



## BOARD OF SUPERVISORS AGENDA ITEM REPORT

Requested Board Meeting Date: 8/21/2023

*\*= Mandatory, information must be provided*

Click or tap the boxes to enter text. If not applicable, indicate "N/A".

**\*Title:**

Countywide Classification and Compensation Study

**\*Introduction/Background:**

Countywide Classification and Compensation Study – Recommendations for Implementation of Phase 2

**\*Discussion:**

Implement Phase 2 recommendations and place current employees within their respective new salary ranges. Provide either a Compression Adjustment or a 3% Retention Adjustment, whichever is greater, not less than 3% of current base pay, nor greater than \$15,000. The Compression adjustment uses a 25% / 75% pay progression model where overall length of service with the County is weighted at 25% and length of time in current position is weighted at 75% - the total of these two percentages dictates the number of years an employee moves within their salary range. The combined total of the Minimum Market Rate Adjustment (Phase 1 – bring to the minimum) and Compression Adjustment cannot exceed the 3rd quartile nor exceed \$15,000, so as to remain within budgetary constraints. Additionally, by oversight, salary grade A1, 3115/Attorney was not previously adjusted and needs adjustment to allow for Phase 2 pay adjustments.

**\*Conclusion:**

Place current employees into their respective new salary ranges and provide funding for these adjustments.

**\*Recommendation:**

That the Board of Supervisors approve: 1) A Compression Adjustment (25% / 75%), as outlined herein, for placement of current employees within the range of their respective new salary grades at a cost of \$7.4 million; 2) A Retention Adjustment (3%), as outlined herein, for current employees whose combined Market Minimum Adjustment and Compression Adjustment are less than 3%, at a cost of \$2.5 million; 3) Make approvals for Phase 2 Compression and Retention Adjustments effective the pay period beginning September 10, 2023; and, 4) Change the A1 salary grade affecting 3115/Attorney classification to be identical to the A3 salary grade.

**\*Fiscal Impact:**

General Fund Impact: Phase 1 Minimum Market Adjustment = \$5.85 million; Phase 2 Compression Adjustment = \$7.4 million; and, Retention Adjustment = \$2.5 million. Total = \$15.75 million.

**\*Board of Supervisor District:**

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☒ All

Department: Human Resources

Telephone: 520-724-2732

Contact: Cathy Bohland

Telephone: 520-724-8672

Department Director Signature: \_\_\_\_\_

Date: 08/01/2023

Deputy County Administrator Signature: \_\_\_\_\_

Date: \_\_\_\_\_

County Administrator Signature: \_\_\_\_\_

Date: 8/11/2023