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Title: Chief Administrative Office and Human Resources returning to the Board with options to set the pay structure for elected department heads and consider approval of a resolution implementing one (1) of seven (7) options which include:

- 1) Maintain existing salary levels;
- 2) Maintain the existing amount of compensation;
- 3) Set the compensation for each elected department head based on the compensation of external comparable counties at the Median Compensation (median is the amount which divides the salaries into two equal groups, i.e. the half-way point);
- 4) Set the compensation for each elected department head based on the compensation of external comparable counties at the Average Compensation (average is obtained by dividing the total aggregate by the number of agencies surveyed, excluding El Dorado County);
- 5) Eliminate CPA differential and longevity pay for elected department heads; and
- 6) Set the compensation for each elected department head, to move toward adoption of an overall compensation plan, based on internal comparable appointed department heads compensation, salary compression of assistant department heads, and compensation structure of external comparable counties.
- 7) Identify an alternative approach for setting compensation for Elected Department Heads and direct staff to compile and return with those results.

Sponsors:

Indexes:

Code sections:

Attachments: 1. 2A - Staff Report 11-18-13, 2. 2B - Personnel Policy 6 11-18-13, 3. 2C - Salary Survey 11-18-13, 4. 2D - DRAFT Elected Reso 11-18-13, 5. 2E- Public Comment rcvd 11-18-13.pdf, 6. 2F - Supervisor Briggs's motion 11-18-13, 7. 2G - Resolution 11-18-13, 8. Executed Resolution 180-2013 (BOS 11-18-13), 9. A - 2013 Electeds salary survey 11/5/13, 10. B - Electeds summary chart 11/5/13, 11. C - Electeds History 11/5/13, 12. D - S&B reso Electeds v1 11/5/13, 13. E - S&B reso Electeds v2 11/5/13, 14. F-Letter from CAO received 11-04-13.pdf, 15. G - Amended S&B reso Electeds v1.pdf, 16. H - Amended S&B reso Electeds v2.pdf, 17. Auditor-Controller Comment.pdf

Date	Ver.	Action By	Action	Result
11/18/2013	2	Board of Supervisors	Approved	Pass
11/5/2013	1	Board of Supervisors	Continued	Pass

Chief Administrative Office and Human Resources returning to the Board with options to set the pay structure for elected department heads and consider approval of a resolution implementing one (1) of seven (7) options which include:

- 1) Maintain existing salary levels;
- 2) Maintain the existing amount of compensation;
- 3) Set the compensation for each elected department head based on the compensation of **external comparable** counties at the Median Compensation (median is the amount which divides the salaries into two equal groups, i.e. the half-way point);
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aggregate by the number of agencies surveyed, excluding El Dorado County);

5) Eliminate CPA differential and longevity pay for elected department heads; and

6) Set the compensation for each elected department head, to move toward adoption of an overall compensation plan, based on internal comparable appointed department heads compensation, salary compression of assistant department heads, and compensation structure of external comparable counties.

7) Identify an alternative approach for setting compensation for Elected Department Heads and direct staff to compile and return with those results.

Background

On November 5, 2013 the Board of Supervisors considered changes to the compensation of Elected Department Heads and directed staff to return with proposals to set their compensation structure. A detailed staff report outlining multiple options for the Board to consider is attached (Attachment 2A).

Actions to be taken following approval

Staff will implement direction of the Board.

Contact

Terri Daly, Chief Administrative Officer