CLARK COUNTY
STAFF REPORT

DEPARTMENT: Human Resources

DATE: November 26, 2013

REQUEST: Approve 2014 M1, M2 Compensation and Health Savings Account Contribution

CHECK ONE: __X__   Consent   _____   CAO

Background

In December 2012, the Board of County Commissioners approved a new compensation program for M1 and M2 employees. The program is now similar to other compensation plans throughout the county, and has a unique feature to recognize extraordinary performance by individual employees.

Management Compensation

Recommendations for wages consistent with other employee groups for M1 and M2 employees:
- 2% range adjustment with a corresponding base wage increase
- Annual step increase
- ~~Additional step or equivalent lump sum on an exception basis for an Extraordinary Year performance rating. This is unique to M1 and M2 employees.~~ _RCT_

not approved →

The cost to the general fund for this increase is $532,004 and for all funds (including general fund) is $961,470. The cost includes roll-ups for PERS, FICA and other mandated costs.

Health Savings Account Contribution

Recommendation for contribution to the Health Savings Account (HSA) for Elected Officials, M1, M2 and M3 employees consistent with other employee groups, and limited to employees who enroll in the High Deductible Health Plan through either Regence or Kaiser Permanente. For those who elect the High Deductible Health Plan with HSA, there is a resulting cost savings to the county.

The recommended contribution is $20.83 per pay period for individual coverage ($500 annually) and $41.67 per pay period for family coverage ($1,000 annually). The contribution is made on a pre-tax basis to help offset the increased out of pocket costs associated with the qualified High Deductible Health Plan.

COMMUNITY OUTREACH

There were no community outreach efforts specific to this request.

BUDGET AND POLICY IMPLICATIONS

Costs are provided for in the 2013/2014 budget.

FISCAL IMPACTS

   ☑ **Yes (see attached form)**   ☐ **No**

Fiscal impacts are included in the budget.

ACTION REQUESTED

Approval of the following:

1. 2% range with base wage increase
2. Annual step increase
3. ~~Additional step or equivalent lump sum on an exception basis for an Extraordinary Year performance rating~~
4. Contribution to the Health Savings Account the same as that approved for represented employees through their collective bargaining contracts; $20.83 per pay period for individual coverage and $41.67 per pay period for family coverage.

DISTRIBUTION:

Kathy Meyers, Human Resources
Sharrell Kline, Human Resources
Jeremy Hammrich, Human Resources

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Francine Reis
Human Resources Director

Approved:

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CLARK COUNTY
BOARD OF COMMISSIONERS

NOV. 26, 2013

SR 232-13

FISCAL IMPACT ATTACHMENT

Part I: Narrative Explanation

I. A – Explanation of what the request does that has fiscal impact and the assumptions for developing revenue and costing information

This request provides wage and salary adjustments for M1 and M2 employees for 2014. The Health Savings Account contributions are not included because we cannot determine the number of employees who may enroll.

Part II: Estimated Revenues – Funds to cover the cost of the wage and benefits are incorporated in the 2013 – 2014 Biennium Budget.

Fund #/Title	Current Biennium		Next Biennium		Second Biennium	
	GF	Total	GF	Total	GF	Total
Multiple Countywide	532,004	961,470	532,004	961,470	532,004	961,470
Total	532,004	961,470	532,004	961,470	532,004	961,470

II. A – Describe the type of revenue (grant, fees, etc.)

Part III: Estimated Expenditures

III. A – Expenditures summed up for wages for M1 & M2 employees.

Fund #/Title	FTE's	Current Biennium		Next Biennium		Second Biennium	
		GF	Total	GF	Total	GF	Total
Multiple Countywide		532,004	961,470	532,004	961,470	532,004	961,470
Total		532,004	961,470	532,004	961,470	532,004	961,470

III. B – Expenditure by object category

Fund #/Title	Current Biennium		Next Biennium		Second Biennium	
	GF	Total	GF	Total	GF	Total
Multiple Countywide/Salaries (Obj 100)	532,004	961,470	532,004	961,470	532,004	961,470
Total	532,004	961,470	532,004	961,470	532,004	961,470