



NAPA COUNTY BOARD OF SUPERVISORS Board Agenda Letter

TO: Board of Supervisors
FROM: Pamela Hansen for Mark Gregersen - Director
Human Resources
REPORT BY: Pamela Hansen, Human Resources Analyst III, 253-4305
SUBJECT: Amendment to Management Compensation Plans

RECOMMENDATION

Human Resources Director requests adoption of the following retroactive to August 25, 2007:

1. Resolution amending the County Policy Manual Part I: Section 37-C-1, providing safety premium pay to those Management classes in the Probation Department, or its divisions, who meet the Public Employees' Retirement System eligibility requirement for safety retirement; and
2. Resolution amending the County Policy Manual Part I: Section 37-C-2, providing safety premium pay to those Management Non-Classified classes in the Probation Department, or its divisions, who meet the Public Employees' Retirement System eligibility requirement for safety retirement; and
3. Resolution amending the County Policy Manual Part I: Section 37-C-3, providing safety premium pay to those Management Non-Classified (Other) classes in the Probation Department, or its divisions, who meet the Public Employees' Retirement System eligibility requirement for safety retirement.

EXECUTIVE SUMMARY

On August 14, 2007, the Board approved the Total Tentative Agreement between the County and SEIU, Local 1021. One of the provisions of this Total Tentative Agreement was a five percent (5%) safety premium to be paid to those represented employees in the Probation Officer series and Juvenile Hall Counselor series who met the PERS eligibility requirement for safety retirement. This provision was implemented effective August 25, 2007.

The County has a practice of implementing salary and benefit increases for unrepresented management non-classified, management non-classified (other) and management employees that is consistent with salary and benefit increases provided to the PSE and PSE-Supervisory units.

FISCAL IMPACT

Is there a Fiscal Impact?	Yes
Is it currently budgeted?	No
What is the revenue source?	Probation Department and Juvenile Hall budget for fiscal year 07-08. The total cost for the remainder of the current fiscal year is estimated to be approximately \$15,000.
Is it Mandatory or Discretionary?	Discretionary
Discretionary Justification:	The five percent (5%) safety premium pay is being requested in order to be consistent with the past practice of implementing salary and benefit increases equal to those provided to PSE and PSE-Supervisory employees.
Is the general fund affected?	Yes
Future fiscal impact:	The increase will be included in future departmental budget requests.
Consequences if not approved:	The County has experienced difficulty in recruiting for management positions in the Probation field as these positions receive safety retirement in other agencies. Employees are reluctant to leave an agency where they are eligible for safety retirement to come to an agency where they would become a member of the miscellaneous unit. Our salaries are comparable to our agencies of comparison, therefore, we feel that the additional five percent (5%) safety premium might be the incentive needed to encourage an employee interested in advancing their career to move from safety retirement to miscellaneous.

Additional Information:

ENVIRONMENTAL IMPACT

ENVIRONMENTAL DETERMINATION: The proposed action is not a project as defined by 14 California Code of Regulations 15378 (State CEQA Guidelines) and therefore CEQA is not applicable.

BACKGROUND AND DISCUSSION

On August 14, 2007, the Board approved the Total Tentative Agreement between the County and SEIU, Local 1021. One of the provisions of this Total Tentative Agreement was a five percent (5%) safety premium to be paid to those represented employees in the Probation Officer series and Juvenile Hall Counselor series who met the PERS eligibility requirement for safety retirement. This provision was implemented effective August 25, 2007.

The County has a practice of implementing salary and benefit increases for unrepresented management non-classified, management non-classified (other) and management employees that is consistent with salary and benefit increases provided to the PSE and PSE-Supervisory units. The County has identified the following management classes as meeting the PERS eligibility requirement for safety retirement: Chief Probation Officer, Assistant County Probation Officer, Probation Division Manager, Juvenile Hall Superintendent, and Assistant Juvenile Hall Superintendent. We are not currently using the classification of Probation Division Manager, however, we are requesting that this classification be included should it be used in the future.

In order to be consistent with the past practice of implementing salary and benefit increases consistent with those provided to PSE and PSE-Supervisory employees, the Human Resources Director is requesting the Board approve

the five percent (5%) safety premium pay retroactive to August 25, 2007.

SUPPORTING DOCUMENTS

- A . Resolution
- B . Resolution
- C . Resolution

CEO Recommendation: Approve

Reviewed By: Karen Gratton