



Legislation Details (With Text)

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Type: Agenda Item **Status:** Approved

File created: 8/21/2019 **In control:** Board of Supervisors

On agenda: 9/10/2019 **Final action:** 9/10/2019

Title: Human Resources Department recommending the Board adopt and authorize the Chair to sign Resolution 145-2019 to approve the salary increase for the classification of Social Services Supervisor I.

FUNDING: 30% open federal funding, 60% 2011 Realignment, and 10% 1991 Realignment.

Sponsors:

Indexes:

Code sections:

Attachments: 1. A - Resolution 9-10-19, 2. B - Approved Blue Route 9-10-19, 3. Executed Resolution 145-2019

| Date | Ver. | Action By | Action | Result |
|-----------|------|----------------------|----------|--------|
| 9/10/2019 | 1 | Board of Supervisors | Approved | Pass |

Human Resources Department recommending the Board adopt and authorize the Chair to sign Resolution **145-2019** to approve the salary increase for the classification of Social Services Supervisor I.

FUNDING: 30% open federal funding, 60% 2011 Realignment, and 10% 1991 Realignment.

DISCUSSION / BACKGROUND

In relation to the Koff & Associates (Koff) compensation study, the County and Koff selected both the Social Worker II classification and the Social Services Supervisor I classification to serve as benchmark classes.

As such, the Social Worker I, II, and III classifications received an equity adjustment based on the market median data of the Social Worker II benchmark. Additionally, the Social Services Supervisor I received an equity adjustment based on its own market median data.

Prior to the equity adjustments the pay differential between the Social Worker III and the Social Services Supervisor I was 5.25%. However, after the market equity adjustments the pay differential dropped to 2.77%.

A typical career progression path for a Social Worker III is to promote to a Social Services Supervisor I. In doing so, Personnel Rule 608, SALARY ON PROMOTION, states that *an employee who is promoted shall receive the nearest step within the new salary range that is not less than five percent (5%) more than his/her former step.* Since the differential between the two classes is currently 2.77%, Human Resources is recommending to increase the salary of the Social Services Supervisor I class by 2.44%, which will create a differential of at least 5%.

ALTERNATIVES

The Board could choose not to adopt the new salary range and request that revisions be made.

PRIOR BOARD ACTION

N/A

OTHER DEPARTMENT / AGENCY INVOLVEMENT

Health and Human Services Agency

CAO RECOMMENDATION

It is recommended that the Board approve this item.

FINANCIAL IMPACT

There are currently 4.0 full time equivalent (FTE) Social Services Supervisor I allocations, of which 3.0 FTE are currently filled; the estimated cost for the adjustments is approximately \$7,500.

CLERK OF THE BOARD FOLLOW UP ACTIONS

Upon Board adoption and approval, please provide a fully executed copy of the Resolution to Katie Lee in Human Resources.

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

Tameka Usher, Director of Human Resources