



Board of Directors Regular Meeting

Meeting Date: 4/19/2018

Agenda Item No.: 2018-April-13.

SACOG Board of Directors

Subject: Amend 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 an amendment to the current salary plan (adopted in June 2017), to comply with CalPERS regulations?

2. Recommendation:

The Government Relations & Public Affairs Committee recommends that the SACOG Board amend the salary plan as shown in the attachment effective April 1, 2018.

3. Background/Analysis:

California Code of Regulations Section 570.5 requires the adoption of a Salary Plan in order to account for any modifications to salary.

4. Discussion/Analysis:

This amendment to the salary plan reflects 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 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

April 2018 Salary Plan

Sacramento Area Council of Governments

Monthly Salary Schedule - Effective April 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	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
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
Clerk of the Board	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
Procurement Officer		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
Senior Analyst		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
Streetcar Project Manager		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.