

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
ACTION AGENDA SUMMARY

DEPT: CHIEF EXECUTIVE OFFICE

BOARD AGENDA # *B-3

Urgent _____ Routine X

AGENDA DATE November 6, 2001

CEO Concur with Recommendation YES NO _____
(Information Attached)

4/5 Vote Required YES _____ NO _____

SUBJECT: APPROVAL OF COMPENSATION CHANGES FOR MANAGEMENT, CONFIDENTIAL, AND UNREPRESENTED EXTRA HELP EMPLOYEES.

STAFF
RECOMMEN-
DATIONS:

1. APPROVAL OF COMPENSATION CHANGES FOR MANAGEMENT AND CONFIDENTIAL EMPLOYEES THAT ARE CONSISTENT WITH THE NEGOTIATED COMPENSATION CHANGES WITH SIX (6) OF THE TEN (10) BARGAINING UNITS THAT REPRESENT OVER NINETY PERCENT (90%) OF THE WORKFORCE; AND
2. APPROVAL OF COMPENSATION CHANGES FOR EXTRA HELP EMPLOYEES; AND
3. AMEND THE "SALARY AND POSITION ALLOCATION RESOLUTION" TO REFLECT THE CHANGES.

FISCAL
IMPACT:

The proposed compensation changes for management, confidential, and unrepresented extra help employees cover four years, over the current and the next three fiscal years through fiscal year 2005. The estimated cost for increases for management and confidential employees for the current fiscal year is \$2.46 million; and the estimated costs for remaining years are fiscal years are: \$3.19 million (2002/2003); \$4.22 million (2003/2004); and \$5.07 million (2004/2005). Approximately 49.5% of this cost will be applied to the general fund and 39.5%

(Fiscal Impact Continued on Next Page)

BOARD ACTION AS FOLLOWS:

No. 2001-866

On motion of Supervisor Blom _____, Seconded by Supervisor Simon _____

and approved by the following vote,

Ayes: Supervisors: Mayfield, Blom, Simon, Caruso, and Chair Paul

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) _____ Approved as recommended REMOVED FROM CONSENT AND PLACED ON NON-CONSENT FOR DISCUSSION

2) _____ Denied APPROVED AN AMENDMENT TO THE ITEM TO ADD AN ENHANCED

3) X Approved as amended RETIREMENT BENEFIT THAT IS CONSISTENT WITH RETIREMENT BENEFITS NEGOTIATED WITH THE BARGAINING UNITS, TO INCLUDE A TWO PERCENT (2%) AT 55 FORMULA FOR GENERAL MEMBERS AND A THREE PERCENT (3%) AT 50 FORMULA FOR SAFETY MEMBERS, WITH A TARGET IMPLEMENTATION OF 3/1/02.

MOTION:

Christine Ferraro

ATTEST: CHRISTINE FERRARO TALLMAN, Clerk

By: Deputy

File No.

APPROVAL OF COMPENSATION CHANGES FOR MANAGEMENT, CONFIDENTIAL, AND UNREPRESENTED EXTRA HELP EMPLOYEES.

PAGE 2

FISCAL
IMPACT

CONTINUED: will be applied to special revenue funds. The remaining eleven percent (11%) will be applied to the internal service and enterprise funds. The costs for salary increases for unrepresented, extra help employees were included in the fiscal impact for the applicable labor agreement.

For the current fiscal year the increased salary costs will be funded through a combination of departmental budget savings and the contingency fund. As necessary, these funds will be appropriated to each department's budget to cover the general fund portion of the cost at year-end in accordance with the recommended budget actions at mid-year. The financial impact of salary increases will be addressed during the budget process for subsequent fiscal years.

DISCUSSION: Over the past few months, the County reached tentative agreements to amend the current Memoranda of Understanding with most of the labor groups. Those labor agreements included across the board salary increases for represented employees. Historically, management, confidential, and extra help employees have been granted salary increases similar to those granted to represented employees.

The following salary increases are recommended for management and confidential employees:

- 2% retroactive to the first pay period after December 1, 2000.
- 2% retroactive to the first pay period after May 1, 2001.
- 3% effective the start of the first pay period after December 1, 2001.
- 3% effective the start of the first pay period after December 1, 2002.
- 3% effective the start of the first pay period after December 1, 2003.
- 2% effective the start of the first pay period after December 1, 2004.

For unrepresented, extra help employees, it is recommended that the previously granted salary increases for each bargaining unit be applied to the respective job classifications which affect extra help employees.

POLICY
ISSUE:

The Board of Supervisors should consider the effect of the recommended increases on the fiscal and policy direction and priorities for the organization.

STAFFING
IMPACT:

There is no impact on staffing resulting from these recommendations. The "Salary and Position Allocation Resolution" will be amended to reflect the changes.