

Attachment B

DEPT	CLASS	CLASS TITLE	UNIT	NEW TITLE	NEW UNIT	ID	LAST NAME	FIRST NAME	TYPE	TABLE RANGE	STEP	CURRENT \$	NEW RANGE	NEW STEP	NEW \$	STEP %	MAX %
CED	4114	Supervising Code Enforcement Officer	MDMGT	Supervising Code Enforcement Officer		30372	Esparza	Lester	PERM	MB2	305	E \$ 89,028.99	16	H	\$ 89,905.45	0.98%	0.00%



BOARD OF SUPERVISORS COUNTY OF MADERA

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Brett Frazier, District 1
David Rogers, District 2
Robert L. Poythress, District 3
Leticia Gonzalez, District 4
Tom Wheeler, District 5

AGENDA ITEM SUBMITTAL

October 11, 2022
Chairman Tom Wheeler

DEPARTMENT Department of Human Resources		DEPARTMENT CONTACT Susan Carter 559-675-7705		AGENDA ITEM 6.f DISCUSSION ITEMS:									
SUBJECT: Peace Officer and Related Classification Salary Study Implementation		REQUIRED VOTE: 3/5 Votes Required	DOC. ID NUMBER 9018	DATE REC'D									
STRATEGIC FOCUS AREA(S): Employees													
<u>For Clerk of the Board's Office Use Only</u>													
BOARD'S ACTION:													
<table border="0"> <tr> <td>RESULT:</td> <td>APPROVED [UNANIMOUS]</td> </tr> <tr> <td>MOVER:</td> <td>Leticia Gonzalez, Supervisor - District No. 4</td> </tr> <tr> <td>SECONDER:</td> <td>Brett Frazier, Chairman Pro Tem</td> </tr> <tr> <td>AYES:</td> <td>Frazier, Rogers, Poythress, Gonzalez, Wheeler</td> </tr> </table>						RESULT:	APPROVED [UNANIMOUS]	MOVER:	Leticia Gonzalez, Supervisor - District No. 4	SECONDER:	Brett Frazier, Chairman Pro Tem	AYES:	Frazier, Rogers, Poythress, Gonzalez, Wheeler
RESULT:	APPROVED [UNANIMOUS]												
MOVER:	Leticia Gonzalez, Supervisor - District No. 4												
SECONDER:	Brett Frazier, Chairman Pro Tem												
AYES:	Frazier, Rogers, Poythress, Gonzalez, Wheeler												
Is this item Budgeted? No Will this item require additional personnel? No Previous Relevant Board Actions: PowerPoint/Supporting Documents: Other/Misc.			DOCUMENT NO(S).										

RECOMMENDED ACTIONS:

Peace Officer and Related Classification Salary Study Implementation.

1. Discussion and consideration to adopt the Step Placement process as described below for department heads impacted by the Salary Study, effective October 1, 2022.
2. Discussion and consideration to approve the Step Placement identified for the employee filling the Supervising Code Enforcement Officer classification, effective September 1, 2022.

DISCUSSION / FISCAL IMPACT / STRATEGIC FOCUS:

Human Resources has completed the Peace Officer and Related Classification and Compensation Study (Study) and negotiations with the ten impacted units. Before the Board today, as a final item regarding the Study implementation, is the specific step placement for impacted department heads on the new 8-step salary table. The impacted employees and their proposed step placement are identified in Attachment A.

The step placement was determined utilizing the same 'Step Placement' process that



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was negotiated and implemented for represented employees and unrepresented employees that were a part of the Study. The 'Step Placement' process is outlined below:

Employees will be placed on the appropriate salary range for their classification and at the salary step which is the same or closest to employee's salary that is in effect the month of Board approval, ensuring that they do not receive less than that salary. Initial step placement on the identified range will be determined by either the step that the employee was at on the 5-step salary range as of January 1, 2022, or the step that the employee is on in the 5-step salary range at the time of the Board's approval of this item, whichever provides the employee with a higher step placement on the new 8-step salary range.

If this initial placement provides the employee with less than a three (3%) percent increase, then placement will be moved to the next higher salary step on the appropriate salary range assuming there are additional steps within the salary range.

All employees will advance to the next higher step on the new 8-step salary range on their salary anniversary dates in accordance with the existing County/Department policies and procedures.

Regarding Recommended Action #2 above, at the September 13, 2022, business meeting, your Board ratified the sideletter of agreement with the Mid-Management Unit regarding the step placement process and the specific negotiated step placements for the impacted bargaining unit members. However, the proposed step placement for the incumbent filling the Supervising Code Enforcement Officer classification was inadvertently left out of the sideletter. As a clean-up item, we are asking that your Board approve the step placement for the incumbent, as outlined in Attachment B, effective September 1, 2022.

Fiscal Impact:

The fiscal impacts associated with the recommended actions have been addressed by County Administration.

ATTACHMENTS

1. Attachment A - Step Placement for Appointed Department Heads
2. Attachment B - Step Placement for Supervising Code Enforcement Officer