



DEPARTMENT OF
HUMAN RESOURCES

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

Angela Nicholson
INTERIM DIRECTOR

July 28, 2015

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Board of Supervisors
County of Marin
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SUBJECT: Modifications in Compensation and Benefits for County Counsel I – IV and Deputy Child Support Attorneys I - IV

Dear Board Members:

RECOMMENDATION: It is the recommendation of Human Resources that your Board approve the following adjustments, effective July 19, 2015:

1. 3.0% general wage adjustment for the classes of County Counsel I, II, III, IV and Deputy Child Support Attorney I, II, III, IV.
2. Employer Paid Member Contribution (EPMC): The County is beginning to phase out EPMC for County employees. Effective July 19, 2015, the County will reduce its EPMC contribution by .67%. At the end of three years, the County will have eliminated the 2% EPMC pick-up for non-represented employees.

SUMMARY: It has been your Board's practice to provide salary increases and adjustments 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. Although some labor groups representing other Attorney classes are still negotiating, we are presenting this package now in order to ensure that these adjustments are effective in the first full pay period of the fiscal year.

FISCAL IMPACT: These salary and benefit adjustments will result in incremental cost increases of \$69,010 in FY 2015-16. Funds have been allocated by the County Administrator's Office in departmental budgets for the proposed adjustments.

SIGNATURE:

Angela Nicholson
Assistant County Administrator
Interim Director of Human Resources

cc: Roger Crawford, Deputy Director of Human Resources

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Dan Eilerman, Assistant County Administrator
Jill Francis, Director of Child Support Services
Scott Hadley, Employee Benefits Supervisor, HR
Misha Miki-Ladner, Senior Personnel Analyst HR
Bret Uppendahl, Budget Manager, CAO
Steven Woodside, County Counsel