



Mendocino County

Legislation Text

File #: 18-1982, **Version:** 1

TO: Board of Supervisors
FROM: Human Resources
MEETING DATE: August 7, 2018

DEPARTMENT CONTACT:

Heidi Dunham

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DEPARTMENT CONTACT:

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PHONE:

234-6600

ITEM TYPE: Consent Agenda

TIME ALLOCATED FOR ITEM: N/A

AGENDA TITLE:

..title

Adoption of Resolution Authorizing Salary Grade Adjustments as follows: Planning and Building Services Director from D4 8D to D52Z and Health and Human Services Agency Director from D50A to D54Z

..End

RECOMMENDED ACTION/MOTION:

..recommendation

Adopt the Resolution authorizing salary grade adjustments for the classifications of Planning and Building Services Director from D48D to D52Z and Health and Human Services Agency Director from D50A to D54Z; and authorize Chair to sign same.

..End

PREVIOUS BOARD/BOARD COMMITTEE ACTIONS:

On June 19, 2018, the Board of Supervisors adopted the Master Position Allocation Table for FY 2018 - 2019 Budget, Resolution No. 18-086.

SUMMARY OF REQUEST:

The Human Resources Department is charged, as part of the overall maintenance of the classification and compensation plan, to evaluate current classifications, create new classifications (including appropriate salary levels), reclassify positions, examine requests for salary grade adjustments, analyze allocations, and make recommendations for additions, modifications, and corrections.

In order to recruit and retain qualified department heads, this resolution proposes to adjust the salary grades of the Director of Planning and Building Services and the Health and Human Services Agency Director. The proposed salary grade adjustments will move the Director of Planning and Building Services from its current grade D48D (\$127,171.20 maximum annual) to D52Z (\$150,009.60 maximum annual) and the Health and Human Services Agency Director from its current grade D50A (\$135,449.60 maximum annual) to D54Z (\$168,001.60 maximum annual). Human Resources has conducted the neces

sary communications with the affected bargaining unit. The fiscal impacts shown below reflect step 5 of the salary grades and include the cost of benefits. The affected departments will endeavor to absorb the costs associated with this action without a budget adjustment.

ALTERNATIVE ACTION/MOTION:

Do not adopt the resolution and provide staff with direction.

SUPPLEMENTAL INFORMATION AVAILABLE ONLINE AT: N/A

FISCAL IMPACT:

SOURCE OF FUNDING: Budget Unit 2851 / 5020

BUDGETED IN CURRENT F/Y: No

CURRENT F/Y COST: Budget Unit 2851- \$32,562 increase; Budget Unit 5020 \$46,412 increase - non-General Fund

ANNUAL RECURRING COST: Budget Unit

2851 - \$252,766 (\$38,480 increase)

Budget Unit 5020 - \$283,083 (\$54,850

Increase non-General Fund)

SUPERVISORIAL DISTRICT: ALL

VOTE REQUIREMENT: MAJORITY

AGREEMENT/RESOLUTION/ORDINANCE APPROVED BY COUNTY COUNSEL: Yes

CEO LIAISON: Janelle Rau, Deputy CEO

CEO REVIEW: Yes

CEO COMMENTS:

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Executed By: MERIBETH DERMOND

Final Status: ADOPTED

Date: AUGUST 7, 2018

Executed Item Number: Resolution Item Number: 18-119

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