



Board Agenda Item 8

DATE: October 8, 2019

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Executive Salary Adjustments

RECOMMENDED ACTION(S):

Approve adjustments to the salaries of the County Administrative Officer, Assistant County Administrative Officers, and appointed Department Heads, effective October 7, 2019.

Approval of the recommended action would authorize the Department of Human Resources to adjust the salary of the County Administrative Officer, Assistant County Administrative Officers, and appointed Department Heads by 2%, effective October 7, 2019. This item affects all departments with appointed (non-elected) Department Heads.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended action, the salaries of these classifications would remain unchanged.

FISCAL IMPACT:

The total estimated cost of the recommended action for the remainder of FY 2019-20 is approximately \$65,252 (\$25,071 in NCC). The total estimated cost increase for FY 2020-21 is approximately \$24,624 (\$9,461 in NCC); sufficient appropriations are included in the adopted FY 2019-20 budgets for each affected department.

DISCUSSION:

The County Administrative Officer, Assistant County Administrative Officers, and Appointed Department Head Classifications last received a salary increase on October 22, 2018, with the exception of the County Librarian, which received an equity increase on April 8, 2019 to align it with the market. Most other Unrepresented, Management, and Senior Management classifications received a 2% increase on June 3, 2019, and other represented classifications have received between 2% and 5% in increases over the last year. A 2% increase for Department Heads is in alignment with these increases to various County employee groups.

Title	Current	Recommended	Increase
County Administrative Officer	\$242,710	\$247,572	2%
County Counsel	\$202,202	\$206,258	2%
Director of Public Works & Planning	\$185,084	\$188,786	2%
Public Defender	\$179,738	\$183,326	2%
Retirement Administrator	\$174,850	\$178,360	2%
Director of Social Services	\$173,316	\$176,774	2%
Director of Behavioral Health	\$166,478	\$169,806	2%

Chief Probation Officer	\$164,814	\$168,116	2%
Director of Internal Services/CIO	\$157,352	\$160,498	2%
Director of Human Resources	\$152,776	\$155,844	2%
Director of Public Health	\$161,746	\$164,970	2%
Assistant County Administrative Officer	\$150,384	\$153,400	2%
Director of Child Support	\$146,016	\$148,928	2%
Agricultural Commissioner/Sealer	\$140,010	\$142,818	2%
County Librarian	\$140,010	\$142,818	2%

REFERENCE:

BAI #48, June 4, 2019 - Unrepresented, Management, and Senior Management Salary Increases
BAI #13, April 9, 2019 - County Librarian Salary Increase

CAO ANALYST:

Debbie Paolinelli