



County of San Mateo

Inter-Departmental Correspondence

Department: HUMAN RESOURCES

File #: 20-681

Board Meeting Date: 9/15/2020

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 077624 to reclassify three positions; and accept the report of biweekly salaries by classification.

BACKGROUND:

On July 21, 2020, your Board adopted Master Salary Resolution 077624 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 three 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.

66000 SAN MATEO MEDICAL CENTER

Action A: Reclassify: One position of F009S, Patient Care Series (Nurse Practitioner)
Biweekly Salary: \$6,072.80 - \$7,178.40

To: One position of F008, Supervising Nurse Practitioner
Biweekly Salary: \$6,316.80 - \$7,896.80

Action B: Reclassify: One position of E415, Patient Services Supervisor
Biweekly Salary: \$2,899.20 - \$3,624.00

To: One position of G243S, Program Coordinator Series
Biweekly Salary: \$3,235.20 - \$4,041.60

Action C: Reclassify: One position of G243S, Program Coordinator Series
Biweekly Salary: \$3,235.20 - \$4,041.60

To: One position of V264, IS Business Analyst I
Biweekly Salary: \$3,340.00 - \$4,177.60

Explanation: This is the reclassification of one filled Nurse Practitioner, one Patient Services Supervisor, and one Program Coordinator Series to Supervising Nurse Practitioner, Program Coordinator Series and IS Business Analyst I respectively as a recommended by a classification that was conducted on the positions. These actions represent a monthly salary and benefits cost of \$4,217 and 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 \$213,000. 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 \$4,217 or an annual cost estimate of \$50,600.