

# Discussion on Elected Department Heads Wages August 30, 2022



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# AGENDA

- ❖ **Overview**
  - **Resolutions**
- ❖ **Options for Board Consideration**
  - **Estimated Costs**
- ❖ **Parity Discussion**
  - **Board Options**
- ❖ **Questions**



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# I. Overview of Board Actions impacting Elected DH wages

- ❖ **December 2016:** a board resolution was approved to 1) provide Elected DHs a flat % increase equal to the management compensation pool, and 2) conduct a salary survey in the second and fourth year of each term of office for these positions
- ❖ **March 2018:** the single resolution governing benefits for non-represented employees, including Elected DHs, was amended to incorporate a biweekly benefit allowance into base pay (AKA unit cash roll up), but there was no substantive change in wages for any group
- ❖ **July 2018:** a resolution approved to align specific bi-weekly pay rates that were made obsolete by the incorporation of the unit cash allowance into base wages – no change in application of a flat % of the management compensation pool



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# I. Overview of Board Actions impacting Elected DH wages

❖ **December 2021:** A resolution eliminated the management compensation pool and replaced it with a general wage increase and eligibility for an additional performance-based increase. These terms were first applied to Appointed DHs in July 2022; the general wage increase for Appointed DHs was 2.5% and they were eligible for a 2.5% performance-based increase.

❖ **June 2022:** CoHR drafted a resolution to increase wages for Elected DHs by 2.5% (the general wage increase provided to Appointed DHs). Item was pulled at the Elected DHs' request.

❖ **Issue:** The July 2018 resolution tying Elected DHs wage increases to the management compensation pool is, technically, still in effect; but the noted compensation pool no longer exists.



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# II. Options for Board Consideration

1. a. **This FY:** 2.5% general wage plus 2.5% commensurate pay  
b. **Future:** provide the same general wage increase as Appointed DHs plus increases equivalent to % performance-based increases provided to Appointed DHs
2. a. **This FY:** 2.5% general wage plus 2.5% commensurate pay  
b. **Future:**
  - District Attorney – provide a flat % wage increase equivalent to % wage increase provided to County Counsel and PD Dept Heads
  - Auditor-Controller, Clerk-Recorder-Assessor, Treasurer-Tax-Collector-provide flat % wage increases equivalent to the % combination of general and performance-based salary increases for Appointed DHs
  - Sheriff – provide general wage increases equivalent to Sheriff Managers Association general wage increases, plus an adjustment that aligns total % compensation with other Elected DHs
3. Tie salaries to market at the start of each term, and for subsequent years of the term of office provide an annual CPI-based wage increase without a floor and ceiling **or** with (for example, 0% and 3%)
4. Provide annual CPI-based wage increases between 0% and 3% equivalent to Board of Supervisors wage methodology
5. a. 2.5% effective September 5, 2022 and return to BOS prior to the new term in office, **or**  
b. 5% effective September 5, 2022 and return to BOS prior to the new term in office
6. Take No Action
7. Direct Staff to take other action.



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# III. Options for Board Consideration: Cost Estimates

| <b>Elected Department Head</b>                    | <b>Current Annual Salary</b> | <b>Salary with a 2.5% Increase</b> | <b>Salary with a 3.0% Increase</b> | <b>Salary with a 5.0% Increase</b> |
|---|------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Auditor-Controller                                | 229,518                      | 235,256                            | 236,403                            | 240,993                            |
| Clerk-Recorder-Assessor                           | 227,151                      | 232,829                            | 233,965                            | 238,508                            |
| District Attorney                                 | 247,934                      | 254,132                            | 255,372                            | 260,331                            |
| Sheriff   | 242,859                      | 248,930                            | 250,144                            | 255,002                            |
| Treasurer-Tax Collector-Public                    | 227,151                      | 232,829                            | 233,965                            | 238,508                            |
|   |                              |                                    |                                    |                                    |
|   |                              |                                    |                                    |                                    |
| <b>Estimated Fully Loaded Cost of each Option</b> | <b>Fiscal Year 2022-23</b>   | <b>Annualized</b>                  |                                    |                                    |
| 2.5% Increase                                     | 36,681                       | 45,414                             |                                    |                                    |
| 3.0% Increase                                     | 44,017                       | 54,497                             |                                    |                                    |
| 5.0% Increase                                     | 73,361                       | 90,828                             |                                    |                                    |

Note: Retro was not included in the options as there is no legal authority to do so.



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# III. Parity between Attorney DH positions

- ❖ There are currently no Board resolutions requiring the application of parity between DA, PD and County Counsel.
- ❖ There is currently no legal authority for retro payment on the concept of parity.
- ❖ Current salaries for these positions:

|      | DA  | County Counsel | Public Defender |
|------|---|----------------|-----------------|
| 2021 | \$247,933/yr  | \$244,164      | \$245,897       |
| 2022 | \$247,933/yr  | \$256,526/yr   | \$258,192/yr    |
| 2022 | \$254,132/yr<br><b>(had the Elected DHs received the proposed 2.5% general wage increase in June)</b> | \$256,526/yr   | \$258,192/yr    |

- ❖ Options for the BOS:
  - a) to maintain parity, an increase for the DA would be required if no other wage increase was provided (for example, general wage increase),
  - b) to codify parity, BOS will need to direct staff to draft a resolution for their approval
  - c) to make a change and codify it in terms of how these three classifications are paid (for example, if they are to be paid the same), BOS will need to direct staff to draft a resolution for their approval
  - d) eliminate the concept of parity



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# QUESTIONS?



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