



Legislation Details (With Text)

File #: 16-00937 **Version:** 1

Type: Agenda Item **Status:** Passed

File created: **In control:** BOARD OF SUPERVISORS

On agenda: 12/6/2016 **Final action:** 12/6/2016

Title: HEARING - Consider recommendations regarding the classification and Salary Plan for Unrepresented Executive and Management Employees, as follows: (EST. TIME: 1 HR.)

a) Adopt the Resolution establishing a new Classification and Salary Plan for Unrepresented Executive and Management employees;

b) In conjunction with the salary increases adopted for County employees represented by Service Employees International Union (SEIU) Local 620, adopt compensation pools of 2% effective Pay Period 1, 2017 (Fiscal Year (FY) 2016-2017), 3% effective Pay Period 15, 2017 (FY 2017-2018) and 3% effective Pay Period 15, 2018 (FY 2018-2019), for all Unrepresented Executive (as described in County Code Section 2-71 (f)) and Management employees and grant appointing authorities the discretion to allocate increases to Unrepresented Executives and Managers occupying a County management position for a minimum of six months, who have performed satisfactorily, and who have completed the mandated AB1825 Anti-Harassment training increases of:

i) For FY 2016-2017, a minimum of 0% to a maximum of 3%, not to exceed the adopted compensation pool amount; and

ii) For increases in FY 2017-2018 and FY 2018-2019, grant the County Executive Officer (CEO) authority to determine the allocation of General, Merit, and/or Equity increases to qualifying Unrepresented Executives and Managers, of a minimum of 0% to a maximum of 5%, not to exceed the adopted compensation pool amount;

c) In conjunction with the salary increases adopted for County employees represented by SEIU Local 620, adopt salary increases of 2% effective Pay Period 1, 2017 (FY 2016-2017), 3% effective Pay Period 15, 2017 (FY 2017-2018) and 3% effective Pay Period 15, 2018 (FY 2018-2019), for all Unrepresented Confidential employees; and

d) Adopt the Resolution creating the new Job Classification and associated Salary Band for the Assistant Department Leader-Specialized;

e) If the Board of Supervisors approves Recommended Action (b) above, adopt the establishing compensation rates for Elected Department Heads granting Elected Department Heads flat rate salary increases of 2% effective Pay Period 1, 2017 (FY 16-17), 3% effective Pay Period 15, 2017 (FY 17-18) and 3% effective Pay Period 15, 2018 (FY 18-19); and

f) Determine pursuant to California Environmental Quality Act (CEQA) Guidelines Section 15378(b)(4) that the above action is a government fiscal activity which does not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment, and therefore is not a project subject to environmental review.

COUNTY EXECUTIVE OFFICER'S RECCOMENDATION: POLICY

Sponsors: HUMAN RESOURCES DEPARTMENT

Indexes:

Code sections:

Attachments: 1. Board Letter, 2. RESOLUTION - ATTACHMENT I, 3. RESOLUTION - ATTACHMENT II REDLINED, 4. RESOLUTION - ATTACHMENT III, 5. RESOLUTION - ATTACHMENT IV, 6. RESOLUTION - ATTACHMENT V, 7. Compensation Philosophy - Appendix A, 8. Salary Ranges and Control Points -- Appendix A, 9. Presentation

Date	Ver.	Action By	Action	Result
12/6/2016	1	BOARD OF SUPERVISORS	Acted on as follows:	Pass

HEARING - Consider recommendations regarding the classification and Salary Plan for Unrepresented Executive and Management Employees, as follows: (EST. TIME: 1 HR.)

a) Adopt the Resolution establishing a new Classification and Salary Plan for Unrepresented Executive and Management employees;

b) In conjunction with the salary increases adopted for County employees represented by Service Employees International Union (SEIU) Local 620, adopt compensation pools of 2% effective Pay Period 1, 2017 (Fiscal Year (FY) 2016-2017), 3% effective Pay Period 15, 2017 (FY 2017-2018) and 3% effective Pay Period 15, 2018 (FY 2018-2019), for all Unrepresented Executive (as described in County Code Section 2-71 (f)) and Management employees and grant appointing authorities the discretion to allocate increases to Unrepresented Executives and Managers occupying a County management position for a minimum of six months, who have performed satisfactorily, and who have completed the mandated AB1825 Anti-Harassment training increases of:

i) For FY 2016-2017, a minimum of 0% to a maximum of 3%, not to exceed the adopted compensation pool amount; and

ii) For increases in FY 2017-2018 and FY 2018-2019, grant the County Executive Officer (CEO) authority to determine the allocation of General, Merit, and/or Equity increases to qualifying Unrepresented Executives and Managers, of a minimum of 0% to a maximum of 5%, not to exceed the adopted compensation pool amount;

c) In conjunction with the salary increases adopted for County employees represented by SEIU Local 620, adopt salary increases of 2% effective Pay Period 1, 2017 (FY 2016-2017), 3% effective Pay Period 15, 2017 (FY 2017-2018) and 3% effective Pay Period 15, 2018 (FY 2018-2019), for all Unrepresented Confidential employees; and

d) Adopt the Resolution creating the new Job Classification and associated Salary Band for the Assistant Department Leader-Specialized;

e) If the Board of Supervisors approves Recommended Action (b) above, adopt the establishing compensation rates for Elected Department Heads granting Elected Department Heads flat rate salary increases of 2% effective Pay Period 1, 2017 (FY 16-17), 3% effective Pay Period 15, 2017 (FY 17-18) and 3% effective Pay Period 15, 2018 (FY 18-19); and

f) Determine pursuant to California Environmental Quality Act (CEQA) Guidelines Section 15378(b)(4) that the above action is a government fiscal activity which does not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment, and therefore is not a project subject to environmental review.

COUNTY EXECUTIVE OFFICER'S RECCOMENDATION: POLICY