



Item #15-8-2
Action

Government Relations & Public Affairs Committee

July 31, 2015

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: That the Government Relations & Public Affairs Committee recommend that the SACOG Board adopt the Salary Plan as shown in the attachment.

Discussion: In 2011, the California Code of Regulations (section 570.5) was amended to require the annual adoption of SACOG's Salary Plan in order to account for any modifications to salary, including cost of living adjustments.

In August 2015, pursuant to the current MOU with SACOG's Employee Association, SACOG staff was granted a 1.29% 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 will result in no changes in compensation. It simply provides information in the form now required by state regulation.

Approved by:

Mike McKeever
Chief Executive Officer

MM:SN:ts

Attachment

Key Staff: Erik Johnson, Manager of Policy & Administration, (916) 340-6247
Kirk Trost, Chief Operating Officer/General Counsel, (916) 340-6210
Stacy Niccum, Finance Manager, (916) 340-6243

Sacramento Area Council of Governments

Attachment

Monthly Salary Schedule - Effective August 1, 2015

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
Administrative Clerk I	14	2,849	2,921	2,994	2,992	3,067	3,143	3,141	3,220	3,300	3,298	3,381	3,465	3,463	3,550	3,639
Staff Assistant		2,849	2,921	2,994	2,992	3,067	3,143	3,141	3,220	3,300	3,298	3,381	3,465	3,463	3,550	3,639
Administrative Clerk II	16	3,141	3,220	3,300	3,298	3,381	3,465	3,463	3,550	3,639	3,637	3,727	3,821	3,818	3,914	4,012
Administrative Clerk III	18	3,463	3,550	3,639	3,637	3,727	3,821	3,818	3,914	4,012	4,009	4,109	4,212	4,210	4,315	4,423
Administrative Assistant I	20	3,818	3,914	4,012	4,009	4,109	4,212	4,210	4,315	4,423	4,420	4,531	4,644	4,641	4,757	4,876
Accounting Technician		3,818	3,914	4,012	4,009	4,109	4,212	4,210	4,315	4,423	4,420	4,531	4,644	4,641	4,757	4,876
Administrative Assistant II	22	4,210	4,315	4,423	4,420	4,531	4,644	4,641	4,757	4,876	4,873	4,995	5,120	5,117	5,245	5,376
Accountant I		4,210	4,315	4,423	4,420	4,531	4,644	4,641	4,757	4,876	4,873	4,995	5,120	5,117	5,245	5,376
Graphic Designer I		4,210	4,315	4,423	4,420	4,531	4,644	4,641	4,757	4,876	4,873	4,995	5,120	5,117	5,245	5,376
Information Technology Analyst I		4,210	4,315	4,423	4,420	4,531	4,644	4,641	4,757	4,876	4,873	4,995	5,120	5,117	5,245	5,376
Public Information Coordinator I		4,210	4,315	4,423	4,420	4,531	4,644	4,641	4,757	4,876	4,873	4,995	5,120	5,117	5,245	5,376
Research Technician		4,210	4,315	4,423	4,420	4,531	4,644	4,641	4,757	4,876	4,873	4,995	5,120	5,117	5,245	5,376
Planner I		23	4,420	4,531	4,644	4,641	4,757	4,876	4,873	4,995	5,120	5,117	5,245	5,376	5,373	5,507
Administrative Coordinator I	25	4,873	4,995	5,120	5,117	5,245	5,376	5,373	5,507	5,645	5,641	5,782	5,927	5,923	6,072	6,223
Administrative Assistant III		4,873	4,995	5,120	5,117	5,245	5,376	5,373	5,507	5,645	5,641	5,782	5,927	5,923	6,072	6,223
Accountant II	26	5,117	5,245	5,376	5,373	5,507	5,645	5,641	5,782	5,927	5,923	6,072	6,223	6,220	6,375	6,535
Planner II		5,117	5,245	5,376	5,373	5,507	5,645	5,641	5,782	5,927	5,923	6,072	6,223	6,220	6,375	6,535
Research Analyst		5,117	5,245	5,376	5,373	5,507	5,645	5,641	5,782	5,927	5,923	6,072	6,223	6,220	6,375	6,535
