



Legislation Details (With Board Report)

File #:	16-1005	Name:	PD Wage Increase
Type:	General Agenda Item	Status:	Passed
File created:	8/24/2016	In control:	Board of Supervisors
On agenda:	8/30/2016	Final action:	8/30/2016

Title:

- a. Amend the Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to increase the salary ranges of the classifications of Public Defender Investigator I-III and Supervising Public Defender Investigator, as indicated in Attachment A; and
- b. Authorize the Auditor-Controller and the County Administrative Office to incorporate these changes in the FY 2016-17 Budget; and
- c. Authorize the Human Resources Department to implement the changes in the Advantage HRM system.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Board Report, 2. PD Inv Wage Increase.Reso.08-30-16, 3. Wage Study-Public Defenders Series - Attachment A, 4. Completed Board Order & Resolution

Date	Ver.	Action By	Action	Result
8/30/2016	1	Board of Supervisors	approved	Pass

- a. Amend the Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to increase the salary ranges of the classifications of Public Defender Investigator I-III and Supervising Public Defender Investigator, as indicated in Attachment A; and
- b. Authorize the Auditor-Controller and the County Administrative Office to incorporate these changes in the FY 2016-17 Budget; and
- c. Authorize the Human Resources Department to implement the changes in the Advantage HRM system.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Amend the Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to increase the salary ranges of the classifications of Public Defender Investigator I-III and Supervising Public Defender Investigator, as indicated in Attachment A; and
- b. Authorize the Auditor-Controller and the County Administrative Office to incorporate these changes in the FY 2016-17 Budget; and
- c. Authorize the Human Resources Department to implement the changes in the Advantage HRM system.

SUMMARY/DISCUSSION:

Service Employee International Union Local (SEIU) 521 submitted a request for a wage study to the Human Resources Department for the classifications of Public Defender Investigator I, Public Defender Investigator II, Public Defender Investigator III, and Supervising Public Defender Investigator.

A review of the established comparable Counties determined the salary of the Public Defender Investigator series is below market average. The Public Defender Investigator I was found to be the most out of alignment with the market average at 15% below. In order to maintain an appropriate spread between the lower

classifications and the higher classification of Supervising Public Defender Investigator, a 15% increase to all classifications within the series is recommended and is consistent with the County's existing compensation structure. These salary increases will enable the Public Defender's Office to better attract candidates and retain employees.

OTHER AGENCY INVOLVEMENT:

SEIU has reviewed this recommendation is in concurrence with the findings.

FINANCING:

This action will result in increased salary and benefit costs of approximately \$72,981 for the remainder of FY 2016-2017, or \$87,577 annually. These costs have not been included in the FY 2016-17 adopted budget. Any required budget modifications will be brought back to the Board of Supervisors for consideration in the latter part of the fiscal year.

Prepared By: Amy Rodriguez, Associate Human Resources Analyst, 796-6095

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

Attachment: Attachment A

cc: Lew Bauman, County Administrative Officer
Michael Miller, Auditor-Controller
Dewayne Woods, Assistant County Administrative Officer
Manuel T. González, Assistant County Administrative Officer