



HUMAN RESOURCES DEPARTMENT

LAURA S. ARMOR
Director

January 27, 2009

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

SUBJECT: Compensation Study of the County Counsel Classification Series.

Dear Board Members:

RECOMMENDATION: It is recommended by the Director of Human Resources that your Board approve the following, effective February 8, 2009:

1. Approve a salary adjustment of 3.9% for the classification of County Counsel I (2541) resulting in the following salary range:

Base Salary	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly Rate	\$32.68	\$34.31	\$36.03	\$37.83	\$39.72
Bi-Weekly Salary	\$2,614	\$2,745	\$2,882	\$3,026	\$3,178
Monthly Salary	\$5,665	\$5,947	\$6,245	\$6,557	\$6,885
Annual Salary	\$67,974	\$71,365	\$74,942	\$78,686	\$82,618

2. Approve a salary adjustment of 1% for the classification of County Counsel III (2543) resulting in the following salary range:

Base Salary	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly Rate	\$56.74	\$59.58	\$62.56	\$65.69	\$68.97
Bi-Weekly Salary	\$4,539	\$4,766	\$5,005	\$5,255	\$5,518
Monthly Salary	\$9,835	\$10,327	\$10,844	\$11,386	\$11,955
Annual Salary	\$118,019	\$123,926	\$130,125	\$136,635	\$143,458

3. Approve a salary adjustment of 1% for the classification of County Counsel IV (2544) resulting in the following salary range:

Base Salary	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly Rate	\$60.11	\$63.12	\$66.28	\$69.59	\$73.07
Bi-Weekly Salary	\$4,809	\$5,050	\$5,302	\$5,567	\$5,846
Monthly Salary	\$10,419	\$10,941	\$11,489	\$12,062	\$12,665
Annual Salary	\$125,029	\$131,290	\$137,862	\$144,747	\$151,986

SUMMARY: Human Resources conducted a compensation study for the County Counsel classification series to review the market for these classifications and the internal salary relationships. Based on the external market data, and the similarity in minimum qualifications for the entry-level classes among these and the classes of Deputy Public Defender I and Deputy District Attorney I, it is recommended that the compensation for County Counsel I be increased by approximately 3.9% and be set at the same level.

To ensure Marin remains competitive at all levels, it is recommended that the County Counsel III salary be increased by 1% in recognition that many of the comparator agencies utilize sliding classes up to the level of County Counsel IV. Based on the market survey, County Counsel IV compensation should be increased by 1% to remain competitive with the market.

FISCAL IMPACT: The combined cost including benefits for the remainder of the fiscal year for the pay period beginning February 8, 2009 is \$7,451. The total annual cost including benefits is \$21,525. Ongoing costs will be addressed as part of the baseline budget process.

REVIEWED BY:

<input type="checkbox"/>	Auditor Controller	<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

Respectfully submitted,

Laura S. Armor
Director of Human Resources

cc: Patrick Faulkner, County Counsel, County Counsel's Office
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Gerry Norton, Principal Personnel Analyst, Human Resources
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