



Legislation Details (With Text)

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On agenda: 9/13/2022 **Final action:**

Title: Director of Human Resources requests adoption of a Resolution approving an adjustment for a certain management classifications, effective August 6, 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 classifications, effective August 6, 2022.

EXECUTIVE SUMMARY

Human Resources conducted an equity study of benchmark classification at the request of SEIU Napa Association of Public Employees - Public Service Employee Unit and Supervisor Unit (Union) to determine if any were more than four (4%) below the median salary of comparable agencies. On June 7, 2022, the Board approved equity adjustments for represented classifications. On July 26, 2022, the Board approved equity adjustments for certain supervisory and management classification, effective August 6, 2022. However, due to an administrative oversight, the Emergency Medical Services Administrator classification was not included in this action.

FISCAL & STRATEGIC PLAN IMPACT

Is there a Fiscal Impact?	Yes
Is it currently budgeted?	No
Is it Mandatory or Discretionary?	Mandatory
Is the general fund affected?	No
Future fiscal impact:	The increased cost of salary and benefits for the remainder of Fiscal Year 2022-2023 is estimated at \$14,591. The increased annualized cost for this action is estimated at \$16,494.
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

The County has engaged in numerous Meet and Confer Meetings with NAPE to discuss classifications within the PSE and PSS Bargaining Units that fall more than four percent (4%) below the market median. On June 7, 2022, the Board approved equity increases to bring the agreed upon classifications to market median. Once the equity increases were in place, Human Resources conducted a review of supervisory and management classifications. Due to administrative oversight, the Emergency Medical Services Administrator classification was not included in the request that was approved by the Board on July 26, 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," effective August 6, 2022, with no net increase in full-time equivalents, and no impact to the General Fund.