



Item #17-6-10
Consent

SACOG Board of Directors

June 8, 2017

Approve Annual Adoption of Salary Plan per CalPERS Regulation

Issue: Whether to adopt SACOG's Salary Plan as required annually to comply with CalPERS regulation (California Code of Regulations (CCR) section 570.5).

Recommendation: Staff recommends that the SACOG Board adopt the Salary Plan as shown in the attachment.

Committee Action/Discussion: 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 July 2017, pursuant to the MOU with SACOG's Employee Association that takes effect July 1, 2017, SACOG staff will receive a 2.49% cost of living increase. In order to comply with CCR section 570.5, the Board is required to adopt a salary plan reflecting this change. Adoption of the attached Salary Plan on its own does not change compensation; that action was approved in February by the Board of Directors. This action simply provides information in the form required by state regulation.

Approved by:

James Corless
Chief Executive Officer

JC:EJ:ts

Attachment

Key Staff: Kirk E. Trost, Chief Operating Officer/General Counsel, (916) 340-6210
Erik Johnson, Manager of Policy & Administration, (916) 340-6247

Sacramento Area Council of Governments

Monthly Salary Schedule - Effective July 1, 2017

| Position | Salary Range | A | | | B | | | C | | | D | | | E | | |
|--|--------------|---------------|--------------------|--------------------|---------------|--------------------|--------------------|---------------|--------------------|--------------------|---------------|--------------------|--------------------|---------------|--------------------|--------------------|
| | | Monthly | 13 years longevity | 18 years longevity | Monthly | 13 years longevity | 18 years longevity | Monthly | 13 years longevity | 18 years longevity | Monthly | 13 years longevity | 18 years longevity | Monthly | 13 years longevity | 18 years longevity |
| Staff Assistant | 1 | 2,982 | 3,056 | 3,133 | 3,131 | 3,209 | 3,289 | 3,287 | 3,370 | 3,454 | 3,452 | 3,538 | 3,627 | 3,624 | 3,715 | 3,808 |
| Administrative Assistant I | 2 | 3,624 | 3,715 | 3,808 | 3,806 | 3,901 | 3,998 | 3,996 | 4,096 | 4,198 | 4,196 | 4,301 | 4,408 | 4,406 | 4,516 | 4,629 |
| Administrative Assistant II | 3 | 4,406 | 4,516 | 4,629 | 4,626 | 4,741 | 4,860 | 4,857 | 4,979 | 5,103 | 5,100 | 5,227 | 5,358 | 5,355 | 5,489 | 5,626 |
| Accounting Specialist | | 4,406 | 4,516 | 4,629 | 4,626 | 4,741 | 4,860 | 4,857 | 4,979 | 5,103 | 5,100 | 5,227 | 5,358 | 5,355 | 5,489 | 5,626 |
| Research Technician | | 4,406 | 4,516 | 4,629 | 4,626 | 4,741 | 4,860 | 4,857 | 4,979 | 5,103 | 5,100 | 5,227 | 5,358 | 5,355 | 5,489 | 5,626 |
| Analyst I | 4 | 4,626 | 4,741 | 4,860 | 4,857 | 4,979 | 5,103 | 5,100 | 5,227 | 5,358 | 5,355 | 5,489 | 5,626 | 5,623 | 5,763 | 5,907 |
| Analyst II | 5 | 5,355 | 5,489 | 5,626 | 5,623 | 5,763 | 5,907 | 5,904 | 6,051 | 6,203 | 6,199 | 6,354 | 6,513 | 6,509 | 6,672 | 6,839 |
| Graphic Designer | | 5,355 | 5,489 | 5,626 | 5,623 | 5,763 | 5,907 | 5,904 | 6,051 | 6,203 | 6,199 | 6,354 | 6,513 | 6,509 | 6,672 | 6,839 |
| Accountant | 6 | 6,199 | 6,354 | 6,513 | 6,509 | 6,672 | 6,839 | 6,834 | 7,005 | 7,180 | 7,176 | 7,356 | 7,539 | 7,535 | 7,723 | 7,916 |
| Associate Analyst | | 6,199 | 6,354 | 6,513 | 6,509 | 6,672 | 6,839 | 6,834 | 7,005 | 7,180 | 7,176 | 7,356 | 7,539 | 7,535 | 7,723 | 7,916 |
| Clerk of the Board/Executive Assistant | | 6,199 | 6,354 | 6,513 | 6,509 | 6,672 | 6,839 | 6,834 | 7,005 | 7,180 | 7,176 | 7,356 | 7,539 | 7,535 | 7,723 | 7,916 |
| Senior Analyst | 7 | 7,176 | 7,356 | 7,539 | 7,535 | 7,723 | 7,916 | 7,912 | 8,110 | 8,312 | 8,307 | 8,515 | 8,728 | 8,723 | 8,941 | 9,164 |
| Information Technology Administrator | | 7,176 | 7,356 | 7,539 | 7,535 | 7,723 | 7,916 | 7,912 | 8,110 | 8,312 | 8,307 | 8,515 | 8,728 | 8,723 | 8,941 | 9,164 |
| Manager | | 8,307 | 8,515 | 8,728 | 10,121 | 10,374 | 10,633 | 11,935 | 12,233 | 12,539 | 13,748 | 14,092 | 14,444 | 15,562 | 15,951 | 16,350 |
| Steps within this range are for illustrative purposes only; salaries are determined by individual employment agreement within the range. | | | | | | | | | | | | | | | | |
| Chief Operating Officer/Gen Counsel | | 18,520 | 18,983 | 19,458 | 20,002 | 20,502 | 21,015 | 21,605 | 22,145 | 22,699 | 23,332 | 23,915 | 24,513 | 25,197 | 25,827 | 26,473 |
| Chief Executive Officer | | 18,520 | 18,983 | 19,458 | 20,002 | 20,502 | 21,015 | 21,605 | 22,145 | 22,699 | 23,332 | 23,915 | 24,513 | 25,197 | 25,827 | 26,473 |
| Steps within these ranges are for illustrative purposes only; salaries are determined by individual employment agreement within the range. | | | | | | | | | | | | | | | | |

