



County of San Mateo

Inter-Departmental Correspondence

Department: HUMAN RESOURCES

File #: 22-584

Board Meeting Date: 7/26/2022

Special Notice / Hearing: None
Vote Required: Majority

To: Honorable Board of Supervisors
From: Rocio Kiryczun, Human Resources Director
Subject: Recommended Revision to the Master Salary Resolution

RECOMMENDATION:

Adopt a resolution authorizing an amendment to the Master Salary Resolution 079043 to adjust the salary of one classification; and accept the updated report of biweekly salaries by classification.

BACKGROUND:

On July 12, 2022, your Board adopted Master Salary Resolution 079043 which specifies the number of and providing compensation and benefits for persons employed by the County of San Mateo, sets appropriate rules and regulations and repeals all inconsistent ordinances and resolutions. Throughout the year, the salary resolution is amended from time to time to meet the needs of the County.

DISCUSSION:

The salary resolution changes herein represent the:

- adjustment of one salary.

This amendment to the resolution has been reviewed and approved by the County Attorney's Office as to form. The specific action is discussed in detail below.

30000 SHERIFF'S OFFICE

Action: Adjust salary of H061, Deputy Sheriff Trainee to \$46.73 - \$49.66 per hour.

Explanation: This action adjusts the pay rate of the Deputy Sheriff Trainee level to align with the A step of the Deputy Sheriff pay range. This action supports recruitment, retention, and internal promotion efforts of the Sheriff's Office. This action represents an approximate monthly salary and benefits cost of \$7,674 as it will also apply to the five current Deputy Sheriff Trainees. There is no change in the total number of authorized positions.

Financial Impact on County's Retirement System

Government Code Section 31515.5 requires the County to provide the estimated financial impact that proposed benefit changes or salary increases for current employees would have on the funding status of SamCERA's retirement fund, the County's retirement system.

As reflected in the attached letter from SamCERA's actuary, Milliman, the five employees affected by the salary adjustment above are new hires that have not yet been included in an actuarial valuation through June 30, 2021. Three of them will be included in the upcoming June 30, 2022 actuarial valuation. There will be slightly higher pension cost due to the salary increases for these five employees, however, because they have not previously been included in the calculation of liabilities and funded ratio, the salary increase alone will not cause a change in the funded ratio of SamCERA. Milliman estimated that if these members had previously been included in the actuarial valuation there would be a small increase in Unfunded Actuarial Accrued Liability (UAAL) although not large enough as to affect the funded ratio when rounded to the nearest one basis point.

FISCAL IMPACT:

This action represents an estimated monthly salary and benefits cost of \$7,674 or an annual cost estimate of \$92,092.