



Monterey County

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Board Report

Legistar File Number: 18-1156

December 04, 2018

Introduced: 11/26/2018

Version: 1

Current Status: Agenda Ready

Matter Type: General Agenda Item

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 0.7779% retroactive to July 1, 2018. The salary adjustments will be implemented December 22, 2018 retroactive to July 1, 2018.

RECOMMENDATION:

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 0.7779% retroactive to July 1, 2018. The salary adjustments will be implemented December 22, 2018 retroactive to July 1, 2018.

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. On September 11, 2018, the Human Resources Department brought forward a Notice of Adjustment of the Annual Salary of the Members of the Board of Supervisors for FY 2018-19 which outlined salary increases that were calculated at that time. The attached November 5, 2018 memorandum from the Judicial Council of California and Exempt Pay Letter from the California Department of Human Resources (CALHR) detail the additional salary increases provided to superior court judges for FY 2018-19.

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 December 22, 2018 with an effective date of July 1, 2018.

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 \$2,857 and additional salary and benefits of approximately \$3,334 for a total cost of approximately \$6,191 for FY 2018-19.

These salary adjustments were not included in the recently adopted budget for FY 2018-19. 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 \$6,270 will be included in the department's FY 2019-20 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 2018-19 Judicial Salary Increase Adjustment memorandum from Judicial Council of California with attached Exempt Pay Letter from the California Department of Human Resources (CALHR)



JUDICIAL COUNCIL OF CALIFORNIA

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Telephone 415-865-4200 • Fax 415-865-4205 • TDD 415-865-4272

MEMORANDUM

Date

August 28, 2018

Action Requested

For Your Information

To

Associate Justices of the Supreme Court
Associate Justices of the Courts of Appeal
Judges of the Superior Courts of California

Deadline

N/A

From

Martin Hoshino
Administrative Director, Judicial Council

Contact

Evelyn Ramos, Human Resources Supervisor
415-865-4296 phone
Evelyn.ramos@jud.ca.gov

Subject

Fiscal Year 2018–19 Judicial Salary Increase

I am forwarding the attached Exempt Pay Letter received today from the California Department of Human Resources (CalHR) regarding fiscal year 2018–19 judicial salary increases.

The pay letter addresses a 2.89% increase to judicial salaries effective July 1, 2018, pursuant to provisions of Government Code section 68203, subdivision (a).

Annual increases in judicial salaries are linked to those received by executive branch employees as negotiated through statewide collective bargaining agreements. After bargaining agreements are reached, CalHR calculates the proposed increase amount and submits a formal Exempt Pay Letter to the State Controller.

The methodology CalHR uses to calculate judicial salary increases pursuant to § 68203 is based on salary costs related to *all* state employees within the executive branch. This methodology calculates an average general salary increase relative to the state's entire executive branch workforce, which includes 21 bargaining units as well as the remaining excluded employees. The methodology takes into account the size of the bargaining unit and the total costs of general salary increases across the entire executive branch.

August 28, 2018

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The attached draft Exempt Pay Letter from CalHR does not include a general salary increase for Bargaining Units 5 or 9, both of which have open contracts. (Bargaining Unit 9 has reached an agreement, however, the agreement has still to be ratified.) In the event that agreements are reached and ratified with both units and a general salary increase provided to those state employees changes the judicial increase percentage, a second adjustment will be made and CalHR will process additional Exempt Pay Letters, retroactive to July 1, 2018.

As a reminder, as a result of the efforts of the Chief Justice and the California Judges Association, an adjustment and retroactive provision was added into Government Code section 68203, as subdivision (c), effective July 1, 2016, such that: "...a salary increase occurring on or after July 1 of any fiscal year for California state employees that is made effective on July 1 of that fiscal year shall be included in the calculation of the average percentage salary increase for that fiscal year, retroactive to July 1 of that fiscal year. The Department of Human Resources shall report any retroactive average percentage salary increase to the State Controller in a pay letter."

The new salary rates will be reflected in the September 2018 payroll checks issued on October 1, 2018. The State Controller's Office has informed us that they will issue a separate retroactive payment for the months of July and August by September 30, 2018.

Please note that administrative presiding justices and presiding judges will continue to receive additional pay differentials to their compensation.

MH/fnk

Attachment

cc: Hon. Tani G. Cantil-Sakauye, Chief Justice of California
Mr. Jorge Navarrete, Clerk/Executive Officer of the Supreme Court
Clerk/Executive Officers of the Courts of Appeal
Court Executive Officers of the Superior Courts
Human Resources Liaisons of the Courts of Appeal and Superior Courts
Ms. Millicent Tidwell, Chief Deputy Director, Judicial Council
Mr. John Wordlaw, Chief Administrative Officer, Judicial Council
Mr. Robert Oyung, Chief Operating Officer, Judicial Council
Ms. Aurora Rezapour, Human Resources Director, Judicial Council



CALIFORNIA DEPARTMENT OF HUMAN RESOURCES

Exempt Pay Letter

DATE: August 28, 2018

TO: State Controller's Office
300 Capitol Mall
Sacramento, CA 95814

FROM: California Department of Human Resources
Exempt Program

SUBJ: Exempt Pay Letter

Per Government Code section 68203, this is to notify you that the Department of Human Resources (CalHR) has adjusted the following statutory judicial salaries, effective July 1, 2018. This represents a salary increase of 2.89% percent based on the figures of the average increase provided to state employees in FY 2018.

<u>Class Code</u>	<u>Class Title</u>	<u>Monthly Salaries</u>	<u>Annual Salary</u>	<u>New Monthly Salary</u>	<u>New Annual Salary</u>
L5987	Chief Justice	\$21,338.25	\$256,059.00	\$21,954.91	\$263,459.00
L5988	Associate Justice	\$20,348.25	\$244,179.00	\$20,936.33	\$251,236.00
L5991	Justice, Court of Appeal	\$19,076.50	\$228,918.00	\$19,627.83	\$235,534.00
L9999	Judge, Superior Court	\$16,670.16	\$200,042.00	\$17,151.91	\$205,823.00

Please note that the monthly rate may be rounded down so that the total for the twelve months does not exceed the annual amount. If you have any questions, please contact Angelina Snarr at (916) 324-9406 or Angelina.Snarr@calhr.ca.gov.

Manpreet Singh
Exempt Program Manager
(916) 323-4023
Manpreet.Singh@calhr.ca.gov

cc: Evelyn Ramos, Human Resources Supervisor
Aurora Rezapour, Director, Human Resources Office
Martin Hoshino, Administrative Director
Millicent A. Tidwell, Chief Deputy Director
John Wordlaw, Chief Administrative Officer