



County of San Mateo

Inter-Departmental Correspondence

Department: HUMAN RESOURCES

File #: 20-333

Board Meeting Date: 5/19/2020

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 076798 to reclassify two positions.

BACKGROUND:

On July 9, 2019, your Board adopted Master Salary Resolution 076798 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:

- reclassification of two positions.

These amendments to the resolution have been reviewed and approved by the County Counsel's Office as to form. The specific actions are discussed in detail below.

57000 AGING AND ADULT SERVICES

Action: Reclassify: One position of G217S, Deputy Public Guardian/Conservator Series
Biweekly Salary: \$2,638.40 - \$3,928.80

To: One position of G098S, Social Worker Series
Biweekly Salary: Same

Explanation: This is the reclassification of one filled Deputy Public Guardian/Conservator Series

position to Social Worker Series as recommended by a classification study that was conducted on the position. This action has no monthly salary and benefits cost and there is no change in the total number of authorized positions.

66000 SAN MATEO MEDICAL CENTER

Action: Reclassify: One position of E006, Administrative Secretary III - Confidential
Biweekly Salary: \$2,449.60 - \$3,061.60

To: One position of G243S, Program Coordinator Series
Biweekly Salary: \$2,755.20 - \$4,041.60

Explanation: This is the reclassification of one filled Administrative Secretary III - Confidential position to Program Coordinator Series. A classification study was conducted and deemed the duties and responsibilities of this position to be more aligned with the Program Coordinator classification. This action represents an approximate monthly salary and benefits cost of \$3,249. 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 changes reflected in this amendment that are in addition to the actually assumed annual salary increases of affected current employees increases the Actuarial Accrued Liability (AAL) by approximately \$131,000. While the Unfunded Actuarial Accrued Liability (UAAL) of SamCERA will be higher by this amount, the funded ratio, rounded to the nearest one basis point, will be unchanged.

FISCAL IMPACT:

These actions represent an estimated monthly salary and benefits cost of \$3,249 or an annual cost estimate of \$38,984.