



SACOG Board of Directors

Item #16-8-7
Consent

August 11, 2016

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

Committee Action/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 2016, pursuant to the current MOU with SACOG's Employee Association, SACOG staff was granted a 2.11% 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:EJ:ts

Attachment

Key Staff: Erik Johnson, Manager of Policy & Administration, (916) 340-6247

Sacramento Area Council of Governments

Monthly Salary Schedule - Effective August 1, 2016

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	2,909	2,982	3,057	3,055	3,131	3,210	3,208	3,288	3,370	3,368	3,452	3,538	3,536	3,625	3,715
Administrative Assistant I	2	3,536	3,625	3,715	3,713	3,806	3,901	3,899	3,996	4,096	4,094	4,196	4,301	4,298	4,406	4,516
Administrative Assistant II	3	4,298	4,406	4,516	4,513	4,626	4,742	4,739	4,858	4,979	4,976	5,100	5,228	5,225	5,355	5,489
Accounting Specialist		4,298	4,406	4,516	4,513	4,626	4,742	4,739	4,858	4,979	4,976	5,100	5,228	5,225	5,355	5,489
Research Technician		4,298	4,406	4,516	4,513	4,626	4,742	4,739	4,858	4,979	4,976	5,100	5,228	5,225	5,355	5,489
Analyst I	4	4,513	4,626	4,742	4,739	4,858	4,979	4,976	5,100	5,228	5,225	5,355	5,489	5,486	5,623	5,764
Analyst II	5	5,225	5,355	5,489	5,486	5,623	5,764	5,760	5,904	6,052	6,048	6,200	6,355	6,351	6,510	6,672
Graphic Designer		5,225	5,355	5,489	5,486	5,623	5,764	5,760	5,904	6,052	6,048	6,200	6,355	6,351	6,510	6,672
Accountant	6	6,048	6,200	6,355	6,351	6,510	6,672	6,668	6,835	7,006	7,002	7,177	7,356	7,352	7,536	7,724
Associate Analyst		6,048	6,072	6,223	6,351	6,375	6,535	6,668	6,694	6,861	7,002	7,029	7,204	7,352	7,380	7,565
Clerk of the Board/Executive Assistant		6,048	6,200	6,355	6,351	6,510	6,672	6,668	6,835	7,006	7,002	7,177	7,356	7,352	7,536	7,724
Senior Analyst	7	7,002	7,177	7,356	7,352	7,536	7,724	7,719	7,912	8,110	8,105	8,308	8,516	8,511	8,723	8,942
Information Technology Administrator		7,002	7,177	7,356	7,352	7,536	7,724	7,719	7,912	8,110	8,105	8,308	8,516	8,511	8,723	8,942
Manager		8,105	8,308	8,516	9,875	10,122	10,375	11,645	11,936	12,234	13,414	13,750	14,093	15,184	15,563	15,952
Steps within this range are for illustrative purposes only; salaries are determined by individual employment agreement within the range.																
Chief Operating Officer/Gen Counsel		18,070	18,522	18,985	19,516	20,004	20,504	21,080	21,607	22,147	22,765	23,335	23,918	24,585	25,200	25,830
Chief Executive Officer		18,070	18,522	18,985	19,516	20,004	20,504	21,080	21,607	22,147	22,765	23,335	23,918	24,585	25,200	25,830
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.