



Board Agenda Item 31.1

DATE: April 4, 2017

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Salary Adjustments for Appointed Department Heads

RECOMMENDED ACTION(S):

Confirm direction to staff to administratively adjust designated appointed Department Head salaries as proposed on Attachment A, effective March 27, 2017.

This item confirms prior direction to staff by the County Administrative Officer and your Board regarding administrative adjustments to designated appointed Department Head salaries as proposed on Attachment A, effective March 27, 2017.

ALTERNATIVE ACTION(S):

If your Board does not approve the recommended action, designated appointed Department Head salaries would remain unchanged.

FISCAL IMPACT:

The total cost for the remainder of FY 2016-17 is approximately \$34,748, which includes \$7,375 in Net County Cost and is included in the impacted Departments' appropriations.

DISCUSSION:

On September 27, 2016, your Board approved direction to administratively adjust appointed Department Head salaries and received a comparative salary survey confirming that Fresno County Department Heads salaries are no longer competitive to comparable and commutable counties. Your Board approved direction to make adjustments consistent with the average of Senior Management compaction adjustments approved on July 12, 2016 (averaging approximately 5%), directing a 5% adjustment for appointed Department Head incumbents of more than one year and a 2% adjustment for appointed Department Head incumbents of less than one year. It was acknowledged that the increases did not fully address the survey findings.

On February 7, 2017, your Board considered proposed salary increases for the Retirement Administrator and approved adjusting the flat annual salary. The Human Resources Director was to review all department head salaries and return to the Board for further discussion and action. After review of the survey findings and considering Department Head salaries, your Board directed adjustments as reflected in Attachment A ranging from 3-8%. Although these increases do not fully address Fresno County Department Heads the survey findings, the recommended action continues to address the issue in small steps and keeps pace with other County salary adjustments.

It should be noted that Elected Department Heads are not impacted by this action. Pursuant to the Fresno

County Charter 12(b), the salaries of Elected Department Heads may not be increased or decreased during the four-year term. However, pursuant to Board of Supervisors Administrative Policy Number 58, the County Administrative Officer must bring an agenda item to your Board no later than the first meeting of the calendar year for a June primary for elected terms commencing on January 8, 2019.

REFERENCE MATERIAL:

BAI #34, March 28, 2017
BAI #4, February 7, 2017
BAI #33, September 27, 2016
BAI #42, July 12, 2016

ATTACHMENTS INCLUDED AND/OR ON FILE:

Attachment A

CAO ANALYST:

Sonia De La Rosa