



Board Agenda Item 40

DATE: December 12, 2023

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Salary Resolution and Personnel Rules Amendments

RECOMMENDED ACTION(S):

1. **Approve Amendment to the Salary Resolution, Section 411 - Hiring Rate and Salary Range Step Advancement, effective December 11, 2023, as reflected on Appendix "A"; and**
2. **Approve Amendment to the Personnel Rules, Section 4012 - Types of Recruitments - Employment Lists, effective December 11, 2023, as reflected on Appendix "A".**

There is no Net County Cost associated with the recommended actions. Approval of the recommended actions will allow the Department of Human Resources to update the Fresno County Salary Resolution and Personnel Rules, adjust salary step placement due to legally mandated minimum wage increases, expand the applicant pool for departmental and general promotional recruitments, and remain responsive to County department requests.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, the Salary Resolution and Personnel Rules would remain unchanged.

FISCAL IMPACT:

There is no Net County Cost associated with the recommended actions.

DISCUSSION:

The first recommended action amends Salary Resolution Section 411 - Hiring Rate and Salary Range Step Advancement, adding a provision granting the Director of Human Resources the authority to adjust current incumbents and hire at an advanced salary step if a classification or incumbent's salary step falls below the legally mandated minimum wage. This will enable the County to remain in compliance with legally mandated minimum wage increases, without the need to continually amend Salary Resolution Section 100 - Alphabetical Position Listing.

The second recommended action amends Personnel Rule Section 4012 - Types of Recruitments - Employee Lists. Currently, departmental and general promotional recruitment opportunities are limited to employees that possess permanent status. Amending this section will positively impact all employees by allowing any employee in a permanently allocated position the opportunity to compete in these promotional processes.

REFERENCE MATERIAL:

BAI #46, December 13, 2022

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Amendment - Appendix "A"

CAO ANALYST:

Paige Benavides