



## Legislation Text

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**File #:** 19-1294, **Version:** 1

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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**

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