



County of San Mateo

Inter-Departmental Correspondence

Department: HUMAN RESOURCES

File #: 24-397

Board Meeting Date: 6/11/2024

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 Master Salary Resolution 079812 to adjust the salary of classification B207, County Executive Officer - Unclassified.

BACKGROUND:

On July 11, 2023, this Board adopted Master Salary Resolution 079812 which specifies the number of and provides 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 salary for B207, County Executive Officer - Unclassified.

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.

12000 COUNTY EXECUTIVE OFFICE

Action: Adjust: Salary for B207, County Executive Officer - Unclassified by 4%

Explanation: This change adjusts the salary rate for the County Executive Officer - Unclassified position to \$214.75 per hour. This adjustment ensures that the County Executive Officer's salary is at least 10% above the salary of the highest paid appointed department head directly reporting to the County Executive Officer as outlined in the new contract which is being presented to the Board concurrently with this action. Currently, the difference in salary between the County Executive Officer pay and that of the highest paid direct report is only 6%. The additional 4% expands the gap and

avoids salary compaction between the two positions. This action represents an approximate monthly salary and benefits cost of \$2,190. 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 increase in salary to the County Executive Officer reflected in this amendment does not change the incumbent's pension benefit and therefore the change will have no impact on the funding or Statutory Contribution Rates of SamCERA.

FISCAL IMPACT:

This action represents an estimated monthly salary and benefits cost of \$2,190 or an annual cost estimate of \$26,286.