

**COUNTY OF SAN LUIS OBISPO BOARD OF SUPERVISORS
AGENDA ITEM TRANSMITTAL**

(1) DEPARTMENT Human Resources	(2) MEETING DATE 1/26/2016	(3) CONTACT/PHONE Tami Douglas-Schatz, Human Resources Director 781-5959	
(4) SUBJECT Submittal of a resolution for Confidential employees, Bargaining Unit 11, approving wage increases for certain classifications with that bargaining unit determined to be significantly below market and to maintain salary parity with their non-confidential counterparts in the San Luis Obispo County Employees' Association. All Districts.			
(5) RECOMMENDED ACTION It is recommended that the Board of Supervisors approve a resolution for Confidential employees, Bargaining Unit 11, approving wage increases for certain classifications within that bargaining unit determined to be significantly below market and to maintain salary parity with their non-confidential counterparts in the San Luis Obispo County Employees' Association.			
(6) FUNDING SOURCE(S) Departmental savings and/or unanticipated revenue.	(7) CURRENT YEAR FINANCIAL IMPACT \$8,643.00	(8) ANNUAL FINANCIAL IMPACT \$8,643.00	(9) BUDGETED? No
(10) AGENDA PLACEMENT <input checked="" type="checkbox"/> Consent <input type="checkbox"/> Presentation <input type="checkbox"/> Hearing (Time Est. ___) <input type="checkbox"/> Board Business (Time Est. ___)			
(11) EXECUTED DOCUMENTS <input checked="" type="checkbox"/> Resolutions <input type="checkbox"/> Contracts <input type="checkbox"/> Ordinances <input type="checkbox"/> N/A			
(12) OUTLINE AGREEMENT REQUISITION NUMBER (OAR) N/A		(13) BUDGET ADJUSTMENT REQUIRED? BAR ID Number: N/A <input type="checkbox"/> 4/5 Vote Required <input checked="" type="checkbox"/> N/A	
(14) LOCATION MAP N/A	(15) BUSINESS IMPACT STATEMENT? No	(16) AGENDA ITEM HISTORY <input checked="" type="checkbox"/> N/A Date: _____	
(17) ADMINISTRATIVE OFFICE REVIEW Leslie Brown			
(18) SUPERVISOR DISTRICT(S) All Districts			

County of San Luis Obispo



TO: Board of Supervisors

FROM: Tami Douglas-Schatz, Human Resources Director
781-5959

DATE: 1/26/2016

SUBJECT: Submittal of a resolution for Confidential employees, Bargaining Unit 11, approving wage increases for certain classifications with that bargaining unit determined to be significantly below market and to maintain salary parity with their non-confidential counterparts in the San Luis Obispo County Employees' Association. All Districts.

RECOMMENDATION

It is recommended that the Board of Supervisors approve a resolution for Confidential employees, Bargaining Unit 11, approving wage increases for certain classifications within that bargaining unit determined to be significantly below market and to maintain salary parity with their non-confidential counterparts in the San Luis Obispo County Employees' Association.

DISCUSSION

On January 26, 2016 your Board is presented with amendments to the San Luis Obispo County Employees' Association (SLOCEA), Bargaining Units (BU) 01, 05, and 13 Memoranda of Understanding (MOU) to approve wage increases retroactively to the pay period including July 1, 2015 for certain classifications within those bargaining units which are identified to be below market pursuant to Article 8 Salaries of those MOUs. The wage increases agreed to in those amendments would place 13 unrepresented Confidential (BU11) classifications below their non-confidential classification counterparts.

In order to maintain salary parity between these classes and their non-Confidential classification counterparts, it is necessary that wage increases for these 13 Confidential classifications be adjusted, retroactive to the pay period including July 1, 2015, per the following table:

Job ID	Classification Title	Current Range	% Increase Effective 6/21/2015	New Range Effective 6/21/2015
2050	Accounting Systems Aide-Confidential	2315	1.94%	2360
913	Accounting Technician- Confidential	2013	1.04%	2034
8887	Admin Analyst Aide- Confidential	2317	0.52%	2329
982	Data Entry Operator III- Confidential	1838	0.49%	1847
2011	Dept Personnel Tech- Confidential	1885	0.80%	1900
2110	Human Rsrcs Analyst Aide- Confidential	2317	0.52%	2329
925	Secretary-Confidential	1853	2.91%	1907
929	Sr Account Clerk-Confidential	1843	0.98%	1861
898	Supv Accounting Tech- Confidential	2338	0.94%	2360
938	Supv Admin Clerk I- Confidential	2097	0.67%	2111
939	Supv Admin Clerk II- Confidential	2350	0.43%	2360
2236	Supv Legal Clerk I- Confidential	2110	0.14%	2113

2237	Supv Legal Clerk II- Confidential	2285	0.44%	2295
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These classifications and increases are also incorporated herein as Attachment A. No other Confidential classifications will fall below their non-confidential classification counterparts as a result of the SLOCEA wage increases and are therefore not impacted.

OTHER AGENCY INVOLVEMENT/IMPACT

County Counsel has reviewed and approved the resolution for form and legal effect. The Auditor’s Office and Human Resources will process the system changes needed to implement the wage increases.

FINANCIAL CONSIDERATIONS

Total County costs for FY 2015-2016 are estimated to increase by \$8,643. Total annual ongoing costs are also estimated to increase by \$8,643.

Departmental savings and/or unanticipated revenue will be the primary source of funding for unbudgeted expenditures associated with these compensation increases. To the extent departmental savings are not available to cover the amount, staff will recommend that your Board authorize a transfer of the deficit amount out of the General Fund Contingencies and/or reserves to the department operating budgets, as needed, as part of the third quarter report. Third quarter is when many such year-end adjustments are made.

RESULTS

Approval of this resolution will grant wage increases to the Confidential classifications identified in this report and Attachment A, retroactive to the pay period including July 1, 2015, maintaining salary parity with their non-confidential counterparts. Approval of this resolution follows the County’s budget policy of a balanced approach to reintroducing resources back into contingencies and reserves, programs and services, and contributes to a results-oriented, well-governed community.

ATTACHMENTS

1. Resolution
2. Attachment A – Confidential Classifications Increases