



# Mendocino County

## Legislation Text

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File #: 21-1274, Version: 1

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**To:** Board of Supervisors

**From:** Human Resources

**Meeting Date:** November 16, 2021

**Department Contact:** Juanie Cranmer

**Phone:** 234.6600

**Department Contact:** Cherie Johnson

**Phone:** 463.4441

**Item Type:** Consent Agenda

**Time Allocated for Item:** N/A

**Agenda Title:**

Adoption of Resolution Amending the Salary Ranges of Management Association Classifications of Senior Program Manager - Nursing, Senior Program Manager - Children's, Deputy Director Social Services - Children's, Deputy Director Public Health Nursing, Assistant Health and Human Services Agency Director and Amending the Salary Range of Director of Social Services to Maintain Alignment

**Recommended Action/Motion:**

Adopt Resolution amending the salary ranges of Management Association classifications of Senior Program Manager - Nursing, Senior Program Manager - Children's, Deputy Director Social Services - Children's, Deputy Director Public Health Nursing, Assistant Health and Human Services Agency Director; and amending the salary range Director of Social Services to maintain alignment, and authorize Chair to sign same.

**Previous Board/Board Committee Actions:**

On June 22, 2021, the Board of Supervisors adopted the Master Position Allocation Table for the FY 2021-2022 Budget, Resolution Number 21-090. On March 10, 2020, the Board of Supervisors approved Resolution Number 20-026. On July 13, 2021, the Board of Supervisors approved Resolution Number 21-103.

**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.

Salary disparity issues and subsequent salary increases that were approved by the Board of Supervisors on March 10, 2020 through Resolution Number 20-026, for Senior Program Manager - Nursing and Children's, Deputy Director Social Services - Children's, and Deputy Director Public Health Nursing resulted in concerns of equity and parity with the implementation of Year 2 Market increases, as per negotiated in the Management Association MOU. On October 15, 2020, the County and the Management Association entered into a Side Letter Agreement that established salary adjustments that were in keeping with the March 10, 2020 salary revisions, and called for a temporary (lower) salary range for Senior Program Manager - Nursing for any future hires, and a salary study of impacted classes to be completed by March 2021. While Human Resources was not able to complete the study by March 2021, it has now been completed and recommendations have been made

and agreed upon with the Management Association and are memorialized in Side Letter dated October 29, 2021. The proposed salary rates represent Year 3 of the market adjustment and include a decrease in the previous differential between the Senior Program Manager and Deputy Director Social Services assigned to Nursing and Children's, as well as recommendation that the temporary salary range for Senior Program Manager - Nursing to be established as the permanent salary range. Additionally, the agreement calls for the Y-rating of one (1) incumbent who was hired prior to the establishment of the temporary salary range for Senior Program Manager - Nursing incumbents hired after October 20, 2020, and that Assistant Health and Human Services Agency Director receive the 3% COLA (without a Market adjustment) per the Management Association MOU. Because Human Resources was not able to complete the study in advance of the October 3, 2021 effective date of the Year 3 adjustments, no Year 3 adjustments have been applied to these classifications; the adjustments agreed upon in the attached Resolution should be retroactive to October 3, 2021.

On July 13, 2021, the Board of Supervisors approved Resolution Number 20-103 that called for the Director of Social Services to be aligned at twenty percent (20%) above the Deputy Director Social Services - Children's. The Director of Social Services salary was adjusted effective September 5, 2021; however, the approval of the proposed salary for Deputy Director Social Services - Children's results in further adjustment for Director of Social Services, effective October 3, 2021, in order to be maintain the 20% alignment above Deputy Director Social Services - Children's.

**Alternative Action/Motion:**

Do not adopt recommendations and direct staff.

**How Does This Item Support the General Plan?**

**Supervisory District:** All

**vote requirement:** Majority

**Supplemental Information Available Online At:** N/A

**Fiscal Details:**

**source of funding:** Various

**current f/y cost:** N/A

**annual recurring cost:** N/A

**budget clarification:** N/A

**budgeted in current f/y:** Yes

**if no, please describe:**

**revenue agreement:** N/A

**Agreement/Resolution/Ordinance Approved by County Counsel:** Yes

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**CEO Liaison:** Cherie Johnson, Deputy CEO

**CEO Review:** Yes

**CEO Comments:**

**FOR COB USE ONLY**

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Executed By: Atlas Pearson, Deputy Clerk II

Date: November 16, 2021

Final Status: Adopted

Executed Item Type: Resolution Number: 21-174



