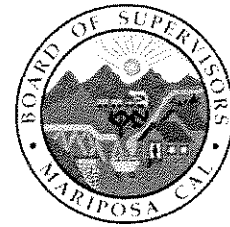




MARIPOSA COUNTY

Administration/Personnel • 209-966-3222



RESOLUTION - ACTION REQUESTED 2012-269

MEETING: May 22, 2012

TO: The Board of Supervisors

FROM: Rick Benson, County Administrative Officer

RE: Department Head Salary Adjustments

*Res. 12-269
w/no*

RECOMMENDATION AND JUSTIFICATION: Approve Adjustments to Department Head, Elected Officials and Board Member Compensation. Please see attached staff report.

BACKGROUND AND HISTORY OF BOARD ACTIONS: Generally, adjustments to Department Head compensation have been consistent with adjustments to represented groups.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION: Make no changes to compensation. Department Head benefits will not be consistent with management employees.

FISCAL IMPACT:

Initial impact of approximately \$15,000. Cost neutral after full implementation.

ATTACHMENTS:

- Department Head adjustments 2012 (PDF)
- DH adjustments 2012 (PDF)

CAO RECOMMENDATION

Requested Action Recommended


 Rick Benson, County Administrative Officer

RESULT: ADOPTED [UNANIMOUS]
MOVER: Lyle Turpin, District II Supervisor
SECONDER: Lee Stetson, District I Supervisor
AYES: Stetson, Turpin, Bibby, Cann, Allen

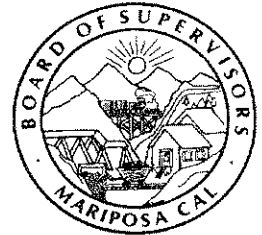


COUNTY of MARIPOSA

P.O. Box 784, Mariposa, CA 95338 (209) 966-3222

JANET BIBBY, CHAIR
LYLE TURPIN, VICE-CHAIR
LEE STETSON
KEVIN CANN
JIM ALLEN

DISTRICT III
DISTRICT II
DISTRICT I
DISTRICT IV
DISTRICT V



MARIPOSA COUNTY BOARD OF SUPERVISORS

MINUTE ORDER

TO: RICHARD J. BENSON, CAO

FROM: MARGIE WILLIAMS, Clerk of the Board *for mw*

SUBJECT: **Approve Adjustments to Department Head, Elected Officials and Board Member Compensation**

RES. 12-269

THE BOARD OF SUPERVISORS OF MARIPOSA COUNTY, CALIFORNIA

ADOPTED THIS Order on May 22, 2012

ACTION AND VOTE:

3. Administration/Personnel RES-2012-269

Approve Adjustments to Department Head, Elected Officials and Board Member Compensation

Discussion was held with Rick Benson relative to this matter and the recommendations.

Input from the public was received from the following:

Ruth Sellers, speaking as a taxpayer, expressed concern with raises being given; and she referred to potholes in her road and stated she doesn't feel that services are being provided. She questioned why the Public Works Director is not being included; and she noted that some officials have additional responsibilities.

Eleanor Keuning referred to the employment contract with the Public Works Director; and she stated that unfortunately the public construes the recommendation as raises even with the salary reduction (employees paying for the employee retirement contribution).

Marcia Price stated she does not believe that the contract with the Public Works Director should be changed during its term, and she asked what the term is for the contract. Rick Benson and Pete Rei responded - June 30, 2013. Steve Dahlem/County Counsel advised of his review of being able to make changes to the contract with the Public Works Director, and he noted that the negotiations with MCMCO were contemplated at the time the contract was entered into.

Marvin Wells asked for clarification of the recommended actions given the agenda title; asked what this will cost, whether it will affect

retirees; and whether the Board members are considered County employees. He noted the workload the government has placed on the Sheriff, Chief Probation Officer, and the District Attorney.

Ruth Catalan stated she feels that the Public Works Director should be included with the same adjustments; and she does not feel that the raises should be given to offset the costs.

Rick Benson responded to the questions that were raised. Bill Davis/Auditor provided input on the changes and the costs and the savings. Further discussion was held.

RESULT: ADOPTED [UNANIMOUS]

MOVER: Lyle Turpin, District II Supervisor

SECONDER: Lee Stetson, District I Supervisor

AYES: Stetson, Turpin, Bibby, Cann, Allen

Cc: Bill Davis, Auditor
Department Heads
Elected Officials
Board of Supervisors
File

MARIPOSA COUNTY

Richard J. Benson
County Administrative Officer



5100 Bullion Street
P.O. Box 784
Mariposa, CA 95338
209-966-3222
1-800-736-1252
FAX 209-966-5147
rbenson@mariposacounty.org

May 10, 2012

TO: Board of Supervisors
FROM: Rick Benson, County Administrative Officer
SUBJECT: Adjustments to Department Head, Elected Officials and Board Member Compensation

As a result of negotiations with the Mariposa County Managerial Confidential Organization (MCMCO) a new contract will soon be presented to your Board for approval. There have also been negotiated changes in the compensation package for all of the County's bargaining units focusing primarily on medical insurance and other benefits.

In order to bring parity to the compensation package for appointed Department Heads, Elected Officials and Board Members it is necessary for your Board to make adjustments to each of these groups. To be consistent with the agreed adjustments in compensation to MCMCO, changes are recommended to the health plan, retirement plan and base pay in each group.

