



Board Agenda Item 44

DATE: July 12, 2022

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Salary Resolution Amendment

RECOMMENDED ACTION(S):

1. **Approve amendment to the Salary Resolution consolidating the Correctional Officer classification series, effective July 11, 2022, as reflected on Appendix “G”; and**
2. **Approve amendment to the Salary Resolution adjusting the Correctional Officer I salary range, effective July 11, 2022, as reflected on Appendix “G”.**

Approval of the recommended actions will consolidate the Correctional Officer classification series from four levels to three and increase the salary range of the Correctional Officer I classification commensurate with the consolidated classification series. This item impacts the Sheriff-Coroner-Public Administrator’s Office.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, the identified classification series will remain unchanged and will not be competitive within the local labor market.

FISCAL IMPACT:

The total estimated cost of the recommended actions for FY 2022-23 is \$1,068,710 with \$854,968 in Net County Cost (NCC). Sufficient appropriations will be included in the affected department’s FY 2022-23 Budget Request.

DISCUSSION:

The first recommended action will consolidate the Correctional Officer classification series from four levels to three levels: Correctional Officer I/II/Senior. This better aligns the Correctional Officer classification structure with comparable government agencies in the local market and facilitates advancement through the classification series in an effort to enhance retention.

The second recommended action adjusts the Correctional Officer I salary range, increasing the entry-level salary consistent with the series consolidation and with your Board’s direction to remain competitive with the local labor market.

These recommended actions will bolster ongoing recruitment efforts for the Correctional Officer classification series and streamline promotional opportunities within the department, strengthening retention.

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Amendment - Appendix "G"

CAO ANALYST:

Yussel Zalapa