2014-13280 RESOLUTION
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Requested By:YUMA CO BD OF SUPERVISORS
Recorded By: dshepard
Robyn Stallworth Pouquette County Recorder, YUMA County AZ

Please return original document
to the **Board of Supervisors Office,**
ATTENTION: Lucia Gomez (928) 373-1057
(Name & phone number)

TYPE OF DOCUMENT:

RESOLUTION NO. 2014-19,
Adjusting Employee Compensation for Fiscal Year 2014-2015.

DOCUMENT APPROVAL:

(Check appropriate box, fill in blanks.)
Approved by Yuma County Board of Supervisors:
June 16, 2014, Item No.D2.

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YUMA COUNTY BOARD OF SUPERVISORS

RESOLUTION NO. 2014-19

A JOINT RESOLUTION OF YUMA COUNTY, THE JAIL DISTRICT, FREE LIBRARY DISTRICT, FLOOD CONTROL DISTRICT, AND PUBLIC HEALTH DISTRICT ADJUSTING EMPLOYEE COMPENSATION.

ADJUSTING EMPLOYEE COMPENSATION

WHEREAS: Chapter III, section D, of the County's Personnel Rules sets forth the Board of Supervisors' responsibility to adopt a salary schedule listing all classifications and their pay ranges and to approve market based adjustments, and;

WHEREAS: The Board of Supervisors is required to determine the level of budget authority that will be provided for implementation of the compensation plan.

NOW, THEREFORE, BE IT RESOLVED that the following changes to the County's compensation plans are hereby approved:

I. Employee Pay Plan Allocations

A. Regular County Step Pay Plan:

1. Reclassifications:
   a) Funds are provided for 12 reclassifications.
   b) The effective date is the first full pay period of the fiscal year (beginning July 2014).

   All reclassifications for all pay plans shall be in accordance with the policies and guidelines as set forth in the County Personnel Rules.

   No further changes in compensation are provided for the Regular County Step Pay Plan.

B. Attorney's Step Pay Plan:

No changes in compensation are provided for the Attorney's Step Pay Plan.

C. Judicial Merit Pay Plan:

1. Reclassifications:
   a) Funds are provided for 2 reclassifications.

   b) The effective date is the first full pay period of the fiscal year (beginning July 1, 2014).

All reclassifications for all pay plans shall be in accordance with the policies and guidelines as set forth in the County Personnel Rules.

No further changes in compensation are provided for the Judicial Merit Pay Plan.

D. Elected Officials Pay Plan:

Elected Official pay is in conformity with A.R.S. §11-419.

II. Yuma County Employee Benefit Trust

BE IT FURTHER RESOLVED that the 2014-2015 Medical rates and design changes are as follows:

The employer and employee will contribute an 11.1% premium rate increase effective July 1, 2014 through June 30, 2015. The plan experienced a shortened 6 month plan year which enabled a transition of the benefit plans to a fiscal year. The premium percentage paid by the County for the $500 deductible PPO plan is 90% for the employee only and 80% for dependent tiers. The County pays 100% of the premium for the employee only option of the High Deductible Health Plan (HDHP) Health Savings Account (HSA) and 97% for dependent tiers. The employer contributes $41.80 monthly to the employee's HSA.

Effective Date is July 1, 2014, the first day of the fiscal year.

BE IT FURTHER RESOLVED that within any Pay Plan, if adjustments occur on the same date, the adjustments shall be applied in the sequence the adjustments are presented herein, and

IT IS RESOLVED FURTHER that no compensation changes shall be granted which would have the effect of increasing the fiscal year 2015/2016 base cost for compensation above the amount adopted for any of the pay plans, and further clarified as follows:

A. Assume the compensation resolution provides sufficient funds to provide a pay plan group of employees with a 2% salary increase effective July 1, the cost of the increase can be determined to be the cost of salaries before the increase (the salary base) times 2%. For purposes of this example, assume the base is $1,000,000; the cost of the increase would be $20,000. The requirements of this resolution are that the salary base for fiscal year 2015/16 will not exceed the base for fiscal year 2014/15 plus the fiscal year 2014/15 increase, or $1,020,000.

B. The baseline for fiscal year 2014/2015 may be exceeded to the extent that the Personnel Rules allow the County to hire new employees (to include lateral transfers (subject to availability of funding), voluntary grade decreases and demotions) up to the midpoint of the salary range. If the salary that is offered to the new employee does not exceed the midpoint, but does exceed the position of

the employee formerly holding the position, the baseline amount can be exceeded:

1. To comply with the County Personnel Rule Chapter III, section G, requirement that an employee receiving a promotion shall receive the greater of a 5% increase, or the amount necessary to reach step 1 of the new grade (excluding agency heads). The Human Resources Director may approve promotional increases above 5% and up to the midpoint based on an appointee's qualifications and the needs of the department.
2. To comply with the County Personnel Rule Chapter II, PR-212, allowing a retention adjustment to be made to increase an employee's salary up to 10% in order to retain employees that possess knowledge and skills that would be difficult to replace in Yuma County.
3. To comply with state or federal mandates.
4. To administer normal step increases in the existing Attorney, Regular, and Judicial Merit plans, or
5. To accommodate the annualized salaries of new positions added during the fiscal year specifically by the Board of Supervisors.

NOW, THEREFORE, BE IT RESOLVED, the Yuma County Board of Supervisors, and the Boards of Directors of all Special Taxing Districts hereby adopt this joint Resolution No. 2014-19 adjusting Employee Compensation; funding a Loan Repayment Assistance Program; and funding the On-Call Policy.

Adopted this 16th day of June, 2014.

AYES: 5
NAYS: 0
ABSTAIN: 0
ABSENT: 0

GREGORY S. FERGUSON
Chairman of the Board

ATTEST:

ROBERT L. PICKELS, JR.
County Administrator/Clerk of the Board

APPROVED AS TO FORM AND DETERMINED TO BE WITHIN THE SCOPE OF PERFORMANCE OF DUTY OF THE YUMA COUNTY BOARD OF SUPERVISORS:

JON R. SMITH
Yuma County Attorney

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