



## Legislation Text

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**File #:** 18-0850, **Version:** 1

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Chief Administrative Officer and Director of Human Resources recommending the Board approve and authorize the Chair to sign Resolution **110-2018** to increase the Assistant Director of Child Support Services - Chief Attorney salary by 3.85% in lieu of the option to cash-out Management Leave, consistent with the changes to other salaries of positions in the UM bargaining group.

**FUNDING:** State and Federal Funds.  
**DEPARTMENT RECOMMENDATION**

Chief Administrative Officer and Director of Human Resources recommending the Board approve and authorize the Chair to sign Resolution **110-2018** to increase the Assistant Director of Child Support Services - Chief Attorney salary by 3.85% in lieu of the option to cash-out management leave, consistent with the changes to other salaries of positions in the UM bargaining group.

### DISCUSSION / BACKGROUND

On March 20, 2018 (Legistar # 18-0413), the Chief Administrative Officer and the Director of Human Resources brought forth to the Board the recommendation to increase UM and CO-exempt salaries in-lieu of allowing leave management leave/special leave cash-out. This recommendation was approved by the Board.

*Background: A primary concept of the County's compensation philosophy is to ensure transparency and comparability between the County and other agencies (Resolution 147-2017). The old Salary and Benefits Resolution for Unrepresented Employees allowed UM and CO employees to cash out all or a portion of their management leave/special leave, respectively. Management leave/special leave is intended to account for the hours that these employees work in excess of 40 hours per week, since under the Fair Labor Standards Act they are not eligible for overtime pay or comp time. However, in practice, it is often difficult for these employees to take this additional time off. As a result, the total pay to these employees is higher than the salary identified on the salary schedule.*

*By approving this recommendation costs shifted the leave cash-out to the base salary, increasing transparency. It also makes the salaries of UM and CO-exempt classifications more competitive, as some salaries will still be at or below the median of the nine comparable agencies. Also by doing this, it reduces the uncertainty of budgeting for management leave and special leave-exempt payout for each fiscal year. With Board approval of this item, staff will:*

At the time this was presented to the Board, the Assistant Director of Child Support Services - Chief Attorney was in the process of being hired. Due to the timing of such, this position did not receive the 3.85% salary increase; however, it was communicated to the incumbent as part of the hiring package.

With that said, the Chief Administrative Officer and the Director of Human Resources are

recommending that the Board approve the 3.85% increase, which is the equivalent of 80 hours of pay, for the Director of Child Support Services - Chief Attorney position. If approved, this would be effective pay period 13, June 9, 2018.

#### **ALTERNATIVES**

The Board could choose to reject the salary increase.

#### **OTHER DEPARTMENT / AGENCY INVOLVEMENT**

N/A

#### **CAO RECOMMENDATION**

It is recommended that the Board approve this item.

#### **FINANCIAL IMPACT**

The cost of the 3.85% increase in salary and associated benefit cost increase is equivalent to approximately \$7,000 per year. Sufficient funding is included in the current FY Child Support Services budget and the FY 2018-19 Recommended Budget.

#### **CLERK OF THE BOARD FOLLOW UP ACTIONS**

Provide one copy of the executed Resolution to Katie Lee in the Human Resources Department.

#### **STRATEGIC PLAN COMPONENT**

Good Governance

#### **CONTACT**

Don Ashton, Chief Administrative Officer

Tameka Usher, Director of Human Resources