



COUNTY OF MARIN

HUMAN RESOURCES DEPARTMENT

JOANNE PETERSON
Director

September 21, 2010

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

SUBJECT: Adopt alignment adjustments for specific assistant department head and attorney classifications in order to maintain current internal salary alignments.

Dear Board Members:

RECOMMENDATION: It is recommended by the Director of Human Resources that your Board adopt the following, effective September 19, 2010.

1. Adopt a salary adjustment of 2.0% for the following classifications:

Classification Title	Class Code
Assistant County Counsel	0210
Assistant District Attorney	0121
Assistant Public Defender	0214
Deputy Public Defender I	2531
Deputy Public Defender II	2532
Deputy Public Defender III	2533
Deputy Public Defender IV	2534
Chief Deputy Public Defender	0501
County Counsel I	2541
County Counsel II	2542
County Counsel III	2543
County Counsel IV	2544
Chief Deputy County Counsel	0534
Child Support Attorney I	2551
Child Support Attorney II	2552
Child Support Attorney III	2553
Child Support Attorney IV	2554
Chief Deputy District Attorney	0520

SUMMARY: In July of 2010, the classifications of Deputy District Attorney I-IV received a pre-negotiated general salary adjustment of 2.0% pursuant to the 2007-2001 collective bargaining agreement between the Teamsters 856 – Deputy District Attorneys and the County.

The previous collective bargaining agreement between the County and SEIU 1021 General, now MAPE, included Section 2.1.3 which stated that salaries for each level of Deputy Public Defender shall be the same as salaries for each level of Deputy District Attorney during the contract, and that the County will reopen negotiations if the Deputy District Attorneys receive a base salary which is higher. The County and MAPE have agreed to continue this. Therefore, it is recommended that the classifications of Deputy Public Defender I-IV receive a salary adjustment of 2.0% to bring them to the same salary level as the Deputy District Attorney I-IV classifications.

Consistent with the Board's practice to treat similarly situated non-represented employees the same as represented employees, it is recommended that the Deputy Child Support Attorney I-IV and County Counsel I-IV receive a salary adjustment of 2.0% to maintain current internal salary alignments with the represented Deputy District Attorney and Deputy Public Defender series.

To mitigate any further salary compaction between the attorney levels already described above and the Chief Deputy level in each respective attorney series, it is recommended that the Chief Deputy Public Defender, Chief Deputy County Counsel and Chief Deputy District Attorney also receive a salary adjustment of 2.0%.

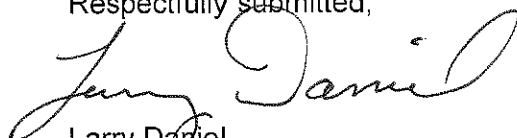
In addition, a compensation review for assistant department head classifications was conducted to determine potential compaction issues. The results showed that Assistant County Counsel, Assistant District Attorney and Assistant Public Defender classifications had salary compaction between their salary and those of subordinate classifications. In order to maintain the level of existing compaction, it is therefore recommended that these classifications receive a salary adjustment of 2%.

Overall, these actions will impact 44.2 budgeted positions within the aforementioned classifications within the Public Defender's Office, County Counsel's Office, Department of Child Support Services, and District Attorney's Office.

FISCAL IMPACT: The annual fiscal impact associated with these salary adjustments will be \$154,169. The fiscal impact for FY 2010-11 will be \$118,592. Anticipated salary savings for affected departments is likely to negate the need for any budget adjustments to accommodate the increased salaries. If any budget adjustments are necessary, they would be within Countywide budget and return to your Board for review as part of our A&E process.

REVIEWED BY:	<input checked="" type="checkbox"/> (X)	County Administrator's Office	<input type="checkbox"/> ()	N/A
	<input type="checkbox"/> ()	County Counsel	<input checked="" type="checkbox"/> (X)	N/A
	<input type="checkbox"/> ()	Department of Finance	<input checked="" type="checkbox"/> (X)	N/A
	<input checked="" type="checkbox"/> (X)	Human Resources	<input type="checkbox"/> ()	N/A

Respectfully submitted,


Larry Daniel
Principal Personnel Analyst

Reviewed by:


Joanne Peterson
Director of Human Resources

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