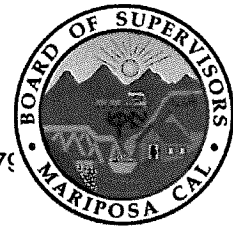




# MARIPOSA COUNTY

Human Resources/Risk Management • (209) 742-1379



## RESOLUTION - ACTION REQUESTED 2016-11

MEETING: January 5, 2016

TO: The Board of Supervisors

FROM: Steve Johnson, Human Resources Director - Risk Manager

RE: Approve Salary Equity Adjustments for Deputy Director Positions in Human Services

### RECOMMENDATION AND JUSTIFICATION:

Approve a Four-Percent Salary Equity Adjustment to All of the Deputy Director Classifications in the Human Services Department Effective November 1, 2015. This equity adjustment is being recommended based on the results of a Compensation Study that was administered by the County in 2014 and conducted by Bryce Associates.

On November 2, 2015, the Board of Supervisors approved equity increases for several classifications; at that time, staff agreed to return to the Board of Supervisors to seek authority regarding salary increases for all of the Deputy Director classifications in the Human Services Department. Staff is now returning to the Board of Supervisors to recommend that the following classifications receive four percent salary increases effective November 1, 2015:

Department	Classification Title	Recommended Equity Increase
Human Services	Deputy Director Administrative Services	4%
Human Services	Deputy Director Behavioral Health	4%
Human Services	Deputy Director Employment/Community Services	4%
Human Services	Deputy Director Social Services	4%

Staff has met and conferred with the Mariposa County Managerial and Confidential Organization ("MCMCO") on this action, as is required by State law.

Budget adjustments to the affected salary line items will be requested in the Mid-Year adjustments. There is sufficient funding within the Human Services budgets to accommodate the salary increases and there will be no impact to the General Fund.

### BACKGROUND AND HISTORY OF BOARD ACTIONS:

On November 2, 2015, the Board of Supervisors approved equity increases for several classifications; at that time, staff agreed to return to the Board of Supervisors to seek

authority regarding salary increases for all of the Deputy Director classifications in the Human Services Department.

**ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:**

A non-affirmative vote by the Board of Supervisors on this matter will mean that the County risks not negotiating with MCMCO as required under the State law.

**FINANCIAL IMPACT:**

**There is sufficient funding within the Human Services budgets to accommodate the requested salary increases. Adjustments to the affected salary line items will be requested at Mid-Year. There will be no impact to the General Fund.**

**ATTACHMENTS:**

**Memo to Board of Supervisors regarding salary survey implementation for SEIU and MCMCO\_January 2016 (DOCX)**

**CAO RECOMMENDATION**

Requested Action Recommended

  
Mary Hodson, CAO 12/29/2015

**RESULT: ADOPTED BY CONSENT VOTE [UNANIMOUS]**

**MOVER:** Rosemarie Smallcombe, District I Supervisor

**SECONDER:** Merlin Jones, District II Supervisor

**AYES:** Smallcombe, Jones, Long, Cann, Carrier

## **MEMORANDUM**

**TO:** MARIPOSA COUNTY BOARD OF SUPERVISORS

**FROM:** Steve Johnson, Human Resources Director/Risk Manager

**SUBJ.:** Implementation of Salary Survey Results with SEIU and MCMCO

**DATE:** January 5, 2016

### **RECOMMENDATION AND JUSTIFICATION:**

Approve a Four-Percent Salary Equity Adjustment to All of the Deputy Director Classifications in the Human Services Department Effective November 1, 2015. This equity adjustment is being recommended based on the results of a Compensation Study that was administered by the County in 2014 and conducted by Bryce Associates.

On February 14, 2014, the Board of Supervisors awarded an Agreement for Services to Bryce Consulting to conduct a comprehensive Compensation Study ("study") of 102 County classifications using nine other California Counties as study comparators. On June 17, 2014, the Board of Supervisors received a presentation of the results of this study by Shellie Anderson of Bryce Consulting.

The Board of Supervisors agreed as part of the existing Memorandums of Understanding with both Service Employees International Union (SEIU) and Mariposa County Managerial and Confidential Organization (MCMCO) to meet and confer concerning the recommendations of this study no less than six months from the date the County appointed a permanent Human Resources Director. Subsequent to the hire of the current County Human Resources Director on March 2, 2015, both SEIU and MCMCO graciously agreed to extend the time until the end of the current calendar year to meet and confer with the County's representatives regarding the study.

On October 14, 2015, the Human Resources Director and County Administrative Officer met with representatives from SEIU to discuss the recommendations from the study. A similar meeting was held between the Human Resources Director, County Administrative Officer and representatives from MCMCO on October 15, 2015.

On November 2, 2015, the Board of Supervisors approved equity increases for several classifications; at that time, staff agreed to return to the Board of Supervisors to seek authority regarding salary increases for all of the Deputy Director classifications in the Human Services Department. Staff is now returning to the Board of Supervisors to recommend that the following classifications receive four percent salary increases effective November 1, 2015:

Department	Classification Title	Recommended Equity Increase
Human Services	Deputy Director Administrative Services	4%
Human Services	Deputy Director Behavioral Health	4%
Human Services	Deputy Director Employment/Community Services	4%
Human Services	Deputy Director Social Services	4%

With Board approval of these equity increases, the County's commitment to meet and confer and implement salary survey equity increases for SEIU and MCMCO members will be fulfilled.