

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

DEPT: Chief Executive Office

BOARD AGENDA: 5.B.27  
AGENDA DATE: June 26, 2018

**SUBJECT:**

Approval of Compensation Changes for All Unrepresented Confidential, Management Attorneys and Management Employees, Department Heads, and Elected Officials.

**BOARD ACTION AS FOLLOWS:**

**RESOLUTION NO. 2018-0337**

On motion of Supervisor Chiesa, Seconded by Supervisor Olsen  
and approved by the following vote,

Ayes: Supervisors: Olsen, Chiesa, Monteith, and Vice-Chairman Withrow

Noes: Supervisors: None


Excused or Absent: Supervisors: Chairman DeMartini

Abstaining: Supervisor: None

- 1)  Approved as recommended
- 2)  Denied
- 3)  Approved as amended
- 4)  Other:

**MOTION:**

ATTEST:

  
\_\_\_\_\_  
ELIZABETH A. KING, Clerk of the Board of Supervisors

File No.

**THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS  
AGENDA ITEM**

DEPT: Chief Executive Office

BOARD AGENDA:5.B.27  
AGENDA DATE: June 26, 2018

CONSENT:

CEO CONCURRENCE: YES

4/5 Vote Required: No

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**SUBJECT:**

Approval of Compensation Changes for All Unrepresented Confidential, Management Attorneys and Management Employees, Department Heads, and Elected Officials.

**STAFF RECOMMENDATION:**

1. Approve a three percent (3%) increase in base salary and corresponding amendment to the Salary and Position Allocation Resolution for all unrepresented confidential, management employees, management attorneys, department heads, and elected officials effective the first full pay period following July 1, 2018, July 1, 2019, and July 1, 2020.
2. Approve a one percent (1%) equity increase the first full pay period following July 1, 2018, and July 1, 2019 for unrepresented management attorneys.
3. Amend the Salary and Position Allocation Resolution to reflect the recommended changes effective the first full pay period effective July 1, 2018.

**DISCUSSION:**

The County employs approximately 459 employees in unrepresented bargaining units, comprised of managers, confidential assistants, management attorneys, department heads and elected officials. Unrepresented employees (excluding elected officials and certain contracted positions) are generally considered unclassified, "at-will" employees, with limited employment rights in comparison to the majority of the County's workforce who are assigned classified status and are represented by labor organizations responsible for negotiating changes in wages and benefits. The County has historically applied similar changes in base adjustments to compensation and benefits for unrepresented and represented bargaining units to maintain consistency in the overall compensation program for the County workforce. During the period of the Great Recession, unrepresented County employees participated in wage and benefit reductions consistent with those implemented through negotiations with classified employees. In addition, the County also eliminated some of the traditional benefits that were unique to unclassified employees, such as the loss of cafeteria style benefit programs, and eligibility for annual performance-based bonuses. These additional benefit reductions have narrowed the few remaining differences in benefits between employees serving in a represented classified employment capacity with job protection benefits, and those employees serving in an unrepresented, unclassified capacity.

During Fiscal Year 2016-2017, the County successfully negotiated new labor agreements with five (5) bargaining units. The majority of the new agreements reflected a three percent (3%) base wage increase annually for the next three (3) years. Several agreements included additional equity compensation based upon the County's eight (8) County survey where disparities in base and additional pay by bargaining unit/classification were identified. The County is currently bargaining for successor contracts with the remaining bargaining units with June 30, 2018 contract expiration dates; and negotiating with one bargaining unit whose contract expired in 2015. Two (2) bargaining units have reached tentative agreement with the County with similar compensation packages. The current contracts and the tentative agreements reached cover approximately twenty percent (20%) of the County's workforce.

The recommendations included in this agenda item are intended to maintain internal parity between base compensation for represented and unrepresented employees, while also recognizing the impact of prior decreases to management benefits and a growing need to better position the organization to recruit qualified applicants into leadership positions in the County.

#### Fiscal Year 2018-2020 Wage Increases:

This agenda item recommends approving a nine percent (9%) base wage increase for all unrepresented employees over the next three (3) fiscal years. Effective upon Board approval, a three percent (3%) salary increase for unrepresented employees will be effective starting the first full pay periods following July 1<sup>st</sup> in 2018, 2019, and 2020 consistent with the prior wage increases previously approved for the majority of County employees.

This agenda item recommends approving a one percent (1%) equity increase for Unrepresented Management Attorneys the first full pay periods following July 1, 2018 and 2019. Unrepresented Management Attorneys will receive a total base wage increase of eleven percent (11%) over three years consistent with the County Attorney's Association (CAA) tentative agreement. Unrepresented Management Attorneys include Assistant County Counsel, Deputy County Counsel I-V, Chief Deputy Public Defender, Assistant District Attorney, Chief Deputy District Attorney, and Chief Attorney with the Department of Child Support Services.

Approval of this recommendation will ensure base salary increases for unrepresented employees will remain consistent with those previously approved for represented employees.

#### **POLICY ISSUE:**

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

**FISCAL IMPACT:**

The estimated cost for approving a three percent (3%) salary increase for all unrepresented employees and a one percent (1%) equity increase for unrepresented attorney employees in Fiscal Year 2018-2019 is \$1.69 million for all funds and \$762,762 for General Fund Departments. The future costs for Fiscal Year 2019-2020 \$3.44 million for all funds and \$1.55 million for General Fund; and in Fiscal Year 2020-2021 \$5.13 million for all funds and \$2.27 million for General Fund.

The total cost for the increases over the next three fiscal years is \$10.27 million for all funds and \$4.58 million for General Fund. Approximately 44.1% of the estimated costs are attributed to the General Fund. Departments will make any required budget adjustments during the 2018-2019 Final Budget process. These cost impacts have been included in the long range financial model developed to support ongoing budget planning, and will be included in department budget recommendations for Budget Year 2018-2019 upon approval of the Board of Supervisors.

**BOARD OF SUPERVISORS' PRIORITY:**

The recommended actions are consistent with the Board's priority of Efficient Delivery of Public Services by maintaining a compensation and benefit package for unrepresented confidential and management employees, unrepresented management attorneys, department heads, and elected officials that will assist the County in recruiting and maintaining a qualified workforce.

**STAFFING IMPACT:**

There is no impact on staffing resulting from the terms of this agreement.

**CONTACT PERSON:**

Jody Hayes, Chief Executive Officer Telephone: (209) 525-6333