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:

<table>
<thead>
<tr>
<th>Position</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Housing and Community Development Director</td>
<td>$ 42,560</td>
</tr>
<tr>
<td>Planning and Building Director</td>
<td>46,962</td>
</tr>
<tr>
<td>Public Works Director</td>
<td>62,400</td>
</tr>
<tr>
<td>Probation Officer</td>
<td>43,384</td>
</tr>
<tr>
<td>Human Services Director</td>
<td>47,599</td>
</tr>
<tr>
<td>Administrative Officer</td>
<td>59,442</td>
</tr>
<tr>
<td>County Counsel</td>
<td>59,280</td>
</tr>
<tr>
<td>Veterans/Senior/Transit Officer</td>
<td>34,236</td>
</tr>
</tbody>
</table>

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:

<table>
<thead>
<tr>
<th>Position</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assessor</td>
<td>$ 43,778</td>
</tr>
<tr>
<td>Auditor</td>
<td>46,146</td>
</tr>
<tr>
<td>Constable</td>
<td>34,320</td>
</tr>
<tr>
<td>County Clerk</td>
<td>42,266</td>
</tr>
<tr>
<td>District Attorney</td>
<td>57,118</td>
</tr>
<tr>
<td>Sheriff</td>
<td>51,780*</td>
</tr>
<tr>
<td>Treasurer/Tax Collector</td>
<td>42,280</td>
</tr>
</tbody>
</table>

*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  SPECIAL INSTRUCTIONS: List the attachments and number the pages consecutively:
A. Budgeted current FY ________
B. Total anticipated costs ________
C. Required Add’l funding ________
D. Source: ______________________
SOURCE: ( ) 4/5ths Vote Required
MARIPOSA COUNTY BOARD OF SUPERVISORS

MINUTE ORDER

TO: JAN MC CAMMAN, ADMINISTRATIVE OFFICER
FROM: MARGIE WILLIAMS, CLERK OF THE BOARD
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