



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

(1) DEPARTMENT Human Resources	(2) MEETING DATE 4/23/2019	(3) CONTACT/PHONE Tami Douglas-Schatz, Human Resources Director 805-781-5959	
(4) SUBJECT Submittal of a resolution approving a wage adjustment for the Senior Systems Administrator classification to equal the wages of Senior Software Engineer. All Districts.			
(5) RECOMMENDED ACTION It is recommended that the Board adopt the resolution approving wage increases for the classification of Senior Systems Administrator to equal the wages of Senior Software Engineer.			
(6) FUNDING SOURCE(S) Department savings and/or unanticipated revenue.	(7) CURRENT YEAR FINANCIAL IMPACT \$1,648.00	(8) ANNUAL FINANCIAL IMPACT \$1,135.00	(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: NA <input type="checkbox"/> 4/5th's 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 Zachary A. Lute			
(18) SUPERVISOR DISTRICT(S) All Districts			



COUNTY OF SAN LUIS OBISPO

TO: Board of Supervisors

FROM: Human Resources / Tami Douglas-Schatz, Human Resources Director
805-781-5959

DATE: 4/23/2019

SUBJECT: Submittal of a resolution approving a wage adjustment for the Senior Systems Administrator classification to equal the wages of Senior Software Engineer. All Districts.

RECOMMENDATION

It is recommended that the Board adopt the resolution approving wage increases for the classification of Senior Systems Administrator to equal the wages of Senior Software Engineer.

DISCUSSION

At the February 25, 2019 meeting, the Board of Supervisors approved wage increases for the IT Project Manager III and Systems Administrator III in order to make the pay ranges equal to the Software Engineer III. The Human Resources Department also planned to correct the pay range alignment between the Senior Systems Administrator and the Senior Software Engineer but inadvertently excluded the proposed pay increase from the recommendation presented at the February 25, 2019 meeting. For the same reasons that the IT Project Manager III and Systems Administrator were increased to be equal to the Software Engineer III, stated below, staff recommends increasing the Senior Systems Administrator pay range to equal the Senior Software Engineer.

When the classifications of the IT Project Manager III, Software Engineer III, Systems Administrator III, Senior Systems Administrator and Senior Software Engineer were created in 2008, the salaries of the IT Project Manager III, Software Engineer III, and Systems Administrator III classifications were set to be equal to each other due to internal comparability. Likewise, the salaries of the Senior Systems Administrator and Senior Software Engineer classifications were set to be equal to each other due to internal comparability. Due to a clerical error in how the alignment of these classifications was described, equity increases that were granted for Fiscal Year 2016-17 caused the classifications of Information Technology Project Manager III and Systems Administrator III to inadvertently receive a lower wage increase than Software Engineer III, and the Senior Systems Administrator to receive a lower increase than the Senior Software Engineer. This error created wage inequity between these classifications.

In order to equalize the wages for the Senior Systems Administrator and Senior Software Engineer in a manner

consistent with the adjustments approved on February 25, 2019, for the Systems Administrator III and IT Project Manager III classifications, it is recommended that the wages of the Senior System Administrator be increased retroactively, to the time the inequity occurred, for Fiscal Years 2016-2017, 2017-2018, and 2018-2019, and that this classification receive the same wage increase for Fiscal Year 2019-2020 as Senior Software Engineer according to the schedule in Table 1, below.

Table 1.

<i>Pay Period Including:</i>	<i>7/1/2016</i>	<i>7/1/2017</i>	<i>7/1/2018</i>	<i>7/1/2019</i>
<i>Salary Range of Senior Software Engineer for Fiscal Years 2016-2017 through 2019-2020</i>	<i>4210</i>	<i>4352</i>	<i>4374</i>	<i>4474</i>
<i>Salary Range of Senior Systems Administrator for Fiscal Years 2016-2017 through 2019-2020</i>	<i>4201</i>	<i>4334</i>	<i>4356</i>	<i>4443</i>
<i>Recommended Increased Salary Range for Senior Systems Administrator for Fiscal Years 2016-2017 through 2019-2020</i>	<i>4210</i>	<i>4352</i>	<i>4374</i>	<i>4474</i>

The error in the alignment description for these classifications that caused the pay inequity has been corrected. The recommended increase will also correct the wage inequity back to the point at which it occurred and will ensure that the wages between these two classifications remain equal going forward.

OTHER AGENCY INVOLVEMENT/IMPACT

Representatives from the Administrative Office and Information Technology Department participated in the development of the recommended equity increases. County Counsel has reviewed and approved the resolution as to form and legal effect.

FINANCIAL CONSIDERATIONS

The financial impact for the wage increase for Senior Systems Administrator for Fiscal Year 2018-2019 is estimated to be \$1,648. This includes the adjustments retroactive to Fiscal Year 2016-2017. The estimated annual ongoing financial impact for the wage increase for Senior Systems Administrator is \$1,135 per year.

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 to the departments’ operating budgets, as needed, as part of the third quarter report. Third quarter is when many such year-end adjustments are made.

RESULTS

The wage increase for Senior Systems Administrator will ensure pay equality between the salary range of this classification and the Senior Software Engineer classification as was the intent with the creation of these classifications. This action is consistent with the County’s goal of promoting well-governed communities.

ATTACHMENTS

- 1 Resolution