Health and Other Benefits

Consistent with the negotiated changes to health and other benefits negotiated with each of the County's bargaining units it is recommended that the monthly health benefits of Department Heads, Elected Officials and Board Members be approved as follows:

	Medical	Dental	Vision	Flexible Benefit Allowance
Department Heads and Elected Officials	\$500.00	\$46.92	\$10.99	\$690.81
Board Members	\$500.00	\$46.92	\$10.99	\$640.81

This action represents a decrease in medical benefits with the corresponding increase in the flexible benefit allowance for all appointed Department Heads and Elected Officials. The net change from the current compensation package reflects a monthly increase of \$5.30 due to the increase in dental and vision insurance premiums. This recommendation also brings the Board Member health and benefit package into alignment with members of MCMCO. It is recommended that this change be implemented effective December 1, 2012.

Retirement Contribution

The most significant change negotiated with MCMCO is the agreement to have management employees begin paying a portion of the employee retirement contribution. For miscellaneous employees hired before November 1, 2011, the contribution towards retirement referred to as "employee share" is 8% of the employee's pay as defined by CalPERS. For miscellaneous

employees hired on or after November 1, 2011, the "employee share" is 7%. The upcoming MCMCO agreement phases in employee participation over a three year period. The recommendation for Department Heads, Elected Officials and Board Members follows the same three year "phase in" process.

It is recommended that effective July 1, 2012, Department Heads, Elected Officials and Board Members make a contribution of 4% of their compensation towards retirement. Effective July 1, 2013, an additional 2% or a total of 6% of their compensation will be collected. Effective July 1, 2014, another 2% will be contributed for a total of 8% with the exception of any employee hired after November 1, 2011, who will, effective July 1, 2014, be required to pay 7%. Department Heads and Elected Officials enrolled in the Safety Retirement Plan (Sheriff, Fire Chief and Chief Probation Officer) will contribute 5% July 1, 2012, and an additional 2% July 1, 2013 and 2014 respectively for a total of 9%.

Department Head Salaries

In order to reduce the financial impact of the change in retirement contribution to employees, it is recommended that the salaries of all Elected Officials and appointed Department Heads be increased. It is recommended that effective July 1, 2012, the salaries of Department Heads and Elected Officials enrolled in the miscellaneous retirement plan be increased 4%. For Department Heads and Elected Officials enrolled in safety retirement the recommended increase is 5%. Effective July 1, 2013, an additional 1% increase is recommended followed by a 1% increase effective July 1, 2014. When coupled with the participation in retirement, this represents approximately a 2% reduction in compensation. The Public Works Director salary is not subject to this increase as his compensation is addressed in an employment contract. The proposed salary schedule is outlined in Exhibit 'A.'

State law prohibits your Board from mandating a reduction in compensation for any Elected Official. Therefore, Elected Officials must voluntarily choose to accept a reduction as a result of contributing to their retirement. In the event that an Elected Official does not voluntarily participate, the County will be required to provide a salary increase comparable to the retirement participation.

Board Member Salaries

Board Member salaries are currently at 25% of Superior Court Judge's salaries and no adjustment is recommended at this time. If no salary increases are granted to Superior Court Judges during the next three years then the change in retirement contribution would effectively reduce compensation to Board Members by 8%. Like other elected officials, accepting a compensation reduction is voluntary on the part of incumbent Board Members. If any Board Member chooses not to participate, the County will be required to provide a salary increase comparable to the retirement participation.

Summary

It is recommended that your Board approve each of these changes which are consistent with the adjustments recently negotiated with employee bargaining groups.

ATTACHMENT A PROPOSED SALARY ADJUSTMENTS				
ELECTED OFFICIALS	CURRENT SALARY	PROPOSED 7/1/12	PROPOSED 7/1/13	PROPOSED 7/1/14
Assessor/Recorder	\$83,122	\$86,447	\$87,311	\$88,184
Auditor	\$87,872	\$91,387	\$92,301	\$93,224
Board of Supervisors (5 districts) *	\$44,697	\$44,697	\$44,697	\$44,697
District Attorney	\$108,059	\$112,381	\$113,505	\$114,640
Sheriff/Coroner/Public Administrator	\$105,684	\$110,968	\$112,078	\$113,199
Treasurer/Tax Collector/County Clerk	\$83,122	\$86,447	\$87,311	\$88,184
* Subject to adjustments of Superior Court Judges Salaries per Section 2.60.010 of Mariposa County Code.				
APPOINTED OFFICIALS	CURRENT SALARY	PROPOSED 7/1/12	PROPOSED 7/1/13	PROPOSED 7/1/14
Agricultural Commissioner/Sealer	\$83,122	\$86,447	\$87,311	\$88,184
Building Department Director	\$83,122	\$86,447	\$87,311	\$88,184
Chief Probation Officer	\$85,497	\$89,772	\$90,670	\$91,576
Child Support Services Director	\$75,998	\$79,038	\$79,828	\$80,627
Clerk of the Board	\$53,436	\$55,573	\$56,129	\$56,690
Community Services Director	\$64,123	\$66,688	\$67,355	\$68,028
County Administrative Officer	\$118,746	\$123,496	\$124,731	\$125,978
County Counsel	\$116,371	\$121,026	\$122,236	\$123,458
County Health Officer (80% PPT)	\$108,059	\$112,381	\$113,505	\$114,640
County Librarian	\$67,685	\$70,392	\$71,096	\$71,807
Director of Public Works	\$123,584	\$123,584	\$123,584	\$123,584
Fire Chief/Emergency Planning Coord.	\$83,122	\$87,278	\$88,151	\$89,032
Human Services Director/Mental Health	\$98,559	\$102,501	\$103,526	\$104,562
Planning Director	\$87,872	\$91,387	\$92,301	\$93,224
Technical Services Director	\$83,122	\$86,447	\$87,311	\$88,184