Notes:

Regular full-time employees are paid a monthly salary based on this schedule.

Longevity pay is 2.5% for employees with 13 years of FTE service and 2.5% + 2.5% for employees with 18 years of FTE service.

Sacramento Area Council of Governments
Student Intern Wage Schedule (Effective July 1, 2017)

| | | Hourly Rate |
|---|---|-------------|
| First Year Student (Less than equivalent of 30 semester units completed) | | |
| A. | No relevant work experience | \$ 12.57 |
| B. | At least equivalent of 15 semester units completed or 500 hours of appropriate experience | \$ 13.18 |
| Second Year Student (Equivalent of 30 semester units completed) | | |
| A. | No relevant work experience | \$ 13.50 |
| B. | At least equivalent of 45 semester units completed or 500 hours of appropriate experience | \$ 14.16 |
| Third Year Student (Equivalent of 60 semester units completed) | | |
| A. | No relevant work experience | \$ 14.49 |
| B. | At least equivalent of 75 semester units completed or 500 hours of appropriate experience | \$ 15.23 |
| Fourth Year Student (Equivalent of 90 semester units completed) | | |
| A. | No relevant work experience | \$ 15.58 |
| B. | At least equivalent of 105 semester units completed or 500 hours of appropriate experience | \$ 16.35 |
| Graduate Student (B.A. or B.S. Degree Completed) | | |
| A. | No relevant work experience | \$ 16.79 |
| B. | At least equivalent of 9 semester units completed or 500 hours of appropriate experience | \$ 17.61 |
| C. | At least equivalent of 18 semester units completed or 1,000 hours of appropriate experience | \$ 18.50 |
| D. | At least equivalent of 27 semester units completed or 1,500 hours of appropriate experience | \$ 19.39 |
| E. | At least equivalent of 36 semester units completed or 2,000 hours of appropriate experience | \$ 20.37 |