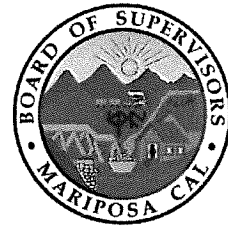




MARIPOSA COUNTY

Probation • (209) 966 3612



RESOLUTION - ACTION REQUESTED 2016-576

MEETING: November 1, 2016

TO: The Board of Supervisors

FROM: Pete Judy, Chief Probation Officer

RE: Authorize Hourly Salary Increase for Extra-Help Probation Corrections Officer Position

RECOMMENDATION AND JUSTIFICATION:

Authorize Hourly Salary Increase for Extra-Help Probation Corrections Officer From the Step 1 Hourly Rate of \$21.595 to the Step 2 Hourly Rate of \$22.674 Effective July 1, 2016. Extra-Help employees are paid at the Step 1 hourly rate of a classification. In order to pay an Extra-Help employee above Step 1 requires Board of Supervisors approval.

A current Extra-Help Probation Corrections Officer has been employed at Step 1 since 2009 and has extensively more experience than other Extra-Help Probation Corrections Officers on staff. Since his hire date he has worked more than 2,800 hours. A full time employee is eligible for promotion to Step 2 after 1 year of full time work which is equivalent to 2,080 working hours and is now well beyond that benchmark.

The Department believes it is important to recognize this individual's experience and commitment to the probation department. It is also recommended the promotion to Step 2 be made retroactive to July 1, 2016.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

The Board of Supervisors has approved other department's requests for increases in the Extra-Help hourly rate when merited, most recently in the Human Services Department.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

Do not approve the salary increase. The employee will remain at Step 1 which could hurt morale.

FINANCIAL IMPACT:

Sufficient funds are available in the current budget to accommodate this request.

CAO RECOMMENDATION

Requested Action Recommended


Mary Hodson, CAO 10/25/2016

RESULT: ADOPTED BY CONSENT VOTE [UNANIMOUS]

MOVER: Marshall Long, District III Supervisor

SECONDER: Merlin Jones, District II Supervisor

AYES: Smallcombe, Jones, Long, Cann, Carrier