



Legislation Details (With Text)

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Title: Director of Human Resources requests adoption of a Resolution approving adjustments for certain supervisory and management classifications due to compaction, effective August 6, 2022.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Resolution, 2. Correction Memorandum No. 1 (added after meeting), 3. Correction Memorandum No. 2 (added after meeting)

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 adjustments for certain supervisory and management classifications due to compaction, effective August 6, 2022.

EXECUTIVE SUMMARY

Human Resources conducted an equity study of benchmark classifications at the request of the SEIU Napa Association of Public Employees - Public Service Employee Unit and Supervisor Unit (Union) to determine if any were more than four percent (4%) below the median salary of comparable agencies. On June 7, 2022, the Board approved equity adjustments for represented classifications. Human Resources then conducted a review of supervisory and management classifications to address resulting compaction issues.

FISCAL & STRATEGIC PLAN IMPACT

Is there a Fiscal Impact?	Yes
Is it currently budgeted?	No
Is it Mandatory or Discretionary?	Mandatory
Discretionary Justification:	If the requested changes are not approved, there will be significant compaction between supervisors/managers and their highest paid subordinate employee.
Is the general fund affected?	Yes
Future fiscal impact:	The increased cost of salary and benefits for the remainder of Fiscal Year 2022-2023 for the proposed action is estimated at \$105,884. The increased annualized cost for this action is estimated at \$119,695 and will be budgeted accordingly in future fiscal years.
Consequences if not approved:	If these changes are not approved, there will not be the required ten percent (10%) difference between a supervisory position and its highest subordinate classification.
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 to address any compaction issues. If additional classifications receive an equity increase in the future, staff will return to the Board for additional action to address compaction issues.

Therefore, 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 an impact to the General Fund.