



Board Agenda Item 25

DATE: January 7, 2020

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Salary Resolution Amendment

RECOMMENDED ACTION(S):

- 1. Approve the Amendment to the Fresno County Salary Resolution, Section 100 as reflected on Appendix "D", effective January 13, 2020.**
- 2. Approve the salary step structure conversion, as reflected on Appendix "D", for Deputy County Counsel I/II/III/IV/Senior classification, effective January 27, 2020.**

Approval of the recommended actions would serve to increase salaries and expedite step progression (by returning to the former 5-step structure) in an effort to remain attractive and competitive in the local labor market, while retaining a quality workforce. The estimated cost for Recommended Action No. 1 and 2 is approximately \$149,282, with \$59,880 in Net County Cost (NCC). Sufficient appropriations have been included in the County Counsel Org 0710 Adopted Budget.

ALTERNATIVE ACTION(S):

If your Board were not to approve Recommended Action No. 1, salaries for the Deputy County Counsel classification series would remain unchanged.

If your Board were not to approve Recommended Action No. 2, the existing 9-step structure would remain unchanged.

FISCAL IMPACT:

The total estimated cost for Recommended Action No. 1 for FY 2019-20 is approximately \$31,104 (\$12,442 in NCC), and will be absorbed within the County Counsel Org 0710 Adopted Budget. The total estimated cost for FY 2020-21 is \$35,678 (\$14,271 in NCC), and will be included in subsequent budget requests.

The total estimated cost for Recommended Action No. 2 for FY 2019-20 is approximately \$35,260 (\$14,271 in NCC), and will be absorbed within the County Counsel Org 0710 Adopted Budget. The Total estimated cost for FY 2020-21 is \$47,240 (\$18,896 in NCC), and will be included in subsequent budget requests.

DISCUSSION:

Recommended Action No. 1: On December 12, 2017, your Board approved salary adjustments to the Deputy County Counsel I/II/III/IV/Senior classification series to establish parity between their represented counterparts consisting of Deputy District Attorneys/Child Support Attorneys (Unit 30) and Defense Attorneys (Unit 31). The recommended salary adjustments are consistent with the adjustments received as

a result of the approved Memoranda of Understanding (MOU) by Unit 30, effective July 1, 2019, and Unit 31, effective December 16, 2019.

Recommended Action No. 2: Increases starting salaries for the Deputy County Counsel I/II/III/IV/Senior classification series and speeds progression to maximum salaries by having all Deputy County Counsel classifications return to a 5-step salary structure from their current 9-step structure, which in turn will help mitigate the continued challenge of recruitment and retention caused by compensation trailing behind comparable agencies/jurisdictions.

REFERENCE MATERIAL:

BAI #40, dated July 12, 2018, Sal Res Amendments, County Health, Salary Steps
BAI #26, dated December 12, 2017, Salary Resolution Amendment

ATTACHMENTS INCLUDED AND/OR ON FILE:

Appendix "D"

CAO ANALYST:

Debbie Paolinelli