Graphic Designer II		5,117	5,245	5,376	5,373	5,507	5,645	5,641	5,782	5,927	5,923	6,072	6,223	6,220	6,375	6,535
Information Technology Analyst II		5,117	5,245	5,376	5,373	5,507	5,645	5,641	5,782	5,927	5,923	6,072	6,223	6,220	6,375	6,535
Public Information Coordinator II		5,117	5,245	5,376	5,373	5,507	5,645	5,641	5,782	5,927	5,923	6,072	6,223	6,220	6,375	6,535
Administrative Coordinator II		27	5,373	5,507	5,645	5,641	5,782	5,927	5,923	6,072	6,223	6,220	6,375	6,535	6,531	6,694
Accountant III	29	5,923	6,072	6,223	6,220	6,375	6,535	6,531	6,694	6,861	6,857	7,029	7,204	7,200	7,380	7,565
Associate Information Technology Analyst		5,923	6,072	6,223	6,220	6,375	6,535	6,531	6,694	6,861	6,857	7,029	7,204	7,200	7,380	7,565
Associate Planner		5,923	6,072	6,223	6,220	6,375	6,535	6,531	6,694	6,861	6,857	7,029	7,204	7,200	7,380	7,565
Associate Research Analyst		5,923	6,072	6,223	6,220	6,375	6,535	6,531	6,694	6,861	6,857	7,029	7,204	7,200	7,380	7,565
Associate Public Information Coordinator		5,923	6,072	6,223	6,220	6,375	6,535	6,531	6,694	6,861	6,857	7,029	7,204	7,200	7,380	7,565
Associate Graphic Designer		5,923	6,072	6,223	6,220	6,375	6,535	6,531	6,694	6,861	6,857	7,029	7,204	7,200	7,380	7,565
Senior Accountant		32	6,857	7,029	7,204	7,200	7,380	7,565	7,560	7,749	7,943	7,938	8,136	8,340	8,335	8,543
Senior Graphic Designer	6,857		7,029	7,204	7,200	7,380	7,565	7,560	7,749	7,943	7,938	8,136	8,340	8,335	8,543	8,757
Senior Research Analyst	6,857		7,029	7,204	7,200	7,380	7,565	7,560	7,749	7,943	7,938	8,136	8,340	8,335	8,543	8,757
Senior Planner	6,857		7,029	7,204	7,200	7,380	7,565	7,560	7,749	7,943	7,938	8,136	8,340	8,335	8,543	8,757
Senior Public Information Coordinator	6,857		7,029	7,204	7,200	7,380	7,565	7,560	7,749	7,943	7,938	8,136	8,340	8,335	8,543	8,757
Senior Information Technology Analyst	6,857		7,029	7,204	7,200	7,380	7,565	7,560	7,749	7,943	7,938	8,136	8,340	8,335	8,543	8,757
Supervising Senior Planner	33		7,200	7,380	7,565	7,560	7,749	7,943	7,938	8,136	8,340	8,335	8,543	8,757	8,752	8,970
Supervising Senior Research Analyst		7,200	7,380	7,565	7,560	7,749	7,943	7,938	8,136	8,340	8,335	8,543	8,757	8,752	8,970	9,195
Clerk of the Board/HR Specialist		7,200	7,380	7,565	7,560	7,749	7,943	7,938	8,136	8,340	8,335	8,543	8,757	8,752	8,970	9,195
Manager		7,938	8,136	8,340	8,645	8,861	9,083	9,414	9,649	9,891	10,252	10,508	10,771	11,170	11,449	11,735
Principal Project Expert		7,938	8,136	8,340	8,645	8,861	9,083	9,414	9,649	9,891	10,252	10,508	10,771	11,170	11,449	11,735
Steps within this range are for illustrative purposes only; salaries are determined by individual employment agreement within the range.																
Director		10,568	10,832	11,103	11,507	11,795	12,090	12,532	12,845	13,166	13,647	13,988	14,338	14,870	15,242	15,623
Steps within this range are for illustrative purposes only; salaries are determined by individual employment agreement within the range.																
Chief Operating Officer/Gen Counsel		17,697	18,139	18,593	19,113	19,591	20,081	20,644	21,160	21,689	22,295	22,852	23,424	24,077	24,679	25,296
Chief Executive Officer		17,697	18,139	18,593	19,113	19,591	20,081	20,644	21,160	21,689	22,295	22,852	23,424	24,077	24,679	25,296
Steps within this range 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.

