



Board Agenda Item 40

DATE: April 23, 2019

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Salary Resolution Amendment

RECOMMENDED ACTION(S):

Approve amendment to the Salary Resolution adjusting salaries and setting salary parity between certain extra-help classifications and their benchmark permanent classifications, effective April 22, 2019, as reflected on Appendix "A".

Approval of the recommended action would authorize the Department of Human Resources to adjust the hourly compensation for the Special Probation Investigator, Special Sheriff's Investigator, Special District Attorney Investigator, and Elections Outreach Coordinator classifications. Approval would also codify salary parity between these classifications and their benchmark permanent classifications.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended action, the compensation for the specified classifications would remain the same and would not be adjusted based on their benchmark permanent classifications.

FISCAL IMPACT:

The total estimated cost of the recommended actions for the remainder of FY 2018-19 is approximately \$25,992 (\$16,533 in NCC). The total estimated cost increase for FY 2019-20 is approximately \$95,846 (\$60,964 in NCC); sufficient appropriations and estimated revenues are included in the adopted FY 2018-19 budgets for each affected department and future increases will be included in subsequent budget requests.

DISCUSSION:

The Recommended Action adjusts the salary range and hourly compensation and sets the benchmark permanent classification for the following classifications:

- Special Probation Investigator - Salary Range 2353 (\$29.4125/hour) equivalent to Deputy Probation Officer IV, Step 2
- Special Sheriff's Investigator - Salary Range 2682 (\$33.525/hour) equivalent to Deputy Sheriff III, Step 3
- Special District Attorney Investigator - Salary Range 2760 (\$34.50/hour) equivalent to Senior District Attorney Investigator, Step 1
- Elections Outreach Coordinator - Salary Range 1180 (\$14.75/hour) equivalent to Office Assistant III, step 1

The Special Probation Investigator, Special Sheriff's Investigator, and Special District Attorney Investigator

were set at a range equivalent to the classifications and steps listed above when they were originally established. On June 21, 2011, their salaries were reduced during widespread cost-saving measures in response to the recession and their ranges were no longer equivalent to their benchmark classifications. This item will adjust and reconnect their salaries by adding these classifications to footnote 4 of the Salary Resolution.

On September 20, 2005, your Board established the compensation for Elections Outreach Coordinator at a range equivalent to Office Assistant III, step 1. Subsequently, on March 22, 2011, the Office Assistant III, step 1, rate equivalent was replaced with a fixed hourly rate of \$13.00 to help reduce future election costs. The salary was increased on June 12, 2018 to again be equivalent to the Office Assistant III, step 1, to alleviate compaction issues with the Elections Worker, and aid in recruitment efforts. However, the parity was not permanently codified in the Salary Resolution. This item will adjust and reconnect their salaries by adding the Elections Outreach Coordinator to footnote 4 of the Salary Resolution.

REFERENCE MATERIAL:

BAI #38, June 12, 2018

BAI Addendum C, June 21, 2011

BAI #18, March 22, 2011

BAI #23, September 20, 2005

ATTACHMENTS INCLUDED AND/OR ON FILE:

Appendix A

CAO ANALYST:

Debbie Paolinelli