



Approve Adoption of Salary Schedules

Consent

Author: Rene Handy

Attachments: Yes

Approved by: James Corless

Referring Committee: Policy & Innovation

Issue:

The salary schedules for Fiscal Year (FY) 2024-2025 are ready for board adoption. The schedules are required to be adopted annually to comply with CalPERS regulations.

Recommendation:

The Policy and Innovation Committee unanimously recommended that the Board of Directors adopt the salary schedules as shown in the attachments.

Background/Analysis:

California Code of Regulations Section 570.5 requires the annual adoption of a Salary Plan in order to account for any modifications to salary, including cost of living adjustments. In March 2022, the Board of Directors approved a five-year Memorandum of Understanding (MOU) with the SACOG Employees Association to provide a cost of living adjustment on July 1, each year. The MOU provided for a 5 percent cost of living adjustment in 2022 and 2023, and 0-4 percent adjustment in 2024, 2025, and 2026, based on the Federal Consumer Price Index for all urban consumers (CPI-U) for the State of California from December of two years prior to December of the year prior. SACOG maintains three separate salary schedules: a monthly salary schedule for regular employees, an hourly salary schedule for student interns, and an hourly salary schedule for temporary and intermittent employees.

Discussion/Analysis:

Based on the change in CPI-U, the cost of living adjustment effective July 1, 2024, will be 3.5 percent. In order to comply with CCR section 570.5, the board is required to adopt a salary schedule reflecting this change.

Fiscal Impact/Grant Information:

The cost of living adjustment will increase staffing costs by \$248,345 if all budgeted positions are filled for the upcoming fiscal year. The changes to salary ranges for the classifications being modified in the amendment to the Classification Plan are accounted for in the draft 2024-2025 Budget and Overall Work Program.