



MEMORANDUM
HUMAN RESOURCES
County of Placer

TO: Board of Supervisors
FROM: Kate Sampson, Director of Human Resources
BY: Jon Harned, Senior Human Resources Analyst
SUBJECT: Amendment to Un-codified Ordinance 5968-B Adjusting Salary for Classified and Unclassified Management, and Specified Safety Management Employees

DATE: April 27, 2021

ACTION REQUESTED

Introduce an ordinance, waive oral reading, amending un-codified Ordinance 5968-B approved on July 9, 2019 regarding salary adjustments for classified and unclassified management, and specified safety management employees.

BACKGROUND

On July 9, 2019, your Board adopted Ordinance 5968-B amending the un-codified Schedule of Classifications and Compensation Ordinance to adjust the compensation for classified and unclassified management employees, including specific safety management classifications. This ordinance included a one percent general wage increase with an effective date of June 5, 2021 (pay date July 2, 2021) for those safety managers not identified in Placer County Code (PCC) section 3.12.040. This approach was necessary to provide for wage increases despite the bifurcation of safety management classifications between those impacted and not impacted by PCC section 3.12.040.

On January 12, 2021, your Board adopted Ordinances 6060-B and 6061-B to implement a new approach to the compensation of all safety management classifications. The ordinances removed management classifications from PCC section 3.12.040 and applied salary adjustments to all safety management positions, respectively. The approved salary adjustments include three annual general wage increases totaling 12.75 percent through 2023.

The intent of Ordinance 5968-B is to award general wage increases to management positions not otherwise addressed by PCC section 3.12.040. Following the amendment of the code in January 2021, Ordinance 5968-B requires updating to exclude safety management classifications whose compensation has been subsequently provided for in Ordinance 6061-B. The proposed amendment implements no changes to the June 2021 wage increase for all other management employees.

FISCAL IMPACT

There is no fiscal impact for Fiscal Year (FY) 2020-21 from the proposed action. Removing the limited safety management classifications previously planned for inclusion in the June 2021 one percent general wage increase will result in a savings of approximately \$50,000 in FY 2021-22.

ATTACHMENTS

Attachment 1 – Ordinance

Before the Board of Supervisors
County of Placer, State of California

In the matter of: An ordinance amending un-codified ordinance 5968-B regarding salary adjustments for Classified and Unclassified Management, and Specified Safety Management Employees.

Ordinance No.: _____

Introduced: April 27, 2021

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:

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:

Section 1: This ordinance amends un-codified ordinance 5968-B, adopted July 9, 2019, adjusting the salaries for Classified and Unclassified Management, and Specified Safety Management employees as set out in Exhibit A.

Section 2: This ordinance shall be effective the pay period following adoption.

Section 3: This ordinance is adopted as an un-codified ordinance.

Attachment

Exhibit A Salary, Compensation, and Benefit Adjustments for Classified and Unclassified Management, and Specified Safety Management Employees

Exhibit A

Salary, Compensation, and Benefit Adjustments for Classified and Unclassified Management, and Specified Safety Management Employees

That the following un-codified Ordinance 5968-B, adopted July 9, 2019, is hereby amended to read as indicated (additions shown in bold and underline, deletions shown with strikethrough):

Salary Adjustments

1. Effective July 6, 2019, (pay date August 2, 2019) a two percent General Wage Increase will be implemented for appointed department heads and unclassified and classified managers. Included in this increase are those safety managers not identified in the Placer County Sheriff's ordinance initiative (Measure F).
2. Effective June 6, 2020, (pay date July 3, 2020) a two percent General Wage Increase will be implemented for appointed department heads and unclassified and classified managers. Included this increase are those safety managers not identified in the Placer County Sheriff's ordinance initiative (Measure F).
3. Effective June 5, 2021, (pay date July 2, 2021) a one percent General Wage Increase will be implemented for appointed department heads and unclassified and classified managers, **excluding safety managers**. ~~Included this increase are those safety managers not identified in the Placer County Sheriff's ordinance initiative (Measure F).~~