



DEPARTMENT OF

HUMAN RESOURCES

Recruiting, developing and supporting the County's workforce.

Joanne Peterson
DIRECTOR

June 17, 2014

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Board of Supervisors
County of Marin
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SUBJECT: General Salary Adjustment for Non-Represented Employees

Dear Board Members:

RECOMMENDATION: It is the recommendation of the Director of Human Resources that your Board approve the following general adjustments:

1. Effective July 6, 2014, adopt a 2.8% general salary adjustment for non-represented employees in the following:
 - Bargaining Unit 20, fringe groups 01, 03 and 04
 - Bargaining Unit 21, fringe groups 01, 02, 03, 06, 07 and 08
 - Bargaining Unit 24, fringe groups 01, 02, 03, 05, 06 and 07
 - Bargaining Unit 25, fringe group 01
 - Bargaining Unit 26, fringe group 01
 - Bargaining Unit 27, fringe groups 01, 02, 03 and 04
 - Bargaining Unit 29, fringe groups 01 and 02
 - Bargaining Unit 30, fringe group 01

SUMMARY: It has been your Board's practice to provide salary increases for non-represented employees consistent with those of similarly situated represented employees so as to ensure consistency among classifications in the merit system and fairness amongst employees who are not represented by unions or associations. We recommend providing a general salary adjustment to unrepresented employees for FY 2014-15 in order continue this practice of fairness and consistency.

Current labor agreements for employees similarly situated to the unrepresented employees call for general salary adjustments of 2.0% to 3.0%, based upon the April – to April, SF – Oakland – San Jose CPI – U. The CPI was 2.8%.

FISCAL IMPACT: The annual cost of the proposed general salary adjustment for non-represented employees is \$1,247,175. Funds have been allocated by the County Administrator's Office in departmental budgets for the proposed adjustments.

SIGNATURE:



Joanne Peterson
Director

- cc: All County Administrator's Staff
All Department Heads and Assistant Department Heads
All Human Resources Staff
Larry Daniel, Principal Personnel Analyst, Human Resources
Brenda Grayson, Principal Systems Analyst, Project MERIT
Scott Hadley, Employee Benefits Supervisor, Human Resources
Misha Miki-Ladner, Senior Personnel Analyst, Project MERIT
Angela Nicholson, Assistant Director, Human Resources