



Legislation Details (With Text)

File #: 13-1349 **Version:** 2

Type: Agenda Item **Status:** Approved

File created: 10/18/2013 **In control:** Board of Supervisors

On agenda: 6/24/2014 **Final action:** 6/24/2014

Title: Human Resources Department recommending the Board approve and authorize the Chair to sign Resolution 089-2014 superseding Resolution 166-2013 adopted by the Board of Supervisors on November 5, 2013 which designated effective dates for cost of living increases and equity adjustments that were not the beginning of a pay period in error.

Sponsors:

Indexes:

Code sections:

Attachments: 1. 2A - Salary & Benefits Resoulution, 2. A - Salary & Benefits Resolution.pdf, 3. Fully executed Resolution 166-2013.pdf, 4. Executed Resolution 089-2014.pdf

Date	Ver.	Action By	Action	Result
6/24/2014	2	Board of Supervisors	Approved	Pass
11/5/2013	1	Board of Supervisors	Approved	Pass

Human Resources Department recommending the Board approve and authorize the Chair to sign Resolution **089-2014** superseding Resolution 166-2013 adopted by the Board of Supervisors on November 5, 2013 which designated effective dates for cost of living increases and equity adjustments that were not the beginning of a pay period in error.

Background

On November 5, 2013, the Board adopted Resolution 166-2013 amending Sections 701 and 1502 of the Salary and Benefits Resolution for Unrepresented Employees, No. 323-2001, pertaining to salary ranges and health/dental benefits. Section 701 provided for cost of living increases of 2% and equity adjustments of 3% on July 1, 2014, and July 1, 2015.

Reason for Recommendation

The language pertaining to Section 701 regarding the cost of living increases and equity adjustments incorrectly stated that the increases and adjustments would be effective July 1, 2014 and July 1, 2015, which are not the begining of pay periods. The correct verbiage should have stated that the cost of living increases and equity adjustments would be effective *the pay period including* July 1, 2014 and *the pay period including* July 1, 2015.

Additional revisions to the Unrepresented Salary and Benefits Resolution are needed. A comprehensive review of the coument is currently underway and will be sent to the Board of Supervisors in the coming weeks. This preliminary revision is being sent to the Board of Supervisors for consideration as action is needed prior to July 1st, 2014 in order to provide direction to the Auditor/Controller to accurately implement the cost of living and equity increases.

Action(s) to be taken following Board approval

Human Resources will work with the appropriate departments to implement the approved changes.

Contact

Pamela Knorr, Human Resources Director

Concurrence

County Counsel

Chief Administrative Officer