



Legislation Details (With Text)

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File created: 3/11/2020 **In control:** BOARD OF SUPERVISORS

On agenda: 3/17/2020 **Final action:** 3/17/2020

Title: 10:00 A.M. - Consideration of CPS HR's County of Lake Total Compensation Report

Sponsors: Administrative Office

Indexes:

Code sections:

Attachments: 1. County of Lake Total Compensation Report FINAL, 2. Appendix A-Classification Datasheets (1)

Date	Ver.	Action By	Action	Result
3/17/2020	1	BOARD OF SUPERVISORS	not acted on	

Memorandum

Date: March 17, 2020

To: The Honorable Moke Simon, Chair, Lake County Board of Supervisors

From: Carol J. Huchingson, County Administrative Officer

Subject: Consideration of CPS HR's County of Lake Total Compensation Report

Executive Summary: (include fiscal and staffing impact narrative):
 CPS HR's County of Lake Total Compensation Report is attached to your Board's Agenda, and CPS HR staff are present today, to present their report.

As your Board is aware, today's presentation is expected to include description of the Classification and Total Compensation Study methodology undertaken by CPS HR, and market data, as appropriate, as verified by CPS HR. This does not constitute any indication of your Board's implementation of the Study data, nor what level of salary adjustment is affordable by the County of Lake at this time. These matters are subject to ongoing confidential labor negotiations.

Background

In 2018, at the recommendation of the Classification, Compensation, Recruitment and Retention Committee (CCRR), your Board directed staff to initiate the process to contract for a Classification and Total Compensation Study. On Tuesday, November 6, 2018, your Board acted to award a Contract to conduct this study to CPS-HR, a Joint Powers Agency (JPA) formed to provide sophisticated Human Resources consulting services to public agencies.

As all Bargaining Unit representatives are aware, the processes to arrive at the 12 jurisdictions surveyed and positions that became Benchmarks were intentionally and proactively inclusive,

bringing labor and a cross-section of departmental representatives into the fold. We are grateful that so many invested so much to bring this Study to fruition.

If not budgeted, fill in the blanks below only:

Estimated Cost: _____ Amount Budgeted: _____ Additional Requested: _____ Future Annual Cost: _____

Consistency with Vision 2028 and/or Fiscal Crisis Management Plan (check all that apply):

- | | | | |
|----------------------------------------------------------|-------------------------------------------------------|------------------------------------------------------|-----------------------------------------------------|
| <input type="checkbox"/> Well-being of Residents | <input type="checkbox"/> Public Safety | <input type="checkbox"/> Infrastructure | <input type="checkbox"/> Not applicable |
| <input checked="" type="checkbox"/> Economic Development | <input checked="" type="checkbox"/> Disaster Recovery | <input checked="" type="checkbox"/> County Workforce | <input type="checkbox"/> <i>Technology Upgrades</i> |
| <input type="checkbox"/> Community Collaboration | <input type="checkbox"/> Business Process Efficiency | <input type="checkbox"/> Clear Lake | <input type="checkbox"/> <i>Revenue Generation</i> |
| | | | <input type="checkbox"/> <i>Cost Savings</i> |

If request for exemption from competitive bid in accordance with County Code Chapter 2 Sec. 2-38, fill in blanks below:

Which exemption is being requested?
How long has Agreement been in place?
When was purchase last rebid?
Reason for request to waive bid?

Recommended Action: No action. Informational report, only.