

Board Inquiry Form

Inquiry Number: 07

Board Member	
Carbajal	x
Wolf	
Farr	
Adam	
Lavagnino	

Department: General County Programs
 Date: June 6, 2013
 Page(s) of Budget Book:

Request/Question: In addition to the management salary information provided to the Board, what is the cost of extending the proposed 3% salary increase to all managers? If the Board were to consider such an increase for all managers, does the CEO have any suggestions about a possible stepped approach based on when managers were hired and/or last received a raise?

Response Prepared by:
 Joe Toney, Fiscal and Policy Analyst

Response: (note: All costs include salary and benefit increases)

The original option #1 was to provide a 3% raise to managers that had not received a raise since January 2008. The estimated impact of this is shown below as a net cost to the County of \$370,000 after any revenue reimbursements.

If the Board chooses to apply to a broader population of managers, a tiered approach could be utilized (Option 2). Option #2 would provide 3% to those without a raise since January 2008; 2% for managers hired in 2008; 1% for managers hired in 2009; 0.5% for those hired in 2010. The net estimated County impact for this option would be \$420,000.

The estimated cost of extending the proposed 3% salary increase to all managers is a net impact to the County of \$860,000 (Option 3). The total gross cost is estimated to be \$1,440,000, with \$580,000 estimated to be reimbursed from State, Federal and other charges for services or fees.

Compaction Reimbursement Estimates			
BIF			
June 6, 2013			
Option #1: 105 Managers	Salary Adj.	Compaction	Total
<i>Amount Increase = 3%</i>	\$320,000	\$300,000	\$620,000
Total Reimbursement	130,000	120,000	250,000
Net County Cost	\$190,000	\$180,000	\$370,000
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Option #2: 128 Managers			
<i>Amount Increase = Sliding</i>	\$400,000	\$300,000	\$700,000
Total Reimbursement	160,000	120,000	280,000
Net County Cost	\$240,000	\$180,000	\$420,000
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Option #3: 274 Managers			
<i>Amount Increase = 3%</i>	\$1,140,000	\$300,000	\$1,440,000
Total Reimbursement	460,000	120,000	580,000
Net County Cost	\$680,000	\$180,000	\$860,000