



Board of Directors Regular Meeting

Meeting Date: 4/19/2018

Agenda Item No.: 2018-April-12.

SACOG Board of Directors

Subject: Adopt Annual Salary Plan per CalPERS Regulation (Est. time: 0 minutes)

Consent

Prepared by: Erik Johnson

Approved by: James Corless

Attachments: Yes

1. Issue:

Should SACOG adopt a salary plan as required annually to comply with CalPERS regulations?

2. Recommendation:

The Government Relations & Public Affairs Committee recommends that the SACOG Board adopt the salary plan as shown in the attachment.

3. 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 February 2017, the Board of Directors approved a five-year Memorandum of Understanding with the SACOG Employees Association to provide a cost of living adjustment on July 1, each year. The adjustment will be between 1-4 percent, 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.

4. Discussion/Analysis:

Based on the change in CPI-U, the cost of living adjustment effective July 1, 2018 will be 3.39 percent. In order to comply with CCR section 570.5, the Board is required to adopt a salary plan reflecting this change.

This Salary Plan shows the salary ranges for the proposed new classifications of Clerk of the Board, Executive Assistant, and Procurement Officer that are proposed in the amendment to the Classification Plan also on this meeting's agenda.

This Salary Plan also shows the compensation for the Streetcar Project Manager, which

was not previously shown as a separate position.

5. Fiscal Impact/Grant Information:

The cost of living adjustment will increase staffing costs by approximately \$207,000. A portion of this increase will be offset by the \$42,000 in savings from reduced CalPERS costs outlined in the separate item on this agenda regarding Employer Paid Member Contributions.

The changes to salary ranges for the classifications being modified in the amendment to the Classification Plan are accounted for in the current and proposed Budget and Overall Work Program.

ATTACHMENTS:

Description

Attachment A - 2018 Salary Plan

Attachment B - 2018 Intern Salary Plan

Sacramento Area Council of Governments

Monthly Salary Schedule - Effective July 1, 2018

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	3,083	3,160	3,239	3,237	3,318	3,401	3,399	3,484	3,571	3,569	3,658	3,750	3,747	3,841	3,937
Administrative Assistant I	2	3,747	3,841	3,937	3,935	4,033	4,134	4,131	4,235	4,341	4,338	4,446	4,558	4,555	4,669	4,786
Administrative Assistant II	3	4,555	4,669	4,786	4,783	4,902	5,025	5,022	5,147	5,276	5,273	5,405	5,540	5,537	5,675	5,817
Accounting Specialist		4,555	4,669	4,786	4,783	4,902	5,025	5,022	5,147	5,276	5,273	5,405	5,540	5,537	5,675	5,817
Research Technician		4,555	4,669	4,786	4,783	4,902	5,025	5,022	5,147	5,276	5,273	5,405	5,540	5,537	5,675	5,817
Analyst I	4	4,783	4,902	5,025	5,022	5,147	5,276	5,273	5,405	5,540	5,537	5,675	5,817	5,813	5,959	6,108
Analyst II	5	5,537	5,675	5,817	5,813	5,959	6,108	6,104	6,257	6,413	6,409	6,569	6,734	6,730	6,898	7,070
Graphic Designer		5,537	5,675	5,817	5,813	5,959	6,108	6,104	6,257	6,413	6,409	6,569	6,734	6,730	6,898	7,070
Accountant	6	6,409	6,569	6,734	6,730	6,898	7,070	7,066	7,243	7,424	7,419	7,605	7,795	7,790	7,985	8,185
Associate Analyst		6,409	6,569	6,734	6,730	6,898	7,070	7,066	7,243	7,424	7,419	7,605	7,795	7,790	7,985	8,185
Executive Assistant		6,409	6,569	6,734	6,730	6,898	7,070	7,066	7,243	7,424	7,419	7,605	7,795	7,790	7,985	8,185
Clerk of the Board	7	7,419	7,605	7,795	7,790	7,985	8,185	8,180	8,384	8,594	8,589	8,804	9,024	9,018	9,244	9,475
Information Technology Administrator		7,419	7,605	7,795	7,790	7,985	8,185	8,180	8,384	8,594	8,589	8,804	9,024	9,018	9,244	9,475
Procurement Officer		7,419	7,605	7,795	7,790	7,985	8,185	8,180	8,384	8,594	8,589	8,804	9,024	9,018	9,244	9,475
Senior Analyst		7,419	7,605	7,795	7,790	7,985	8,185	8,180	8,384	8,594	8,589	8,804	9,024	9,018	9,244	9,475
Manager		8,589	8,804	9,024	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 Executive Officer		19,148	19,627	20,117	20,680	21,197	21,727	22,337	22,896	23,468	24,123	24,726	25,344	26,051	26,702	27,370
Chief Operating Officer/Gen Counsel		19,148	19,627	20,117	20,680	21,197	21,727	22,337	22,896	23,468	24,123	24,726	25,344	26,051	26,702	27,370
Streetcar Project Manager		19,148	19,627	20,117	20,680	21,197	21,727	22,337	22,896	23,468	24,123	24,726	25,344	26,051	26,702	27,370
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, 2018)

Education & Experience		Hourly Rate
First Year Student (Less than equivalent of 30 semester units completed)		
A.	No relevant work experience	\$ 13.00
B.	At least equivalent of 15 semester units completed or 500 hours of appropriate experience	\$ 13.63
Second Year Student (Equivalent of 30 semester units completed)		
A.	No relevant work experience	\$ 13.96
B.	At least equivalent of 45 semester units completed or 500 hours of appropriate experience	\$ 14.64
Third Year Student (Equivalent of 60 semester units completed)		
A.	No relevant work experience	\$ 14.98
B.	At least equivalent of 75 semester units completed or 500 hours of appropriate experience	\$ 15.75
Fourth Year Student (Equivalent of 90 semester units completed)		
A.	No relevant work experience	\$ 16.11
B.	At least equivalent of 105 semester units completed or 500 hours of appropriate experience	\$ 16.90
Graduate Student (B.A. or B.S. Degree Completed)		
A.	No relevant work experience	\$ 17.36
B.	At least equivalent of 9 semester units completed or 500 hours of appropriate experience	\$ 18.21
C.	At least equivalent of 18 semester units completed or 1,000 hours of appropriate experience	\$ 19.13
D.	At least equivalent of 27 semester units completed or 1,500 hours of appropriate experience	\$ 20.05
E.	At least equivalent of 36 semester units completed or 2,000 hours of appropriate experience	\$ 21.06