The salary range for the COO/General Counsel and CEO includes contractual benefits; the base salary range for these positions is approximately \$15,557 to \$21,044

SACRAMENTO AREA COUNCIL OF GOVERNMENTS
Student Intern Hourly Wage Schedule
(Effective August 1, 2015)

	8/1/2015	8/1/2014	8/1/2013	8/1/2012	8/1/2011	8/1/2010	8/1/2009	8/1/2008	8/1/2007
First Year Student (Less than equivalent of 30 semester units completed)									
A. No relevant work experience	\$12.01	\$11.85	\$11.60	\$11.40	\$11.18	\$11.18	\$11.18	\$11.18	\$10.65
B. At least equivalent of 15 semester units completed or 500 hours of appropriate experience	\$12.59	\$12.43	\$12.16	\$11.95	\$11.72	\$11.72	\$11.72	\$11.72	\$11.16
Second Year Student (Equivalent of 30 semester units completed)									
A. No relevant work experience	\$12.90	\$12.73	\$12.46	\$12.25	\$12.02	\$12.02	\$12.02	\$12.02	\$11.45
B. At least equivalent of 45 semester units completed or 500 hours of appropriate experience	\$13.53	\$13.36	\$13.07	\$12.85	\$12.61	\$12.61	\$12.61	\$12.61	\$12.01
Third Year Student (Equivalent of 60 semester units completed)									
A. No relevant work experience	\$13.85	\$13.67	\$13.38	\$13.15	\$12.90	\$12.90	\$12.90	\$12.90	\$12.29
B. At least equivalent of 75 semester units completed or 500 hours of appropriate experience	\$14.55	\$14.37	\$14.06	\$13.82	\$13.56	\$13.56	\$13.56	\$13.56	\$12.91
Fourth Year Student (Equivalent of 90 semester units completed)									
A. No relevant work experience	\$14.89	\$14.71	\$14.39	\$14.14	\$13.87	\$13.87	\$13.87	\$13.87	\$13.21
B. At least equivalent of 105 semester units completed or 500 hours of appropriate experience	\$15.62	\$15.42	\$15.09	\$14.83	\$14.55	\$14.55	\$14.55	\$14.55	\$13.86
Graduate Student (B.A. or B.S. Degree Completed)									
A. No relevant work experience	\$16.04	\$15.84	\$15.50	\$15.23	\$14.94	\$14.94	\$14.94	\$14.94	\$14.23
B. At least equivalent of 9 semester units completed or 500 hours of appropriate experience	\$16.83	\$16.62	\$16.26	\$15.98	\$15.68	\$15.68	\$15.68	\$15.68	\$14.93
C. At least equivalent of 18 semester units completed or 1,000 hours of appropriate experience	\$17.68	\$17.45	\$17.08	\$16.79	\$16.47	\$16.47	\$16.47	\$16.47	\$15.69
D. At least equivalent of 27 semester units completed or 1,500 hours of appropriate experience	\$18.53	\$18.29	\$17.90	\$17.59	\$17.26	\$17.26	\$17.26	\$17.26	\$16.44
E. At least equivalent of 36 semester units completed or 2,000 hours of appropriate experience	\$19.46	\$19.21	\$18.80	\$18.48	\$18.13	\$18.13	\$18.13	\$18.13	\$17.27