



# Board Agenda Item 35

DATE: March 24, 2020

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Salary Resolution Adjustment

RECOMMENDED ACTION(S):

**Approve the Salary Resolution Amendment to adjust the salaries of the Agricultural Technician, Agricultural Technician - Provisional, and Agricultural Technician - Seasonal classifications as shown on Appendix C, effective March 23, 2020.**

Approval of the recommended actions would adjust the salaries of the Agricultural Technician, Agricultural Technician - Provisional, and Agricultural Technician - Seasonal classifications to create a standard spread between the Agricultural Aide and these classifications. This item affects the Agriculture department.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, the salaries of these classifications would continue to be compacted with the Agricultural Aide classification.

FISCAL IMPACT:

The total estimated annual cost of the recommended actions is \$24,700 (\$18,600 in NCC). The estimated FY 2019-20 cost is \$6,800 (\$5,100 in NCC). Sufficient appropriations are included in the Agriculture Department's FY 2019-20 Adopted Budget and will be included in subsequent budget requests.

DISCUSSION:

Numerous County of Fresno job classifications recently received advanced step placements to align with the 2020 California Minimum Wage. The Agricultural Field Aide classification was included in these actions and its advanced step placement put its entry salary nearly equal with the entry salary for the Agricultural Technician - Provisional and Agricultural Technician - Seasonal classifications, which are more advanced classifications with higher minimum requirements. The Agricultural Field Aide performs a variety of tasks in support of agricultural or weights and measures inspection activities, surveys, and pest control and detection programs, while the Agricultural Technician - Provisional and Agricultural Technician - Seasonal classifications conduct seasonal agricultural commodities inspections and performs a variety of more complex tasks supporting agricultural or weights and measures inspection activities. The Human Resources department reviewed the classifications and is recommending that the salaries of these classifications be adjusted to reestablish the historical spread between them and to compensate each classification for the level of duties being performed.

REFERENCE MATERIAL:

BAI #24, January 7, 2019 - Advanced Step Placements

ATTACHMENTS INCLUDED AND/OR ON FILE:

Appendix C

CAO ANALYST:

Debbie Paolinelli