



MEMORANDUM
OFFICE OF THE
COUNTY EXECUTIVE OFFICER
COUNTY OF PLACER

To: Placer County Board of Supervisors
From: David Boesch, County Executive Officer
Date: September 24, 2013
Subject: Unclassified Employee Step Increases

ACTION REQUESTED

The CEO and department head are recommending that the Board approve:

A 5% merit increase for Susan Kimbley, HHS Assistant Client Services Program Director from Grade 454 Step 4 @ \$53.62 to Grade 454 Step 5 at \$56.30 per hour, effective May 4, 2013.

A 5% merit increase for Diane Handy, Treasurer Tax Manager from Grade 453 Step 4 @ \$53.10 to Grade 453 Step 5 at \$55.75 per hour, effective September 7, 2013.

A 5% merit increase for Valerie Flood, Chief Deputy County Counsel from Grade 493 Step 4 @ \$79.05 to Grade 493 Step 5 at \$83.00 per hour, effective September 7, 2013.

A 5% merit increase for Renju Jacob, Deputy County Counsel II from Grade 447 Step 2 @ \$45.38 to Grade 447 Step 3 at \$47.63 per hour, effective September 7, 2013.

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

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