



Legislation Details (With Text)

**File #:** 23-0111      **Version:** 1

**Type:** Resolution      **Status:** Agenda Ready

**File created:** 1/13/2023      **In control:** Board of Supervisors

**On agenda:** 1/24/2023      **Final action:** 12/31/2023

**Title:** Director of Human Resources requests adoption of a Resolution approving an adjustment for a certain management classification, effective December 24, 2022.

**Sponsors:** Human Resources – Division of CEOs Office

**Indexes:**

**Code sections:**

**Attachments:** 1. Resolution

Date	Ver.	Action By	Action	Result
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**TO:** Board of Supervisors

**FROM:** Christine Briceño, Director of Human Resources

**REPORT BY:** Joy Cadiz, Senior Human Resources Analyst

**SUBJECT:** Adoption of a Resolution Amending the Table and Index of Classes

**RECOMMENDATION**

Director of Human Resources requests adoption of a Resolution approving an adjustment for a certain management classification, effective December 24, 2022.

**EXECUTIVE SUMMARY**

Human Resources contracted with Ralph Andersen & Associates to conduct a classification and compensation study for all management classifications. On December 13, 2022, the Board approved equity adjustments for certain management classification, effective December 24, 2022. However, due to an administrative oversight, the Assistant Public Defender classification was not included in this action.

**FISCAL & STRATEGIC PLAN IMPACT**

Is there a Fiscal Impact?      No

Is it currently budgeted?      Yes

Is it Mandatory or Discretionary?	Discretionary
Is the general fund affected?	No
Future fiscal impact:	The increased cost of salary and benefits for the remainder of Fiscal Year 2022-2023 as well as the increased annualized cost for this action was reported at the December 13, 2022 Board of Supervisors meeting.
County Strategic Plan pillar addressed:	Effective and Open Government

**ENVIRONMENTAL IMPACT**

ENVIRONMENTAL DETERMINATION: The proposed action is not a project as defined by 14 California Code of Regulations 15378 (State CEQA Guidelines) and therefore CEQA is not applicable.

**BACKGROUND AND DISCUSSION**

In September 2022, the County contracted with Ralph Andersen and Associates to prepare an update to salary range recommendations and analysis from 2018 for management and confidential classifications. Based on this update, several management and confidential classifications have been identified as requiring a salary range increase in order to remain competitive with comparable agencies. On December 13, 2022, the Board approved equity increases to the agreed upon classifications. Due to an administrative oversight, the Assistant Public Defender classification was not included in the request that was approved by the Board effective December 24, 2022.

Therefore, to correct this oversight, the Director of Human Resources requests adoption of a Resolution amending the Table and Index of Classes, as outlined in Exhibit “A-1,” effective December 24, 2022, with no net increase in full-time equivalents, and impacts to the General Fund will be addressed during the mid-year report.