 4, 7, 12, 13, 19, 22, 25, 30, 31, 35, 36, 37, 39, and 43 to modify Salary Resolution Section 411.2, increasing the eligibility to advance from salary Step 1 to salary Step 2 from 13 full pay periods to 26 full pay periods of continuous satisfactory service. Approval of the fourth recommended action codifies the modification to the Salary Resolution for these Representation Units as well as Management and Unrepresented classifications, effective July 8, 2024.

The fourth recommended action also modifies Section 100 - Footnotes, eliminating the five-year retention pay for Senior Management classifications delineated in Footnotes “5” and “6”, effective July 8, 2024, consistent with approved Memoranda of Understanding for subordinate classifications.

REFERENCE MATERIAL:

- BAI #43, April 9, 2024
- BAI #33, March 5, 2024
- BAI #29, February 20, 2024
- BAI #26, February 20, 2024
- BAI #33, January 23, 2024
- BAI #32, January 23, 2024
- BAI #39, December 12, 2023
- BAI #38, December 12, 2023
- BAI #37, December 12, 2023
- BAI #13, November 7, 2023

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Amendment - Appendix "C"

CAO ANALYST:

Salvador Espino