RESOLUTION - ACTION REQUESTED 2020-28

MEETING: January 14, 2020

TO: The Board of Supervisors

FROM: Kimberly Williams, Human Resources Director

RE: Equity Adjustment for Assistant Chief Probation Officer

RECOMMENDATION AND JUSTIFICATION:
Approve an equity adjustment for the Assistant Chief Probation Officer effective November 1, 2019.

The County and the Sheriffs' Management Association (SMA) negotiated a successor Memorandum of Understanding for the period of January 1, 2019 through December 31, 2021. During negotiations, equity adjustments for particular classifications were requested by the SMA, which included the Assistant Chief Probation Officer. The County and the SMA agreed to defer the request because the County was scheduled to have a Compensation Study conducted in the Spring of 2019 and completed by August 2019 for classifications in other bargaining units. The County and the SMA agreed to meet and confer over the results of the study when it was completed.

The parties did meet and confer and the Board of Supervisors determined that equity adjustments would be limited to those classifications that are 10+% below the market median as reflected in the Compensation Study. The study identified the Assistant Chief Probation Officer as being the sole classification as being 20.8% below the market median; this figure did not reflect the 3.25% cost-of-living increase that all SMA employees received, which went into effect January 1, 2019. With the 3.25% cost-of-living increase, the Assistant Chief is still 10+% below the market median, i.e., it is 17.00% below the market median. It is, therefore, recommended that this classification receive a salary increase in the amount of 17.00% to bring the salary to the market median effective November 1, 2019.

BACKGROUND AND HISTORY OF BOARD ACTIONS:
None on this action. From time to time, the Board of Supervisors approves equity adjustments for classifications when justified.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:
Do not approve this action as recommended; amend this action as the Board desires and approve.

FINANCIAL IMPACT:
Budget adjustments necessary as a result of this action will be addressed during Midyear.
RESULT: ADOPTED [UNANIMOUS]
MOVER: Rosemarie Smallcombe, District I Supervisor
SECONDER: Marshall Long, District III Supervisor
AYES: Rosemarie Smallcombe, Marshall Long, Kevin Cann, Miles Menetrey
EXCUSED: Merlin Jones