

MEMORANDUM

COUNTY ADMINISTRATIVE OFFICE

COUNTY OF MONTEREY

FILED

Date: April 28, 1989

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To: Board of Supervisors

From: Ernest K. Morishita, County Administrative Officer

E. K. Morishita
 NANCY LUKENBILL
 CLERK TO THE BOARD
 DEPUTY

Subject: COMPOSITION AND UTILIZATION OF AGENCIES FOR
COMPENSATION COMPARISONComposition

Pursuant to your Board's direction, we are immediately implementing a change in our "market survey" comparison agencies utilized for compensation comparison purposes. We have also been requested by representatives of employee organizations, Department Heads' Council and Management Council to review the agencies used in this process.

Formerly, we utilized 12 comparison counties based solely on population. Counties used were the 6 counties above us in population and the 6 counties below us in population ranking which included the counties of:

- San Joaquin
- Sonoma
- Solano
- Marin
- Fresno
- Kern
- Ventura
- Tulare
- Santa Barbara
- Santa Cruz
- San Mateo
- Stanislaus

Determination of the new comparison agencies was based on the following considerations.

- 1) Coastal geographic location potentially reflecting similar living conditions and cost of living;
- 2) Neighboring counties;
- 3) Agencies which impact our ability to recruit, hire and retain employees;
- 4) Agencies which as a group would provide a common frame of reference for job comparisons; and
- 5) A group of agencies which would provide a common

market survey base for the majority of both management and represented classes. We will retain the flexibility to use a special group of comparison agencies for highly specialized classes.

Based on the above, the new comparison agencies are:

- ✓ • San Mateo
- ✓ • Santa Clara
- ✓ • Santa Cruz
- San Benito
- Fresno
- ✓ • San Luis Obispo
- ✓ • Santa Barbara
- ✓ • Ventura
- ✓ • City of Monterey
- ✓ • City of Salinas

Attached is a map depicting these new agencies. The Cities of Salinas and Monterey have been added due to their direct impact on our recruitment and retention.

We agree with your Board that the new composition of comparison agencies will result in a more equitable determination of compensation comparison data and in greater confidence on the part of all parties involved in the validity of that data.

UTILIZATION

As your Board makes decisions relative to annual adjustments, contract negotiations, department head adjustments, etc., current county pay vs. current market average is one of the many factors taken into consideration. Henceforth, the data presented for your consideration will be 100% of the market average pay, not actual average minus 5%.

However, in staff evaluation of a request for or need for special adjustment, a 5% pay parameter shall remain a consideration. As is typical practice of public agencies, if a current salary is found to be within 5% of the market average, barring other overriding factors, no adjustment will be recommended.

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cc: John Enos, Acting Personnel Director
Edy King, Employee Relations Officer
Rick Humm, SEIU 817
Ruth Sebec, SEIU 535
Barbara Cullinane, Operating Engineers #3
All Department Distribution
Management Council Members