

DEPARTMENT: Administration

BY: Rick Benson

PHONE: 966-3222

RECOMMENDED ACTION AND JUSTIFICATION:

Discussion and possible action regarding salary adjustments for Elected and Appointed County Officials.

Please see attached staff report and spread sheet for additional information.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

On February 6, 2007, the Board adopted Resolution 07-48 approving a 4-percent salary adjustment to all Elected and Appointed County Officials. Equity adjustments were also approved for the Sheriff/Coroner/Public Administrator and the Public Health Officer.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

Financial Impact? (X Yes () No	Current FY Cost: \$55,000	Annual Recurring Cost: \$
Budgeted In Current FY? (X) Yes () No () Partially Funded		
Amount in Budget: \$ _____		List Attachments, number pages consecutively _____
Additional Funding Needed: \$ _____		Staff Report _____
Source: _____		Spreadsheet _____
Internal Transfer _____		_____
Unanticipated Revenue _____ 4/5's vote		_____
Transfer Between Funds _____ 4/5's vote		_____
Contingency _____ 4/5's vote		_____
() General () Other _____		_____

CLERK'S USE ONLY:

Res. No. 08-59 Ord. No. _____
 Vote - Ayes: 4 Noes: Bobby
 Absent: _____
 Approved
 Minute Order Attached No Action Necessary

COUNTY ADMINISTRATIVE OFFICER:

Requested Action Recommended
 No Opinion
 Comments: _____

The foregoing instrument is a correct copy of the original on file in this office.

Date: _____
 Attest: MARGIE WILLIAMS, Clerk of the Board
 County of Mariposa, State of California
 By: _____
 Deputy

CAO: [Signature]



COUNTY of MARIPOSA

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

LYLE TURPIN, CHAIR
DIANNE A. FRITZ, VICE CHAIR
BRAD ABORN
JANET BIBBY
BOB PICKARD

DISTRICT II
DISTRICT IV
DISTRICT I
DISTRICT III
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MARIPOSA COUNTY BOARD OF SUPERVISORS

MINUTE ORDER

TO: RICK BENSON, County Administrative Officer
FROM: MARGIE WILLIAMS, Clerk of the Board *MW*
SUBJECT: SALARY ADJUSTMENTS FOR ELECTED AND APPOINTED OFFICIALS
RESOLUTION No. 08-59

THE BOARD OF SUPERVISORS OF MARIPOSA COUNTY, CALIFORNIA

ADOPTED THIS Order on February 12, 2008

ACTION AND VOTE:

Discussion and Possible Action Regarding Salary Adjustments for Elected and Appointed County Officials (County Administrative Officer/Personnel/Risk Manager)

BOARD ACTION: Rick Benson presented the staff report and reviewed the recommendations. Discussion was held.

Input from the public was provided by the following:

Paul Chapman provided input and he stated he feels that the ten percent budget cut by the State should be considered; and he stated he agrees that some department heads are doing a good job and should be compensated and he feels that some are not.

Further discussion was held relative to the recommendations and what an additional increase of one-half or one percent would cost. Supervisor Turpin asked that consideration be given to granting an additional one percent adjustment in the "percentage of the CAO salary" table for the Public Works Director. (M)Pickard, (S)Fritz, Res. 08-59 was adopted approving the following: 1) a 4 1/2 % across-the-board salary increase to all appointed and elected department heads and the Clerk of the Board effective January 1, 2008; increasing the percentage of the CAO salary for the Community Services Director and the Clerk of the Board by one percent to 54% and 45% respectively; granting a \$50 monthly increase in deferred compensation to all appointed and elected department heads effective January 1, 2008 (this increase would not apply to the Clerk of the Board); and amending Resolution No. 03-37 disassociating the amount of deferred compensation paid to department heads from that paid to members of MCMCO/Ayes: Aborn, Turpin, Fritz, Pickard; Noes: Bibby.

Cc: Chris Ebie, Auditor
Bob Brown, District Attorney
Brian Muller, Sheriff/Coroner/Public Administrator
Becky Crafts, Assessor-Recorder
Keith Williams, Treasurer/Tax Collector/County Clerk

Thomas P. Guarino, County Counsel
Dr. Mosher, Health Officer
Dana Hertfelder, Public Works Director
Jim Rydingsword, Human Services Director
Kris Schenk, Planning Director
Gail Neal, Chief Probation Officer
Rick Peresan, Technical Services Director
John Davis, Building Director
Jim Wilson, Fire Chief
Cathi Boze, Agricultural Commissioner
Debbie Walton, Child Support Services Director
Janet Chase-Williams, Librarian
Mary Williams, Community Services Director
Mary Hodson, Deputy County Administrative Officer
Sandi Laird, Administrative Analyst-Administration
File


MARIPOSA COUNTY

Richard J. Benson
County Administrative Officer



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February 5, 2008

TO: Board of Supervisors 

FROM: Rick Benson, County Administrative Officer

SUBJECT: Salary Adjustments for Elected and Appointed County Officials

Justification & Recommendation

In September 2005 your Board adopted a system for setting department head salaries. This system was the result of work conducted by Supervisors Pickard and Bibby in conjunction with the County Administrative Officer. The basic premise of this system was to review the salaries of department heads in comparable counties and then set the salaries as a function of the CAO salary. During this process, several salary inequities were recognized and appropriate adjustments were made. The same system was employed for both elected and appointed department heads. While no system is perfect, the intent was to introduce an objective methodology in dealing with department head salaries. It was anticipated that this system would be employed for future salary adjustments.

