



Board Agenda Item 31

DATE: May 23, 2023

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Salary Resolution Amendment

RECOMMENDED ACTION(S):

1. **Approve Amendment to Salary Resolution, Section 100, footnote “V”, effective May 29, 2023, as reflected on Appendix “F”; and**
2. **Approve Amendment to Salary Resolution, Section 100, footnote “y”, effective May 29, 2023, as reflected on Appendix “F”.**

There is a \$96 increase in Net County Cost (NCC) associated with the first recommended action for FY 2022-23. Approval of the first recommended action would amend footnote “V”, increasing stand-by pay for applicable unrepresented classifications. There is no impact to NCC as a result of the second recommended action which would amend footnote “y” and establish salary parity between the Sheriff’s Health Services Manager and Supervising Public Health Nurse classifications.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, the Salary Resolution will remain unchanged.

FISCAL IMPACT:

The total estimated cost of the first recommended action for FY 2022-23 is approximately \$10,158; \$96 of which is NCC. The cost of the recommended action for FY 2023-24 is estimated at \$105,702 (\$995 NCC). Impacted department appropriations for FY 2022-23 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 2023-24.

DISCUSSION:

The first recommended action would amend footnote “V”, increasing the stand-by rate of pay for applicable unrepresented classifications from \$2.50 per hour to \$5.00 per hour.

The second recommended action would amend footnote “y” from confidential and non-confidential classifications to unrepresented and represented classifications, providing flexibility when establishing salary parity. Additionally, it would establish salary parity between the Sheriff’s Health Services Manager and Supervising Public Health Nurse classifications.

Approval of the recommended actions will allow the County to remain competitive in the local labor market.

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Amendment - Appendix "F"

CAO ANALYST:

Greg Reinke