

BOARD MEETING DATE: March 6, 2015

AGENDA NO. 9

**PROPOSAL:** Approve Salary Adjustments for Executive Officer and General Counsel and Revisions to Employment Contracts

**SYNOPSIS:** The Personnel Committee recommends the Executive Officer and General Counsel receive the same salary adjustments to those provided to employees in the Technical/Enforcement & Office Clerical and Maintenance bargaining units and Management and Confidential, effective with the first pay period encompassing January 1, 2015. Funds for these increases are available in the FY 2014-15 Budget.

**COMMITTEE:** Personnel, February 13, 2015; Recommended for Approval

**RECOMMENDED ACTION:**

Approve the adjustments to base salary for Executive Officer and General Counsel effective with the first pay period encompassing January 1<sup>st</sup>, 2015, and amend their employment contracts to reflect these salary increases.

Dr. William A. Burke, Ed.D.  
Chair, Personnel Committee

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**Background**

The Personnel Committee meets periodically to review the performance of the Executive Officer and General Counsel and recommends adjustments to base salary and other terms and conditions of employment as appropriate. On December 5, 2014, the Board approved a three-year MOU with Teamsters Local 911 and provisions for Management and Confidential employees providing for annual base salary increases of 2%, 1.5%, and 1.5% effective the first pay period encompassing January 1<sup>st</sup> of each year. Additionally, the Teamsters MOU and provisions applying to Management and Confidential employees

requires employees pay the remaining portion of the employee's share of the retirement contribution over the three-year term with offsetting increases to salary.

### **Proposal**

The Executive Officer and General Counsel's base salary will be increased 2%, 1.5%, and 1.5%, effective the start of the pay period encompassing January 1<sup>st</sup> of 2015, 2016, and 2017, respectively. Since the Executive Officer has reached 30 years of service, no other adjustment is proposed.

However, the amount of the employee's share of the retirement contribution paid by SCAQMD for the General Counsel will be divided into three equal portions. The first portion will be added to General Counsel's obligations effective the start of the pay period encompassing July 1<sup>st</sup>, 2015; the second portion effective the start of the pay period encompassing July 1<sup>st</sup>, 2016; and the final portion will become effective the start of the pay period encompassing July 1<sup>st</sup>, 2017. With the start of the pay periods encompassing July 1<sup>st</sup> of 2015, 2016, and 2017, respectively, General Counsel will receive a base salary increase equivalent to the amount of the additional retirement obligation assumed under this provision. At the time General Counsel reaches 30 years of SBCERA service credit, the salary increases to base salary previously received pursuant to this section will be terminated and the General Counsel's base salary will be adjusted accordingly.

### **Resource Impacts**

There is sufficient funding available in the FY 2014-15 Budget.

### **Attachment**

- A. Proposed Amendments to Executive Management Agreements for Executive Officer and General Counsel

ATTACHMENT A

Proposed Amendments to Executive Management Agreements for  
Executive Officer and General Counsel

Proposed Amendment to Executive Management Agreement for Executive Officer:

I. TERMS OF AGREEMENT

B. \* \* \* \* \*

The Executive Officer's base salary will be increased 2%, 1.5%, and 1.5%, effective the start of the pay period encompassing January 1<sup>st</sup> of 2015, 2016, and 2017, respectively.

Proposed Amendments to Executive Management Agreement for General Counsel:

I. TERMS OF AGREEMENT

B. \* \* \* \* \*

The General Counsel's base salary will be increased 2%, 1.5%, and 1.5%, effective the start of the pay period encompassing January 1<sup>st</sup> of 2015, 2016, and 2017, respectively.

C. \* \* \* \* \*

The amount of the employee's share of the retirement contribution paid by SCAQMD for the General Counsel shall be divided into three equal portions. The first portion shall be added to General Counsel's obligations effective the start of the pay period encompassing July 1<sup>st</sup>, 2015; the second portion effective the start of the pay period encompassing July 1<sup>st</sup>, 2016; and the final portion shall become effective the start of the pay period encompassing July 1<sup>st</sup>, 2017. With the start of the pay periods encompassing July 1<sup>st</sup> of 2015, 2016, and 2017, respectively, General Counsel shall receive a base salary increase equivalent to the amount of the additional retirement obligation assumed under this provision. At the time General Counsel reaches 30 years of SBCERA service credit, the salary increases to base salary previously received pursuant to this section shall be terminated and the General Counsel's base salary will be adjusted accordingly.