



## Legislation Text

File #: 20-1017, Version: 1

### Memorandum

**Date:** October 20, 2020

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

**From:** Carol J. Huchingson, County Administrative Officer

**Subject:** Consideration of Resolution Establishing Salaries and Benefits for Management Employees for the Period of November 1, 2020 - October 31, 2021

**Executive Summary:** (include fiscal and staffing impact narrative):

With the concurrence of County Department Heads and your Board's representatives (Chairman Simon, Supervisor Sabatier, CAO Carol Huchingson and CDCAO Stephen Carter) designated to meet with the Department Heads on behalf of unrepresented management, presented today for the consideration of your Board is the attached Resolution Establishing Salaries and Benefits for Management Employees for the period of November 1, 2020 - October 31, 2021

Except as explained below, this Resolution implements the CPS-HR Classification and Compensation (CC) Study of October 2019 at 80% of market median (Market 80). Wages for the affected classes will be paid at 80% of the mid-point of the 12 comparison Counties. Those included small counties of comparable size as well as neighboring counties with which we directly compete for talent. (Calaveras, Colusa, Glenn, Humboldt, Mendocino, Napa, Nevada, Sonoma, Sutter, Tehama, Yolo and Yuba). This is the first CC study completed for Lake County since 2003.

As your Board is aware, nursing positions have long been particularly hard to fill. Local hospitals and health care providers pay substantially more than the County and we compete for the same talent pool. For the sole licensed nursing position (Director of Nursing) covered under this Resolution, the salary range shall be set as follows:

Step One	Step Two	Step Three	Step Four	Step Five
\$50.59	\$53.12	\$55.78	\$58.57	\$61.49

For the Director of Public Works/Water Resources/Community Development, with the combining of three departments, the salary range will be set as follows:

Step One	Step Two	Step Three	Step Four	Step Five
\$66.38	\$69.70	\$73.18	\$76.84	\$80.69

This Resolution eliminates the 12-step salary system, replacing it with a 5-step system and restores longevity pay for continuous services at 5 year intervals. A 5-step system is not only more common in the labor market, it was previously the norm in Lake County.

There are no other changes to the pre-existing terms and conditions of employment for unrepresented management.

Your representatives, designated to meet with the Department Heads, are very grateful for the cooperation, collaboration and patience of unrepresented management employees over the years it has taken to reach this point.

**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 type="checkbox"/> Economic Development    | <input 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:**

**Adopt Resolution Establishing Salaries and Benefits for Management Employees for the Period of November 1, 2020 - October 31, 2021**