



Meeting Date:	6/10/2010
Agenda Item #:	R-3
Est. Start Time:	10:00 am

Note: If Ordinance, Resolution, Order or Proclamation, provide exact title. For all other submissions, provide a clearly written title.

Requested Meeting Date:	<u>June 10, 2010</u>	Amount of Time Needed:	<u>10 minutes</u>
Department:	<u>DCM</u>	Division:	<u>Central HR</u>
Contact(s):	<u>Travis Graves</u>		
Phone:	<u>503-988-6134</u>	Ext.	<u>86134</u>
I/O Address:	<u>503/4</u>		
Presenter(s):	<u>Travis Graves, HR Director</u>		

1. What action are you requesting from the Board?

Approval of the compensation plan and cost of living increase for fiscal year 2010-2011 for all non represented staff, except for elected officials' staff. Elected officials are responsible for setting the pay for their staff.

2. Please provide sufficient background information for the Board and the public to understand this issue. Please note which Program Offer this action affects and how it impacts the results.

Per County Code 9.160 – Compensation Plan (B) it is county policy to establish a compensation plan that provides pay and benefits necessary for the county to recruit, select, and retain qualified employees who are not part of a bargaining unit. The Chair is responsible for developing and presenting annual compensation plan adjustment recommendations to the Board for approval (County Code 9.170 – Plan Maintenance). This Resolution approves the compensation plan for FY' 11.

This Resolution authorizes a 2.0% cost of living adjustment for employees not covered by collective bargaining agreements, except for elected official staff. It also approves the compensation plan for fiscal year 2010-2011.

3. Explain the fiscal impact (current year and ongoing).

This salary adjustment is consistent with the increase included in the personnel costs in the budget for FY'11. This resolution adjusts the ranges and all non-bargaining unit employees' salaries, except elected officials staff, by 2.0%.

4. Explain any legal and/or policy issues involved.

N/A

5. Explain any citizen and/or other government participation that has or will take place.

None

Required Signature

**Elected Official or
Department/
Agency Director:**



Date: 5/25/10