



MARIPOSA COUNTY

Administration · 209-966-3222



RESOLUTION - ACTION REQUESTED 2016-612

MEETING: November 22, 2016

TO: The Board of Supervisors

FROM: Mary Hodson, CAO

RE: Discussion and Action Regarding Department Head Salaries

RECOMMENDATION AND JUSTIFICATION:

Approve Adjustments to Department Head Salaries - Elected and Appointed Officials Excluding Members of the Board of Supervisors Effective January 1, 2017; and Authorize the Auditor to Increase Appropriations to Each Affected Budget Unit in Order to Implement the Adjustments. With the Memorandums of Understanding (MOUs) that have been approved with all of the employee organizations, it is appropriate at this time for the Board to consider and take action regarding the salaries for Department Heads. The attached staff report provides additional information on the recommended adjustments. The Board of Supervisor liaisons, Human Resources/Risk Manager, and a small group of Department Heads were consulted on these adjustments.

If the Board takes action to adjust Department Head salaries, then the action should include authorizing the Auditor to increase appropriations to each affected budget unit in order to implement the salary adjustments. Additionally, if the recommended salary adjustments are approved, the Auditor's Office has prepared the appropriate documents to change the employee retirement contributions.

It should be noted that the salary for the Board of Supervisors is governed by Chapter 2.60 in the Mariposa County Code, and as such this Board item does not address these salaries.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

The Board last approved adjustments to Department Head salaries in April 2015 with Resolution 2015-166.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

Do not take action regarding Department Head salaries. The salaries for Department Heads will remain as currently listed on the salary schedule. Recruitment and retention of Department Heads may continue to require adjustments to salaries as vacancies occur. In addition, compaction between Department Heads and their Assistants/Deputies will begin to happen.

FINANCIAL IMPACT:

If the recommended action is approved, the fiscal year impact to the General Fund for 2016-17 will be approximately \$65,000.

ATTACHMENTS:

DH Salary 2016 (PDF)

CAO RECOMMENDATION

Requested Action Recommended


Mary Hodsos, CAO 11/16/2016

RESULT: ADOPTED [UNANIMOUS]

MOVER: Marshall Long, District III Supervisor

SECONDER: Merlin Jones, District II Supervisor

AYES: Smallcombe, Jones, Long, Cann, Carrier