

DEPARTMENT OF  
**HUMAN RESOURCES**

Our Mission: To create a thriving organization, providing meaningful careers in public service.

Mary Hao  
DIRECTOR

July 11, 2017

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Board of Supervisors  
County of Marin  
3501 Civic Center Drive  
San Rafael, CA 94903

**SUBJECT:** Approve wage and benefits modifications for non-represented classes

Dear Board Members:

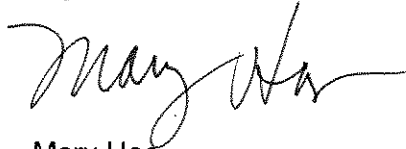
**RECOMMENDATION:** It is the recommendation of Human Resources that your Board approve the following actions, effective July 2, 2017:

1. Consistent with your Board's practice to provide salary increases and adjustments for non-represented employees consistent with those of similarly situated represented employees to ensure consistency among classifications in the merit system and fairness among employees who are not represented by unions or associations, a 3.0% general wage adjustment for non-represented employees in the following units:
  - Unit 20, fringe group 04
  - Unit 21, fringe groups 01, 02, 03, 07 and 08
  - Unit 24, fringe groups 01, 02, 03, 05, 06 and 07
  - Unit 25, fringe group 01
  - Unit 26, fringe group 01
  - Unit 27, fringe groups 01, 02, 03 and 04
  - Unit 29, fringe groups 01 and 02
  - Unit 30, fringe group 01
  - Unit 99, fringe group 99
  
2. Employer Paid Member Contribution (EPMC): Since July 5, 2015, the County has phased out the EPMC for County employees by reducing its EPMC contribution by 0.67 percent per year for non-represented employees. This is the final year of the 0.67 percent reduction and will result in the full elimination of the 2.0 percent contribution (including Unit 20, fringe group 03).

**FISCAL IMPACT:** These salary and benefit adjustments will result in an incremental cost increase of \$905,189 in FY 2017-18. Please see the attached costing summary which identifies a more detailed costing of the proposed modifications. Funds have been allocated by the County Administrator's Office in departmental budgets for the proposed adjustments.

<input checked="" type="checkbox"/> County Administrator	<input type="checkbox"/> N/A
<input type="checkbox"/> Department of Finance	<input type="checkbox"/> N/A
<input type="checkbox"/> County Counsel	<input type="checkbox"/> N/A
<input checked="" type="checkbox"/> Human Resources	<input type="checkbox"/> N/A

Signature:



Mary Hao  
Director of Human Resources

cc: All County Administrator's Staff  
All Department Heads and Assistant Department Heads  
All Human Resources Staff

## Non-represented Employees

### Baseline Information

Current Salary Base	\$	28,945,407
Current Benefit Base	\$	10,682,793
Current Non-Pensionable Salary Base	\$	513,831
Total FTE		230
1% Salary with Variable Fringe	\$	368,314
Average Base Salary	\$	125,850

### Incremental Cost of MOU

		<u>FY 2017-18</u>
Base Salary*	\$	868,362
(annual % change)		3.0%
Wage-related fringes	\$	215,346
Non Pensionable Wages	\$	15,415
Reduction in County paid employee pension pickup*	\$	(193,934)
(annual % change)		-0.67%
<b>Total Incremental Increase</b>	<b>\$</b>	<b><u>905,189</u></b>
Annual incremental % change		2.3%

*\*Note: wage and benefit modifications for non-represented employees are updated on an annual basis.*