Effective January 1, 2007, your Board granted an across the board increase for all department heads. At that time, adjustments were also made to two department head salaries.

Not surprisingly, since the January 2007 salary adjustment there has been a modest increase in the cost of living. In order to assure that Mariposa County continues to be competitive in its ability to attract talented individuals for management positions, it is appropriate that your Board address department head salaries at this time.

Since the last adjustment the Consumer Price Index for the western region of the United States has increased by approximately 4.2%. Recently, your Board approved new contracts for a majority of county workers with increases somewhat greater than 4%.

Although there was a significant move towards parity with other counties when the 2005 adjustment was made, it was acknowledged that, as a group, Mariposa County department heads earn less than their colleagues. Upon review, it is apparent that the disparity between Mariposa County and comparable counties continues to grow. Given the funding uncertainties faced by the county, a comprehensive equity review

is not being recommended but it should be noted that several Mariposa County department heads are earning 10 to 20% less than their colleagues.

In order to keep up with inflation and avoid salary compaction issues within the county, a 4% across-the-board pay increase is recommended for all appointed and elected department heads. In addition, a \$50 per month increase in department head deferred compensation is also recommended with the exception of the Clerk of the Board whose total compensation package differs from department heads. Increases in deferred compensation are often used by employees to minimize increases in costs for health benefits. These dollars are also less costly to the county than a pay increase because they did not trigger other costs associated with salary.

If the increase in deferred compensation is granted, this will also require a change in the Board policy adopted January 28, 2003 linking department head benefit contributions to MCMCO benefits.

Although a comprehensive equity study has not been conducted, a 1% adjustment in the "percentage of CAO salary" table is also recommended for the Community Services Director and the Clerk of the Board. These positions have been subject to review since the 2005 equity action. If this adjustment is granted, it would have the ultimate effect of a 6% raise for these two positions.

The estimated cost of these increases for fiscal year 2007-08 is approximately \$55,000.

A chart depicting the current and proposed salaries is attached for your reference.

Recommendation Summary

1. Grant a 4% across-the-board salary increase to all appointed and elected department heads and the Clerk of the Board effective January 1, 2008.
2. Increase the percentage of CAO salary for the Community Services Director and Clerk of the Board by 1% to 54% and 45% respectively.
3. Grant a \$50 monthly increase in deferred compensation to all appointed and elected department heads effective January 1, 2008. This increase would not apply to the Clerk of the Board.
4. Amend Resolution 03-37 disassociating the amount of deferred compensation paid to department heads from that paid to members of MCMCO.

PROPOSED DEPARTMENT HEAD SALARY ADJUSTMENT - EFFECTIVE JANUARY 1, 2008

Title	2007 Salary	Current Percentage of CAO	Proposed 2008 Salary (4% Increase)	Proposed Percentage of CAO	Approved 2008 Salaries
County Administrative Officer	\$109,262	100%	\$113,633	100%	\$114,179
County Counsel	\$107,077	98%	\$111,360	98%	\$111,896
District Attorney	\$99,429	91%	\$103,406	91%	\$103,903
Health Officer	\$99,429	91%	\$103,406	91%	\$103,903
Sheriff/Coroner/PA	\$97,244	89%	\$101,133	89%	\$101,619
Public Works Director	\$90,688	83%	\$94,315	83%	\$94,769
Human Services Director	\$90,688	83%	\$94,315	83%	\$94,769
Planning Director	\$80,854	74%	\$84,088	74%	\$84,493
Auditor	\$80,854	74%	\$84,088	74%	\$84,493
Chief Probation Officer	\$78,669	72%	\$81,816	72%	\$82,209
Technical Services Director	\$76,484	70%	\$79,543	70%	\$79,925
Building Director	\$76,484	70%	\$79,543	70%	\$79,925
Fire Chief	\$76,484	70%	\$79,543	70%	\$79,925
Assessor/Recorder	\$76,484	70%	\$79,543	70%	\$79,925
Treasurer/Tax Collector/Clerk	\$76,484	70%	\$79,543	70%	\$79,925
Agricultural Commissioner	\$76,484	70%	\$79,543	70%	\$79,925
Child Support Svcs. Director	\$69,928	64%	\$72,725	64%	\$73,075
Librarian	\$62,280	57%	\$64,771	57%	\$65,082
Community Services Director	\$57,909	53%	\$61,362	54%	\$61,657
Clerk of the Board	\$48,075	44%	\$51,135	45%	\$51,381
	\$1,631,288		\$1,698,812		

Percentage of CAO for Community Services and Clerk of Board increased by 1%