



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: Juanie Cranmer

Phone: 234-6600

Item Type: Consent Agenda

Time Allocated for Item: N/A

Agenda Title:

Adoption of Resolution Authorizing Salary Grade Adjustments as follows: Planning and Building Services Director from D48D to D52Z and Health and Human Services Agency Director from D50A to D54Z

Recommended Action/Motion:

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.

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 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 necessary 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

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

Budgeted in Current F/Y: No

Annual Recurring Cost: Budget Unit 2851 - \$252,766 (\$38,480 increase)
Budget Unit 5020 - \$283,083 (\$54,850 Increase non-General Fund)

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: Meribeth Dermond

Final Status: Adopted

Date: **AUGUST 7, 2018**

Executed Item Number: Resolution Item Number: 18-119