



## Board Agenda Item 28

DATE: January 21, 2020

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Salary Resolution Adjustments

RECOMMENDED ACTION(S):

1. **Approve the Addenda to the Memorandum of Understanding for Representation Unit 13 - Crafts and Trades, effective January 27, 2020, and;**
2. **Approve the related Salary Resolution Amendment as reflected in Appendix A.**

Approval of the recommended actions would consolidate the Disposal Site Attendant I and II classifications and the Stock Clerk I and II classifications. This item affects the County Clerk - Elections Department, Internal Services Department, Public Works and Planning Department, and Sheriff's Office.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, the identified classifications would remain unchanged and be less competitive within the local labor market.

FISCAL IMPACT:

The total estimated annual cost of the recommended actions is \$6,406 (\$427 in NCC). The estimated FY 2019-20 cost is \$2,738 (\$183 in NCC). Sufficient appropriations are included in the FY 2019-20 Adopted Budgets of each impacted department and will be included in subsequent budget requests.

DISCUSSION:

Minimum Wage increases take effect on January 1st of each year and cause the labor market to tighten for entry-level positions. To stay competitive in the market, it is being recommended that County entry-level positions with multiple classification levels be consolidated, with the salary of the higher-level position being retained. Representation Unit 3 - Crafts and Trades, represented by Stationary Engineers Local 39, has agreed to this action for the two classification series that they represent that are impacted by minimum wage increases.

The Disposal Site Attendant "I" and "II" will be consolidated into the new classification of Disposal Site Attendant, with the salary of the "II" level and the minimum qualifications of the "I" level. The Stock Clerk "I" and "II" will be consolidated into the new classification of Stock Clerk, with the salary of the "II" level and the minimum qualifications of the "I" level. The new, single-level classifications will perform the full range of duties included in both the "I" and "II" levels of their former series.

REFERENCE MATERIAL:

BAI #33, November 5, 2018 - MOU for Unit 13

ATTACHMENTS INCLUDED AND/OR ON FILE:

Appendix A  
Addenda to MOU

CAO ANALYST:

Debbie Paolinelli