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DEPARTMENT: Administration BY: John W. McCamman PHONE: 966-3222

RECOMMENDED ACTION AND JUSTIFICATION: (Policy Item: Yes___ No_x_)
Resolution Authorizing Salary and Benefit Adjustments for Department
Heads and Elected Officials

BACKGROUND AND HISTORY OF BOARD ACTIONS:

The Board of Supervisors has considered salary and benefit adjustments for appointed officials in closed session and determined to establish the following salary and benefits:

Effective January 1, 1992, the following salaries will be paid:

Housing and Community Development Director	\$	42,560
Planning and Building Director		46,962
Public Works Director		62,400
Probation Officer		43,384
Human Services Director		47,599
Administrative Officer		59,442
County Counsel		59,280
Veterans/Senior/Transit Officer		34,236

In addition, the County will continue to contribute up to \$304.82 towards health and welfare benefits. Further, the County will place up to \$190.54 per month in a Section 125 plan on behalf of each department head; that amount may be utilized to fund premiums as specified in the County's Section 125 Plan document as adopted by the Board of Supervisors. Further, the County will purchase on behalf of all appointed department heads life insurance equal to \$50,000 with an option for the department head to purchase an additional \$50,000 at the employee's cost.

For the following elected officials, which have not been determined at this time, the same benefits are recommended. In addition, a 4% salary increase, which is the basis for the appointed officials' increase, would result in:

Assessor	\$	43,778
Auditor		46,146
Constable		34,320
County Clerk		42,266
District Attorney		57,118
Sheriff		51,780*
Treasurer/Tax Collector		42,280

*Certain equity adjustments were recommended and approved for three of the appointed officials. On the same basis, an equity adjustment of \$4,000 would be recommended for the Sheriff.

LIST ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

1. Adopt the Resolution including both appointed and elected officials.
2. Adopt the Resolution with revisions for appointed officials.

COSTS: () Not Applicable
 A. Budgeted current FY _____
 B. Total anticipated costs _____
 C. Required Add'l funding _____
 D. Source: _____
SOURCE: () 4/5ths Vote Required

SPECIAL INSTRUCTIONS:
 List the attachments and number the pages consecutively:

MARIPOSA COUNTY BOARD OF SUPERVISORS

MINUTE ORDER

TO: JOHN MC CAMMAN, ADMINISTRATIVE OFFICER
FROM: MARGIE WILLIAMS, CLERK OF THE BOARD *mw*
RE: SALARY AND BENEFIT ADJUSTMENTS - DEPARTMENT HEADS
AND ELECTED OFFICIALS

THE BOARD OF SUPERVISORS OF MARIPOSA COUNTY, CALIFORNIA

ADOPTED THIS Order on December 17, 1991

ACTION AND VOTE:

D) Resolution Authorizing Salary and Benefit Adjustments for Department Heads and Elected Officials (Administrative Officer)

BOARD ACTION: (M)Erickson, (S)Punte, to approve, was amended following further discussion to adopt Resolution No. 91-601 approving salary and benefit adjustments for appointed department heads as recommended, with the deletion of the County contributing up to \$190.54 per month in a Section 125 plan/Ayes: Baggett, Punte, Erickson, Radanovich; Noes: Taber.

(M)Erickson, (S)Baggett, Res. 91-602 adopted: 1) changing the adjustment of salaries for elected officials to a calendar year basis versus fiscal year; and 2) setting the salaries for elected officials as follows, with the same benefits as set for appointed department heads: Assessor/\$43,778; Auditor/\$46,146; Constable/\$34,320; County Clerk/\$42,266; Sheriff/\$55,780; and Treasurer-Tax Collector/\$42,280/Ayes: Unanimous.

(M)Baggett, (S)Erickson, Res. 91-603 adopted deleting the \$206 monthly contribution the County had been making toward the Justice Court Judge's retirement system, effective January 1, 1992, as the salary has increased by more than \$50,000, and the County is not making this contribution for other State employees/Ayes: Unanimous.

Board clarified its previous motion that the Sheriff's salary be \$51,780 plus \$4,000 equity adjustment.

Staff to come back with additional information on the flex benefits.

cc: Evelyn Billings, Auditor
Jim Evans, H&CDA
Tony Lashbrook, Planning and Building Director
Larry Pollard, Public Works Director
Jim Moffett, Probation Officer
Tom Archer, Human Services Director
Jeff Green, County Counsel
Jim Eutsler, Veterans/Senior/Transit Officer
Gary Estep, Assessor
Bill Hibpshman, Constable
Lynne Robinson, County Clerk
George Griffith, District Attorney
Roger Matlock, Sheriff
Don Phillips, Treasurer/Tax Collector
Catherine Harmon, Personnel Officer
Carlos LaRoche, Justice Court Judge