MEMORANDUM
County of Placer
COUNTY EXECUTIVE OFFICE

TO: Board of Supervisors
FROM: David Boesch, County Executive Officer
SUBJECT: Department Head and Management Employee Compensation

December 6, 2016

ACTION REQUESTED
Introduce un-codified ordinances to adjust salaries for elected and appointed department heads and management employees, effective the first full pay period after adoption or on the date indicated in the ordinance, and waive oral reading.

BACKGROUND
Placer County currently employs approximately 247 management staff, including 6 elected department heads, 13 appointed department heads, 30 safety managers and 198 classified and unclassified managers. The Placer County Employer-Employee Relations Policy defines a management employee as one that has responsibility for formulating, administering or managing the implementation of County policies and programs. Placer County’s management employees are not represented by an employee organization.

A general wage increase of 1% to the base hourly rate is recommended for elected and appointed department heads, and management employees. As a point of reference, employees represented by the Placer Public Employees Organization received a 1% wage increase effective November 12, 2016, and another 1% wage increase effective June 24, 2017. Wage increases for safety classifications covered by Measure F, effective February 6, 2016, ranged from 2.02% to 3.64%.

FISCAL IMPACT
Recommended wage adjustments of approximately $156,000 in total for elected and appointed department heads and management employees for the remainder of FY 2016-17 will be absorbed by departments within their current appropriations. The total annual cost for the recommendation would not be realized until FY 2017-18 and is estimated at $385,000.

ATTACHMENTS
Attachments - Un-codified ordinances implementing a salary adjustment for elected department heads, appointed department heads and management employees.
Before the Board of Supervisors  
County of Placer, State of California

In the matter of: AN ORDINANCE AMENDING  
An Un-codified Ordinance Related to the  
Compensation and Benefits for Elected Department  
Heads

Ordinance No.: ____________

Introduced: ____________

The following Ordinance was duly passed by the Board of Supervisors of the County of Placer  
at a regular meeting held __________________________, by the following vote on roll call:

Ayes:

Noes:

Absent:

Signed and approved by me after its passage.

Chair, Board of Supervisors

Attest:

Clerk of said Board

THE BOARD OF SUPERVISORS OF THE COUNTY OF PLACER, STATE OF CALIFORNIA,  
DOES HEREBY ORDAIN AS FOLLOWS:

That this uncodified Ordinance modifies provisions relating to salaries, compensation and  
benefits of elected department heads as set out below. This ordinance shall not be codified.

1. Wage Adjustment  
Effective thirty (30) days after adoption of this ordinance, elected department heads shall  
receive a general wage increase of one percent (1%) to their base hourly rate.
THE BOARD OF SUPERVISORS OF THE COUNTY OF PLACER, STATE OF CALIFORNIA, DOES HEREBY ORDAIN AS FOLLOWS:

That this uncodified Ordinance modifies provisions relating to salaries, compensation and benefits of classified and unclassified management employees, as set out below. This ordinance shall not be codified.

1. **Wage Adjustment**

Effective the first pay period after adoption of this ordinance, management (classified and unclassified) employees, shall receive a general wage increase of one percent (1%) to their base hourly rate.

This base hourly rate adjustment will not apply to safety management classifications that are covered by Measure F or associated with Measure F wage increases.