



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

(1) DEPARTMENT Human Resources	(2) MEETING DATE 1/14/2020	(3) CONTACT/PHONE Tami Douglas-Schatz, Human Resources Director (805) 781-5959	
(4) SUBJECT Submittal of a resolution approving wage increases for certain classifications within the unrepresented Confidential employees' Bargaining Unit 11 to maintain salary parity with their non-confidential counterparts represented by the San Luis Obispo County Employees' Association. All Districts.			
(5) RECOMMENDED ACTION It is recommended that the Board adopt a resolution approving wage increases for certain classifications within the unrepresented Confidential employees' Bargaining Unit (BU 11) to maintain salary parity with their non-confidential counterparts represented by the San Luis Obispo County Employees' Association.			
(6) FUNDING SOURCE(S) Departmental savings and/or unanticipated revenue.	(7) CURRENT YEAR FINANCIAL IMPACT \$5,139.00	(8) ANNUAL FINANCIAL IMPACT \$12,323.00	(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"/> 4/5th'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: Tami Douglas-Schatz, Human Resources Director
(805) 781-5959

DATE: 1/14/2020

SUBJECT: Submittal of a resolution approving wage increases for certain classifications within the unrepresented Confidential employees' Bargaining Unit 11 to maintain salary parity with their non-confidential counterparts represented by the San Luis Obispo County Employees' Association. All Districts.

RECOMMENDATION

It is recommended that the Board adopt a resolution approving wage increases for certain classifications within the unrepresented Confidential employees' Bargaining Unit (BU 11) to maintain salary parity with their non-confidential counterparts represented by the San Luis Obispo County Employees' Association.

DISCUSSION

On January 14, 2020 the Board was presented with Memoranda of Understanding (MOUs) for the San Luis Obispo County Employees' Association (SLOCEA), Bargaining Units 01, 05, and 13 granting wage increases for classifications within those bargaining units pursuant to the approved MOUs. In order to maintain salary parity between the unrepresented Confidential classifications in Bargaining Unit 11 and their non-Confidential classification counterparts represented by SLOCEA, wage increases are necessary for twenty-four (24) Confidential classifications impacting sixteen (16) current employees effective the start of the pay period following Board of Supervisors' approval of the resolution. The increases are shown below and attached hereto as Attachment A.

Job ID	Classification Title	Current Salary Range	Increase the start of the pay period following Board of Supervisors' approval	New Salary Range the start of the pay period following Board of Supervisors' approval
913	ACCOUNTING TECHNICIAN - CONFIDENTIAL	2236	0.98%	2258
8887	ADMIN ANALYST AIDE - CONFIDENTIAL	2557	0.98%	2582

2221	ADMINISTRATIVE ASST I - CONFIDENTIAL	1593	1.00%	1609
2222	ADMINISTRATIVE ASST II - CONFIDENTIAL	1756	1.03%	1774
2223	ADMINISTRATIVE ASST III - CONFIDENTIAL	1932	0.98%	1951
970	COMPUTER SYST TECH AIDE - CONFIDENTIAL	1833	0.98%	1851
987	COMPUTER SYST TECH I - CONFIDENTIAL	2194	1.00%	2216
988	COMPUTER SYST TECH II - CONFIDENTIAL	2438	0.98%	2462
1989	COMPUTER SYST TECH III - CONFIDENTIAL	2807	1.00%	2835
2011	DEPT PERSONNEL TECH - CONFIDENTIAL	2088	0.96%	2108
300182	INFORMATION TECHNOLOGY SPECIALIST I - CONFIDENTIAL	2678	0.97%	2704
300183	INFORMATION TECHNOLOGY SPECIALIST II - CONFIDENTIAL	3079	1.01%	3110
300181	INFORMATION TECHNOLOGY TECHNICIAN - CONFIDENTIAL	2142	0.98%	2163
2235	LEGAL CLERK - CONFIDENTIAL	2146	0.98%	2167
886	SECRETARY I - CONFIDENTIAL	2016	0.35%	2023
925	SECRETARY - CONFIDENTIAL	2095	1.00%	2116
929	SR ACCOUNT CLERK - CONFIDENTIAL	2046	0.98%	2066
1714	SR COMP SYS TECH - CONFIDENTIAL	3234	1.00%	3266
300184	SR INFORMATION TECHNOLOGY SPECIALIST -CONFIDENTIAL	3541	0.99%	3576
898	SUPV ACCOUNTING TECH - CONFIDENTIAL	2595	0.96%	2620
938	SUPV ADMIN CLERK I - CONFIDENTIAL	2318	0.99%	2341
939	SUPV ADMIN CLERK II - CONFIDENTIAL	2591	0.96%	2616
2236	SUPV LEGAL CLERK I - CONFIDENTIAL	2314	0.99%	2337
2237	SUPV LEGAL CLERK II - CONFIDENTIAL	2513	0.99%	2538

Confidential classifications which do not have a SLOCEA counterpart are not included in the above increases.

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 of these wage increases for FY 2019-20 are estimated to increase by \$5,139. Total annual ongoing costs are estimated to increase by \$12,323. There is currently a total of twenty-five (25) employees in Bargaining Unit 11, but only sixteen (16) of those employees are receiving an increase to match their SLOCEA counterpart. The remaining employees are in classifications that do not have a SLOCEA counterpart, so a parity increase is not necessary.

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 unrepresented Confidential classifications identified in this report and Attachment A, effective the start of the pay period following Board of Supervisors' approval of the resolution, maintaining salary parity with their non-confidential counterparts represented by SLOCEA. Approval of this resolution contributes to a results-oriented, well-governed community. Employee compensation adjustments are implemented with the intent to balance what the County can afford with providing competitive salary and benefits to attract and maintain a high-performing workforce.

ATTACHMENTS

- 1 Resolution
- 2 Attachment A - Confidential Parity Increases