



Monterey County

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Board Report

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Receive the notice of adjustment of the annual salary of the members of the Board of Supervisors, in accordance with Section 2.04.370C of the County of Monterey Code consistent with the superior court judge salary adjustments of .1576% retroactive to July 1, 2016; the compounded adjustment of \$10 annually due to declaratory judgment in *Mallano v. Chiang et al.* retroactive to July 1, 2017; and salary increase of 4.23% retroactive to July 1, 2017. The salary adjustments will be implemented October 14, 2017 retroactive to July 1, 2016 and July 1, 2017 as indicated above.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

Receive the notice of adjustment of the annual salary of the members of the Board of Supervisors, in accordance with Section 2.04.370C of the County of Monterey Code consistent with the superior court judge salary adjustments of .1576% retroactive to July 1, 2016; the compounded adjustment of \$10 annually due to declaratory judgment in *Mallano v. Chiang et al.* retroactive to July 1, 2017; and salary increase of 4.23% retroactive to July 1, 2017. The salary adjustments will be implemented October 14, 2017 retroactive to July 1, 2016 and July 1, 2017 as indicated above.

SUMMARY/DISCUSSION:

Section 2.04.370C of the County of Monterey Code mandates that salary of the members of the Board of Supervisors be adjusted by the same percentage rate applicable to the office of superior court judge. The attached memorandum from the Judicial Council of California and Exempt Pay Letter from the California Department of Human Resources (CALHR) detail the salary increases provided to superior court judges as well as an annual increase of \$10 due to a final judgment in the case of *Mallano v. Chiang et al.*

Under Section 2.04.370C notice of the adjustment shall be included on the agenda of a regular meeting of the Board of Supervisors at least ten days prior to the implementation date with an effective date the date any adjustment is effective for superior court judges. As such, this salary adjustment pursuant to the Code will be implemented October 14, 2017 with effective dates of July 1, 2016 and July 1, 2017 respectively.

Please note that the adjustments provided in Section 2.04.0370C are automatic; action by the Board of Supervisors is not required or necessary for the adjustments to go into effect.

OTHER AGENCY INVOLVEMENT:

County Counsel has reviewed this report.

FINANCING:

The salary adjustments will result in retroactive costs of approximately \$8,891 and additional salary

and benefits of approximately \$19,785 for a total cost of approximately \$28,676 for both FY 2016-17 and FY 2017-18. These salary adjustments were not included in the recently adopted budget for FY 2017-18. To the extent these salary increases cannot be absorbed within existing budget, staff will, as necessary, propose a recommended budget modification. The increased future year cost of approximately \$28,705 will be included in the department's FY 2018-19 budget request.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The notice of adjustment of the annual salary of the members of the Board of Supervisors is mandated by County Code and is not a part of the Board of Supervisors Strategic Initiatives.

Prepared By: Kim Moore, Assistant Director of Human Resources, 755-5353

Approved By: Irma Ramirez-Bough, Director of Human Resources, 755-5043

Attachments:

Fiscal year 2017-18 Judicial Salary Increase memorandum from Judicial Council of California with attached Exempt Pay Letter from the California Department of Human Resources (CALHR)

cc: Lew Bauman, County Administrative Officer
Michael Miller, Auditor-Controller
Charles McKee, County Counsel