



DEPARTMENT OF
HUMAN RESOURCES

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

Mary Hao
DIRECTOR

August 21, 2018

Marin County Civic Center
3501 Civic Center Drive
Suite 415
San Rafael, CA 94903
415 473 6104 T
415 473 5960 F
415 473 5780 TTY
www.marincounty.org/hr

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

SUBJECT: Approve salary modifications for non-represented attorney classes

Dear Board Members:

RECOMMENDATION: It is the recommendation of Human Resources that your Board approve the following actions, effective July 29, 2018:

1. Equity Adjustments: Consistent with the tentative agreement with the Teamsters Local 856 Deputy District Attorney unit, we are recommending equity adjustments for non-represented attorney classifications that will align pay for attorney series across departments, bring the benchmark survey class to the median of the labor market, and maintain current pay differentials among levels in each series.

Class Title	Class Code	% Base Salary Increase	Total Increase (with COLA)
County Counsel I	2541	1.46%	4.0%
County Counsel II	2542	0.98%	3.5%
County Counsel IV	2544	0.49%	3.0%
Deputy Child Support Attorney I	2551	1.48%	4.0%
Deputy Child Support Attorney II	2552	1.48%	4.0%
Deputy Child Support Attorney III	2553	1.47%	4.0%
Deputy Child Support Attorney IV	2554	1.46%	4.0%
Chief Deputy County Counsel	0534	0.49%	3.0%
Chief Deputy District Attorney	0520	0.49%	3.0%
Chief Deputy Public Defender	0501	0.49%	3.0%

* These current increases were adjusted to account for the cost of living adjustments ("COLA") that were effective 7/1/18

FISCAL IMPACT: The salary adjustments will result in an incremental cost increase of \$18,666 in FY 2018-19. Funds have been allocated by the County Administrator's Office in departmental budgets for the proposed adjustments.

Please let me know if you have any questions or concerns.

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

Signature:



Mary Hao
Director of Human Resources

cc: Matthew Hymel, County Administrator
Angela Nicholson, Assistant County Administrator, CAO
Brian Washington, County Counsel
Ed Berberian, District Attorney
Jose Varela, Public Defender
Jeff Wickman, Retirement Administrator, MCERA
Lisa Baker, Assistant Director Human Resources