



# San Bernardino County

## Legislation Text

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**File #: 2328, Agenda Item #: 66**

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

**June 9, 2020**

#### **FROM**

**GARY McBRIDE, Chief Executive Officer, County Administrative Office**

#### **SUBJECT**

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

#### **RECOMMENDATION(S)**

1. Consider proposed ordinance relating to compensation and terms and conditions of County Officials and Exempt and non-represented employees.
2. Make alterations, if necessary, to proposed ordinance.
3. Approve introduction of proposed ordinance.
4. Read title only of proposed ordinance; waive reading of the entire text and SCHEDULE FOR FINAL ADOPTION ON TUESDAY, June 23, 2020, on the Consent Calendar.  
(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 sets the terms and conditions of Exempt Group and non-represented employees covered by the ordinance, as well as County Officials including the members of the Board and county-wide elected officials.

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;
- 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 proposed amendments to the ordinance will become effective in the pay period in which it is adopted, which will be pay period 15 of 2020 should the Board adopt the ordinance on June 23, 2020.

#### **PROCUREMENT**

N/A.

#### **REVIEW BY OTHERS**

This item has been reviewed by County Counsel (Kenneth Hardy, Supervising Deputy County Counsel, 387-5401) on May 27, 2020; Labor Relations (Bob Windle, County Labor Relations Chief, 387-3101) on May 18, 2020; Finance (Jessica Trillo, Administrative Analyst, 387-4222) on May 20, 2020; County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on May 27, 2020.