RESOLUTION - ACTION REQUESTED 2014-155

MEETING: April 15, 2014
TO: The Board of Supervisors
FROM: Tessa Pritchard, Human Resources Director/Risk Manager
RE: Clarification of Res. 14-140 Salary Increase to the Sheriff-Coroner-Public Administrator Position

RECOMMENDATION AND JUSTIFICATION:
Clarify Resolution 14-140, which approved an annual salary increase effective April 1, 2014 for the Sheriff-Coroner-Public Administrator position (Sheriff), by providing a 10% POST incentive increase and a 5% cost-of-living increase (COLA) effective April 1, 2014; further authorize an additional 5% COLA effective January 1, 2015 for the Sheriff. These increases provide for an annual salary of $122,065.02 effective April 1, 2014 and an annual salary of $128,168.27 effective January 1, 2015.

On April 1, 2014, the Board of Supervisors approved an increase for the Sheriff by authorizing a 10% POST incentive as well as two 8% COLAs. The two 8% COLAs were to mirror recent increases that employees of the Sheriff’s Management Association (SMA) received. Employees of the SMA received: 1) 5% COLA effective January 1, 2014; 2) an additional 3% COLA effective February 1, 2014 offset by employees contributing 3% towards their CalPERS retirement; 3) an 8% COLA effective January 1, 2015 offset by employees contributing an additional 3% towards their CalPERS retirement with a net effect of a 5% increase in pay.

Although it was the Board’s intent to have the Sheriff pay towards his CalPERS retirement similar to the SMA employees, the Sheriff’s position is in a different CalPERS category of employees than that of the SMA employees. The Sheriff’s position is in the Appointed/Elected Officials category; the SMA employees are in the SMA category. CalPERS does not allow an individual position be pulled out of one category and lumped in with another category of employees to pay a portion of the CalPERS member retirement contribution. Paying a portion or all of a CalPERS member contribution requires a Resolution that affects all employees in a particular category.

This clarification is recommended so that the intended salary increase can be provided to the Sheriff while conforming with CalPERS retirement contribution requirements.

BACKGROUND AND HISTORY OF BOARD ACTIONS:
As stated above, the Board of Supervisors adopted Resolution 14-140 which authorized a salary increase for the Sheriff effective April 1, 2014.
ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:
There is no question that the Sheriff will perform his duties at the highest possible level regardless of what action is taken.

CAO RECOMMENDATION
No Opinion

[Signature]
Rick Benson, County Administrator

RESULT: ADOPTED BY CONSENT VOTE [UNANIMOUS]
MOVER: Janet Bibby, District III Supervisor
SECONDER: John Carrier, District V Supervisor
AYES: Stetson, Jones, Bibby, Cann, Carrier
TO: TESSA PRICHARD, Human Resources/Risk Management

FROM: RENE’ LaROCHE, Clerk of the Board

SUBJECT: Clarify Resolution 14-140, Which Approved an Annual Salary Increase Effective April 1, 2014 for the Sheriff-Coroner-Public Administrator Position (Sheriff), by Providing a 10% POST Incentive Increase and a 5% Cost-Of-Living Increase (COLA) Effective April 1, 2014; Further Authorize an Additional 5% COLA Effective January 1, 2015 for the Sheriff

RES. 14-155

THE BOARD OF SUPERVISORS OF MARIPOSA COUNTY, CALIFORNIA

ADOPTED THIS Order on April 1j, 2014

ACTION AND VOTE:

CA11. Human Resources/Risk Management RES-2014-155

Clarify Resolution 14-140, Which Approved an Annual Salary Increase Effective April 1, 2014 for the Sheriff-Coroner-Public Administrator Position (Sheriff), by Providing a 10% POST Incentive Increase and a 5% Cost-Of-Living Increase (COLA) Effective April 1, 2014; Further Authorize an Additional 5% COLA Effective January 1, 2015 for the Sheriff

Supervisor Bibby required clarification of the percentages used in CA11 and required assurances that compaction is not still an issue. Supervisor Cann discussed the Board’s intent, noting that more clarification can be provided, if needed. CAO noted that this is for a 10% POST incentive increase and a 5% raise effective April 1st which is the equivalent of the net amount received by DSA and SMA members who received an 8% increase, but have a 3% rollback which cannot be imposed on the Sheriff per PERS rules; and another 5% raise on January 1, 2015. CAO also noted that this action is just to clarify the numbers of the previous action. Supervisor Bibby noted that longevity is not addressed, and asked Human Resources to analyze the numbers to verify that this fixes the compaction issue; and she requested that the issue of the 2.5% for the executive incentive program come back soon. Supervisor Cann noted that he is confident that this item accurately reflects the original resolution.

Cc: File