

**REPORT/RECOMMENDATION TO THE BOARD OF SUPERVISORS
OF THE COUNTY OF SAN BERNARDINO
AND RECORD OF ACTION**

June 23, 2020

FROM

GARY McBRIDE, Chief Executive Officer, County Administrative Office

SUBJECT

Adoption of an **Ordinance No. 4386** Relating to Compensation and Terms and Conditions of County Officials and Exempt and Non-Represented Employees

RECOMMENDATION(S)

Adopt ordinance relating to compensation and terms and conditions of County Officials and Exempt and non-represented employees, which was introduced on June 9, 2020, Item No. 66. (Presenter: Gary McBride, Chief Executive Officer, 387-5418)

COUNTY AND CHIEF EXECUTIVE OFFICER GOALS & OBJECTIVES

Create, Maintain and Grow Jobs and Economic Value in the County.

Improve County Government Operations.

Operate in a Fiscally-Responsible and Business-Like Manner.

Ensure Development of a Well-Planned, Balanced, and Sustainable County.

FINANCIAL IMPACT

Approval of this item may result in the use of additional ongoing Discretionary General Funding (Net County Cost) of approximately \$254,500 in 2020-21 (partial year), \$367,900 in 2021-22, and \$451,900 in 2022-23. The total estimated ongoing cost associated with the proposed amendments to the ordinance is \$454,700 in 2020-21 (partial year), \$654,700 in 2021-22, and \$802,800 in 2022-23. Some of this item's cost is subject to the discretion of the Chief Executive Officer based on the availability of financial resources. There is no one-time cost associated with the proposed ordinance. Approval of the necessary budget adjustments for 2020-21 is not requested at this time, but may be included on a future quarterly budget report presented to the Board of Supervisors (Board) for approval, if necessary. Sufficient appropriation will be included in future recommended budgets.

BACKGROUND INFORMATION

The ordinance relating to compensation and terms and conditions of County Officials and Exempt and non-represented employees was introduced on June 9, 2020, Item No. 66.

In order to provide competitive compensation, address compaction as a result of increases provided to represented employees, and to maintain consistency with compensation and benefits recently provided to represented employees, it is proposed that the ordinance is amended as follows:

- Reduce the auto-allowance by \$100/pay period and roll the total reduced amount into base salary;

Adoption of an Ordinance Relating to Compensation and Terms and Conditions of County Officials and Exempt and Non-Represented Employees

- For the Sheriff's Captain, Deputy Director Sheriff's Coroner Division, Sheriff's Deputy Chief, Assistant Sheriff, Undersheriff, District Attorney Chief Investigator, and District Attorney Assistant Chief Investigator, establish a 2.5% new top step effective 7/18/2020, 1% POST increases 1/16/2021, 1/29/2022, and 1/28/2023, and a new Management Level POST effective 7/18/2020, all initial increases subject to the discretion of the Chief Executive Officer based on availability of financial resources;
- Establish a Modified Benefit Option, consistent with the Modified Benefit Option agreed to with represented County bargaining units;
- Update classification and salary range structure to reflect recommended changes in the County's 2020-21 Recommended Budget;
- Add language that the initial granting of the across-the-board wage increase effective 7/18/2020 adopted by the Board on 1/23/2018 (Item No. 67) and the medical premium subsidy increase effective 7/18/2020 adopted by the Board on 1/28/2020, (Item No. 64) are subject to the discretion of the Chief Executive Officer based on availability of financial resources; and
- Remove and/or update other obsolete or outdated language to reflect current law and/or County operations.

The recommendation before the Board today will adopt the ordinance on the Consent Calendar.

PROCUREMENT

Not Applicable.

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Kenneth Hardy, Supervising Deputy County Counsel, 387-5401) on June 9, 2020; Labor Relations (Bob Windle, County Labor Relations Chief, 387-3101) on June 9, 2020; Finance (Jessica Trillo, Administrative Analyst, 387-4222) on June 9, 2020; County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) June 9, 2020.

Adoption of an Ordinance Relating to Compensation and Terms and Conditions of County Officials and Exempt and Non-Represented Employees

Record of Action of the Board of Supervisors
County of San Bernardino

APPROVED (CONSENT CALENDAR)

Moved: Josie Gonzales Seconded: Robert A. Lovingood
Ayes: Robert A. Lovingood, Janice Rutherford, Dawn Rowe, Curt Hagman, Josie Gonzales

Lynna Monell, CLERK OF THE BOARD

BY 
DATED: June 23, 2020



cc: File-Administrative Office w/attach
jrh 06/25/2020