



# Mendocino County

## Legislation Text

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**File #:** 18-1490, **Version:** 1

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**To:** Board of Supervisors

**From:** Human Resources

**Meeting Date:** April 10, 2018

**Department Contact:** Heidi Dunham

**Phone:** 234-6600

**Item Type:** Consent Agenda

**Time Allocated for Item:** n/a

**Agenda Title:**

Adoption of Resolution Setting Compensation for Assistant County Counsel, Chief Deputy County Counsel, and Deputy County Counsel I-IV, to Take Effect April 8, 2018

**Recommended Action/Motion:**

Adopt Resolution setting compensation for Assistant County Counsel, Chief Deputy County Counsel, and Deputy County Counsel I-IV, to take effect April 8, 2018; and authorize Chair to sign same.

**Previous Board/Board Committee Actions:**

On June 20, 2017, the Board of Supervisors adopted the Master Position Allocation table for FY 2017-2018 Budget, Resolution No. 081. On July 11, 2017, the Board of Supervisors adopted Resolution No. 17.095 which provided a pay adjustment to Unrepresented County Counsel attorney classifications based on salaries negotiated by Mendocino County Public Attorney Association.

**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.

On July 11, 2017, the Board of Supervisors approved salary increase to County Counsel attorney classifications that addressed pay inequities resulting from negotiated salary increases in the Mendocino County Public Attorneys Association (MCPAA) bargaining unit. With the January 14, 2018 implementation of, the negotiated increase to MCPAA, the salaries of the attorneys represented by MCPAA have once again surpassed the salaries of Assistant County Counsel, Chief Deputy County Counsel, and Deputy County Counsel I-IV salaries, which are currently tied to Department Head bargaining unit pursuant to Resolution No. 10-006. To address internal alignment now, and in the future, it is recommended that salary of the unrepresented County Counsel attorney classifications be tied to salaries negotiated between the County and MCPAA, to maintain the County Counsel attorney classifications at five percent (5%) differential above the MCPAA classifications. All other benefits for unrepresented County Counsel classifications will remain tied to Department Head Association, in accordance with Resolution No. 10-006, and as amended. The department will endeavor to absorb the cost of these increases without a budget adjustment.

Recommended salaries are as follows:

Title	Current	Recommended
Assistant County Counsel	\$92,476.80 - \$112,091.20	\$97,697.60 - \$119,267.20
Chief Deputy County Counsel	\$88,067.20 - \$106,745.60	\$93,038.40 - \$113,588.80
Deputy County Counsel IV	\$81,848.00 - \$99,694.40	\$88,608.00 - \$108,180.80
Deputy County Counsel III	\$70,824.00 - \$86,299.20	\$75,150.40 - \$91,748.80
Deputy County Counsel II	\$61,422.40 - \$74,838.40	\$64,376.00 - \$78,603.20
Deputy County Counsel I	\$55,993.60 - \$68,057.60	\$57,096.00 - \$69,388.80

**Alternative Action/Motion:**

Do not adopt resolution and provide additional direction to staff.

**Supplemental Information Available Online at:** n/a

**Fiscal Impact:**

**Source of Funding:** Budget Unit 1210

**Current F/Y Cost:** \$16,458

**Budgeted in Current F/Y:** No

**Annual Recurring Cost:** \$86,052

**Supervisory 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: Willetta Callaghan

Final Status: **Adopted**

Date: April 11, 2018

Executed Item No.: **Resolution** Number: 18-053

Note to Department:

Executed Documents Returned to

Department: None Originals \_\_\_\_\_ Copies

\_\_\_\_\_ Hand Delivered \_\_\_\_\_ Interoffice

Mail \_\_\_\_\_ Executed Agreement Sent to

Auditor? N