

MEMORANDUM
OFFICE OF THE
COUNTY EXECUTIVE
COUNTY OF PLACER

TO: Honorable Board of Supervisors
FROM: Thomas M. Miller, County Executive Officer
BY: Holly L. Heinzen, Assistant County Executive Officer
DATE: January 24, 2012
SUBJECT: Employee Step Increases

ACTION REQUESTED

Approve merit increases for management employees pursuant to the Placer County Code, Chapter 3 process for step, or merit, increases.

BACKGROUND

Board adoption of Ordinance #501 established a Civil Service System in Placer County. The primary purpose of the System, and the Civil Service Commission, are to further personnel activities on the sole basis of merit and competence, that are in the best interest of the County, and are without regard to personal, political, or other extraneous matters. The Board approves merit increases for eligible employees of the unclassified service.

In response to the financial downturn effecting the county, merit increase provisions for all unclassified employees and classified management employees was suspended by the Board of Supervisors from July 1, 2010 through June 30, 2011. During this period of suspension, no appointing authority recommended step increases for these employees, nor did the employee gain eligibility or time toward a step increase. All paid hours earned from July 1, 2010 to June 30, 2011 did not count toward eligibility for a Step increase.

Recommendations for merit increases that had been deferred were brought before this Board on December 13, 2011 at which time the item was deferred pending a policy presentation and discussion on the process prescribed in Chapter 3 of the Placer County Code for step or merit increases. This discussion occurred before the Board on January 10, 2012. Since that time additional management employees have become eligible and are being recommended to receive the merit increase.

ISSUE

Board approval is required to grant merit increases. The CEO and department heads are recommending that the Board:

Approve a 5% merit increase for Musau Wakabongo, Public Health Lab Director from Grade 445 Step 1 to Grade 445 Step 2 at \$44.49 per hour effective December 17, 2011.

Approve a 5% merit increase for Margaret E. Nickle, Treasurer Tax Manager from Grade 453 Step 2 to Grade 453 Step 3 at \$50.56 effective September 10, 2011.

Approve a 5% merit increase for Diane Y. Handy, Treasurer Tax Manager from Grade 453 Step 2 to Grade 453 Step 3 at \$50.56 per hour, effective September 10, 2011.

Approve a 5% merit increase for Paul K. Thompson, Deputy Director of Planning from Grade 467 Step 3 to Grade 467 Step 4 at \$61.04 per hour effective August 27, 2011.

Approve a 5% merit increase for Lien T. Yoshida, Managing Accountant Auditor, from Grade 452 Step 1 to Grade 452 Step 2 at \$47.69 per hour, effective December 17, 2011.

Approve a 5% merit increase for Michael J. Johnson, Community Development Resource Director from Grade 677 Step 4 to Grade 677 Step 5 at \$88.06 per hour effective September 10, 2011.

Approve a 5% merit increase for Loren E. Clark, Assistant Director of CDRA from Grade 477 Step 4 to Grade 477 Step 5 at \$70.78 per hour effective November 5, 2011.

Approve a 5% merit increase for Tim Wegner, Chief Building Official from Grade 465 Step 4 to Grade 465 Step 5 at \$47.83 per hour, effective November 5, 2011.

Approve a 5% merit increase for Joshua Huntsinger from Grade 640 Step 1 to Grade 640 Step 2 at \$52.64 per hour, effective December 31, 2011.

Approve a 5% merit increase for Ed J. King, Deputy Agricultural Commissioner from Grade 427 Step 1 to Grade 427 Step 2 at \$37.19 per hour effective December 31, 2011.