



**MEMORANDUM**  
from the office of  
**PLACER COUNTY COUNSEL**  
Extension 4044

To: Honorable Board of Supervisors  
From: Gerald O. Carden  
Date: July 21, 2015  
Subject: Unclassified Employee Step Increase  
David Boesch, County Executive Officer

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**ACTION REQUESTED:**

In accordance with paragraph 7 of the Employment Agreement entered by the Board with David Boesch, County Executive Officer, and the Board having completed the appropriate performance evaluation, approve a 5% increase from Grade 708, Step 4 at \$ 119.34 per hour to Grade 708, Step 5, \$125.33 per hour effective June 14, 2015.

**BACKGROUND:**

The Employment Agreement entered and approved by the Board for the appointment of David Boesch as County Executive Officer provided for annual performance evaluations, as well as for progress along the salary schedule set by the Board at the time of the appointment. Paragraph 7 of the Employment Agreement provides for that annual performance evaluation, and also provides for progress along the salary range as set out in paragraph 5 of the Agreement, upon a positive performance evaluation. Paragraph 5 set the salary grade and the initial step for the County Executive Officer and incorporates those provisions of the County Code that allow for changes in compensation as a result of progress along the salary range for other unclassified management employees.

Placer County Code Section 3.04.650 generally provides for both classified and unclassified employees to advance by steps through merit increases along the salary grade approved for their classification and position. For classified employees, merit increases are approved by the Civil Service Commission. Under Section 3.04.650 D, the Board of Supervisors is the approval body for merit or step advancements for the unclassified service. As the Board has completed its annual performance evaluation for the County Executive Officer, the approval of a merit increase must occur at a regular meeting of the Board.

