

**April 17, 2019**

**Adjourned**

**Regular Meeting**

**Item # 7d**

**HR**

**Power Point Presentation**

# SALARY ADJUSTMENT

Methodology and Implementation

# METHODOLOGY

- ▶ Choose comparable counties
- ▶ Calculate and apply cost of living
- ▶ Consider fit for Mono County Structure

# COMPARABLE COUNTIES

- ▶ Chose 15 counties based on:
  - ▶ Budget Size - expenditures
  - ▶ Number of Employees
  - ▶ Five year average wages
  - ▶ County population
- ▶ Compared total compensation including base pay, longevity, deferred compensation, insurance, social security and County contribution to PERS to comparable counties
- ▶ Determined median salary based on total compensation

# COST OF LIVING

## SOURCES RESEARCHED TO DETERMINE COST OF LIVING FOR MONO COUNTY

- ▶ 1.6% CPS (Economic Research Institute)
- ▶ 2.6% - Council for Community & Economic Research (Used by TOML)
- ▶ 13.3% - Sperling (recommended by staff)
- ▶ 19% - California Budget & Policy Center (recommended by staff)

Final decision to use Sperling with adjusted cost of housing. Sperling's data was replaced with National Association of Realtor's data.

- ▶ Sperling uses listing price of houses LISTED at a point in time.
- ▶ National Association of Realtor's uses price of houses SOLD for the quarter.
- ▶ When Sperling was corrected for median home price the cost of living factor was calculated at **11.3%**

Applied Cost of Living rate to median from comparable county analysis for each benchmark position

# Cost of Living Table

## Cost Of Living Analysis

Category	Weight Factor	Mono	Amador	Calaveras	Colusa	Glenn	Inyo	Lake	Lassen	Mariposa	Nevada	Plumas	Siskiyou	Sutter	Tehama	Trinity	Tuolumne	California	USA
Total	1	124	119	120	109	107	112	103	101	115	129	112	100	111	103	115	119	164.59	100
Grocery	0.2	116.6	116.6	116.6	116.6	110.2	110.2	121.9	107.8	110.2	103.7	116.6	110.2	103.7	107.8	110.2	114.1	107.2	100
Health Care	0.05	85	102	103	101	100	95	101	100	94	99	99	98	101	98	99	99	93	100
Median Home Value Index	0.25	186.93	149.90	145.58	117.05	122.07	143.39	88.73	103.26	140.88	202.97	129.72	104.33	127.15	102.42	157.13	154.86	293	100
Median Home Value		\$404,140	\$324,087	\$314,751	\$253,072	\$263,918	\$310,013	\$191,825	\$223,246	\$304,589	\$438,817	\$280,445	\$225,569	\$274,892	\$221,438	\$339,710	\$334,804	\$548,100	\$216,200
Utilities	0.15	111	108	110	109	111	114	111	104	104	109	113	97	109	111	109	111	102	100
Transportation	0.15	87	106	114	92	91	76	101	88	110	97	92	83	113	94	84	100	147	100
Miscellaneous	0.2	102	104	106	104	98	106	100	98	105	108	102	101	102	100	101	106	104	100

Mono - Total	124
Comparable Average - Total	112
<b>Mono % Above Comparables</b>	<b>11.3%</b>

### Sources of Data-

Groceries- Sperling

Health Care- Sperling

Median Home- National Assoc of Realtors

Utilities- Sperling

Transportation- Sperling

Miscellaneous- Sperling (Clothing, entertainment, restaurants, education, personal care items)

# MONO COUNTY ORGANIZATIONAL STRUCTURE

- ▶ First we examined base salaries for positions with “good matches” from comparable counties
- ▶ Grouped County departments by size and complexity
- ▶ Identified areas of compaction
- ▶ Historical salary relationships was important to maintain internal equity

# MONO COUNTY ELECTORATE

## BOARD OF SUPERVISORS

**COUNTY ADMINISTRATION**  
Leslie Chapman

**COUNTY COUNSEL**  
Stacey Simon

**ASSESSOR**  
Barry Beck

**DISTRICT ATTORNEY**  
Tim Kendall

**SHERIFF**  
Ingrid Braun

Victim-Witness

Boating

Coroner

Court Security

Emergency Services

Jail

Search & Rescue

**Good Match**

**Similar- Group 1**

**Lg Single Purpose**

**Similar - Admin**

**Miscellaneous**

**ANIMAL CONTROL**  
Angelle Nolan

**CLERK-RECORDER**  
Shannon Kendall

**ECONOMIC DEVELOPMENT**  
Alicia Vennos

**INFORMATION TECHNOLOGY**  
Nate Greenberg

**PROBATION**  
Karin Humiston

**PUBLIC WORKS**  
Tony Dublino

**BEHAVIORAL HEALTH**  
Robin Roberts

**COMMUNITY DEVELOPMENT**  
Wendy Sugimura

**FINANCE**  
Janet Dutcher

**EMS**  
Chris Mokracek

**PUBLIC HEALTH**  
Sandra Pearce

**SOCIAL SERVICES**  
Kathy Peterson

Human Resources

Risk Management

Mental Health Services Act

Alcohol and Other Drug Services

Elections

Clerk of the Board

Building Inspection

CDBG

Housing

Code Enforcement

Geothermal

Planning

Auditor-Controller

Treasurer-Tax Collector

Tourism

Fish Enhancement

Adult Probation

Juvenile Probation

Environmental Health

Bioterrorism

Health Education

Campgrounds

Engineering

Motor Pool

Solid Waste

Capital Improvement

Facilities

Road

Zones of Benefit

ETR

Foster Care

General Relief



# IMPLEMENTATION

## CONDUCT DEPARTMENTAL MEETINGS

### First Meeting:

- ▶ Meet with Department Heads to consider departmental staff salaries and adjust where appropriate
- ▶ Verify that compaction issues and potential remedies
- ▶ Discuss recruiting and retention issues, if any
- ▶ Balanced market data with internal equity considerations
- ▶ Begin negotiating contracts

### Second Meeting:

- ▶ Complete contract negotiations
- ▶ Some follow up meetings were via phone and email

# IMPLEMENTATION CONTINUED

- ▶ Create Mono County Statement of Compensation Philosophy. This was adopted April 9, 2019
- ▶ Present at-will contracts for Board approval
- ▶ Negotiate any bargaining unit changes with Union
- ▶ Continue work to update Management Benefit Policy and Management Compensation Policy

# CONCLUDING STATEMENT

- ▶ While it is not a realistic expectation that all employees will be satisfied with the results of a countywide salary restructure, we attempted to strike a balance between market compensation data, internal equity, and fiscal responsibility in making these recommendations. We hope that most employees feel they had an opportunity for input during the process and that the outcome was fair and equitable.