

Management

Elected Next Appointment/Term 1/2019

Position	Current Longevity	Next Longevity	Pay at 1/24/2017	Pay 1/25/2017
Assessor	4 longevity	Date of Next Longevity 5/2019	\$9,228.73	\$9,690.17
Auditor/Treas	3 longevity	Date of Next Longevity 11/2017	\$10,564.17	\$11,647.00
Clerk	3 longevity	Date of Next Longevity 8/2017	\$8,789.27	\$9,690.17
DA	2 longevity	Date of Next Longevity 1/2018	\$9,582.02	\$11,647.00
Sheriff	4 longevity	Date of Next Longevity 4/2019	\$11,092.38	\$11,647.00

Appointed

Position	Current Longevity	Next Longevity	Pay at 1/24/2017	Pay 1/25/2017
Planning/Tran	6 longevity	Date of Next Longevity Toped Out	\$12,229.35	\$12,840.12
Probation Chief	1 longevity	Date of Next Longevity 4/2019	\$7,972.13	\$9,690.17

By changing to the new rate of pay the County is saving money and removing the inequity of the longevity system that could spark litigation for elected positions.

Under the old system assuming the Board would have given department Heads the same COLAs as the employees four years from now five of the DH would be making more than the new system allows and the other two would be close to the pay of the new system without having fixed the potential for litigation. The overall savings of the new system is approximately 13% over the old longevity system, or approximately \$30,000 savings over the next 10 year.

Just for context DH have not received a COLA in 11 year, the employees 8 year. In the 2012/13 budget Management took a four percent decrees in compensation. Over the same eleven years the CPI has increased 19.90%. This means management has lost 23.9% of their buying power over that same time. The new system on average reduces that loss by less than half and less than the old system would have reduced the loss.

All around the new system protects the County and saves the County money.

**BOARD OF SUPERVISORS
COUNTY OF SIERRA
STATE OF CALIFORNIA**

**Resolution Authorizing Elimination of Longevities for
Department Mangers Positions**

Resolution No. 017- 012

WHEREAS, the Board of Supervisors has determined the current system of compensating Elected Department Heads thru longevities is inequitable to potential contenders ; and

WHEREAS, the Board of Supervisors has determined the current system of compensating Appointed Department Heads thru longevities is inequitable to new appointees not in the County system; and

WHEREAS, the Board finds that it is reasonable and appropriate to set flat rates for elected positions, and

WHEREAS, the Board finds that it is reasonable and appropriate to set flat rates for appointed positions commensurate with experience and duties.

NOW THEREFORE BE IT RESOLVED, the Sierra County Board of Supervisors approves the change in the compensation for Department Heads affective January 25, 2017 as follows:

Assessor \$9,690.17 monthly
Auditor Controller/Treasurer - Tax Collector \$11,647.00 monthly
Chief Probation Officer \$9,690.17 monthly
Clerk-Recorder \$9,690.17 monthly
District Attorney \$11,647.00 monthly
Behavioral Health Director \$9,690.17 monthly
Health and Social Services to be determined at hire
Sheriff-Coroner \$11,647.00 monthly
Transportation and Planning Director \$12,840.12 monthly

Those benefit changes relating to health insurance shall be the same as enumerated in the MOU for the Miscellaneous Unit of represented employees covering the 2017 thru 2020 calendar years. All other befits shall remain as listed in Resolution 2012-126 except for longevities.

NOW THEREFORE BE IT RESOLVED, County Code section 3.08.050 shall be amended to eliminate longevities for all Department Heads whether appointed or elected.

ADOPTED by the Board of Supervisors of the County of Sierra, State of California on the 17th day of January, 2017 by the following vote:

AYES: Supervisors Adams, Beard, Schlefstein, Huebner

NOES: None

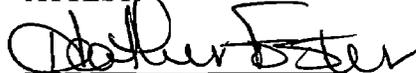
ABSTAIN: None

ABSENT: Supervisor Roen

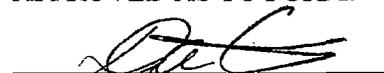
COUNTY OF SIERRA


PETER HUEBNER, CHAIRPERSON
BOARD OF SUPERVISORS

ATTEST:


HEATHER FOSTER
CLERK OF THE BOARD

APPROVED AS TO FORM:


DAVID PRENTICE
COUNTY COUNSEL

**BOARD OF SUPERVISORS
COUNTY OF SIERRA
STATE OF CALIFORNIA**

Resolution Amending Resolution 2017-012
Adding Chief Technology Officer

Resolution No. 018- 134

WHEREAS, the position of Chief Technology Officer had not been created at the time the Board adopted Resolution 2017-012 setting Department Heads salaries; and

WHEREAS, the Board of Supervisors has filled the position of Chief Technology Officer and set the salary at \$105,000 annually.

NOW THEREFORE BE IT RESOLVED, the Sierra County Board of Supervisors hereby amends Resolution 2017-012 to add the pay for the Chief Technology Officer (a Department Head) as follows:

Chief Technology Officer annual pay is \$105,000.

ADOPTED by the Board of Supervisors of the County of Sierra, State of California on the 20th day of November, 2018 by the following vote:

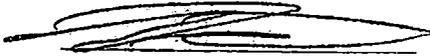
AYES: Supervisors Adams, Huebner, Roen, Schlefstein

NOES: None

ABSTAIN: None

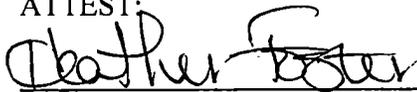
ABSENT: Supervisor Beard

COUNTY OF SIERRA



SCOTT A. SCHLEFSTEIN, CHAIRPERSON
BOARD OF SUPERVISORS

ATTEST:



HEATHER FOSTER
CLERK OF THE BOARD

APPROVED AS TO FORM:



DAVID PRENTICE
COUNTY COUNSEL