



Agenda Submittal

**Agenda #:** 5 **Status:** Consent Calendar  
**Type:** Resolution **Department:** Human Resources  
**File #:** 20-286 **Contact:** Jeannine Seher, 784-3406  
**Agenda date:** 4/28/2020 **Final action:** 4/28/2020  
**Title:** Amend the Alphabetical Listing of Classes and Salaries effective June 28, 2020 by increasing the maximum rate for Contract Employee - Professional

**Governing body:** Board of Supervisors  
**District:** All  
**Attachments:** 1. A - Resolution, 2. Adopted Resolution, 3. Minute Order

Date	Ver.	Action By	Action	Result
4/28/2020	1	Board of Supervisors		

Published Notice Required? Yes \_\_\_ No X  
Public Hearing Required? Yes \_\_\_ No X

**DEPARTMENTAL RECOMMENDATION:**

The Director of Human Resources recommends amending the Alphabetical Listing of Classes and Salaries by increasing the maximum hourly rate for Contract Employee - Professional from \$150 to \$180.

**SUMMARY:**

The classification of Contract Employee - Professional was established in 2001 with an increase to the pay rate in 2007 and December 2018. The proposed hourly rate increase would permit the County to offer a higher pay rate to four extra help Psychiatrists.

**FINANCIAL IMPACT:**

There is no financial impact in amending the Alphabetical Listing of Classes and Salaries. Any financial impact for specific Contract Employees is dependent on the contract between the County and the individual employee, the type of work performed, and the specific department's operating budget and revenue source(s).

**DISCUSSION:**

The class of Contract Employee - Professional was established in 2001. The maximum pay rate for Contract Employee - Professional was amended from \$100 to \$145 per hour in 2007 and amended to \$150 per hour effective December 2018. (The minimum pay rate has been amended over time to ensure that the pay meets or exceeds California minimum wage.)

The Health and Social Services Department believes the increase to \$180 per hour is necessary to retain extra help Psychiatrists on the County's payroll, to remain wage competitive with *locum tenens* firms, and as an appealing hourly rate for any private sector Psychiatrists who wish to supplement their practice by working for the County on an extra help basis. At present, there are four Contract Employee - Professionals who are Psychiatrists.

As departments prepare their Fiscal Year 2020/21 operating budgets, those contract employees near the maximum pay rate can be reviewed for any appropriate adjustment. Wage adjustments are subject to the County Administrator's approval.

**ALTERNATIVES:**

The Board of Supervisors could opt to not increase the maximum rate; however, this option is not recommended as Psychiatrist is one of the County's more difficult positions to fill and the use of extra help employees is one means of supplementing the number of Psychiatrists employed by the County.

**OTHER AGENCY INVOLVEMENT:**

The Human Resources Department consulted with the Health and Social Services Department and the County Administrator in the development of the recommended action.

**CAO RECOMMENDATION:**

APPROVE DEPARTMENTAL RECOMMENDATION