



Office of the City Manager

CONSENT CALENDAR

March 21, 2023

To: Honorable Mayor and Members of the City Council

From: Dee Williams-Ridley, City Manager

Submitted by: Aram Kouyoumdjian, Director of Human Resources

Subject: Salary Range Adjustments: Senior Behavioral Health Clinician, Mental Health Clinical Supervisor, Mental Health Program Supervisor, Assistant Manager of Mental Health Division, and Manager of Mental Health Division

RECOMMENDATION

Adopt a Resolution amending Resolution No. 69,997-N.S. Salary Resolution for Public Employees Union – Local 1 to increase the top step salary of the Senior Behavioral Health Clinician by 0.83%; Mental Health Clinical Supervisor by 4.18%; Mental Health Program Supervisor by 7.33%; Assistant Manager of Mental Health Division by 7.33%; and Manager of Mental Health Division by 1.20%, effective January 14, 2023.

FISCAL IMPACTS OF RECOMMENDATION

The current total budgeted compensation for these classifications is \$4,306,298.87 and the total budgeted compensation to implement the salary increase requested is \$4,487,572.99, a total variance of \$181,274.12. For FY 2023, the variance can be absorbed through salary savings due to vacancies within the classifications.

CURRENT SITUATION AND ITS EFFECTS

In the Mental Health Division, salary compaction exists between supervisory and subordinate classifications – in particular, the salary differences between Senior Behavioral Health Clinician (SrBHC), Mental Health Clinical Supervisor (MHCS), and Mental Health Program Supervisor (MHPS), as shown in Table A below.

Salary Range Adjustments: Senior Behavioral Health Clinician, Mental Health Clinical Supervisor, Mental Health Program Supervisor, Assistant Manager of Mental Health Division, and Manager of Mental Health Division

Table A: City of Berkeley Mental Health Supervisory Job Classifications		
Job Title	Current top step	Current % higher than the classification
Behavioral Health Clinician II	\$111,178.50	n/a
Senior Behavioral Health Clinician (SrBHC)	\$121,282.51	9.09%
Mental Health Clinical Supervisor (MHCS)	\$129,121.82	6.46%
Mental Health Program Supervisor (MHPS)	\$137,870.51	6.78%
Assistant Manager of MH Division	\$151,662.58	10.00%
Manager of Mental Health Division	\$176,925.01	16.66%

The identified compaction has been referenced as a cause of recruitment and retention problems within the higher classifications, as employees have been reluctant to apply for (or remain in) the positions given a disproportionate increase in responsibilities compared to a relatively modest increase in compensation between them and their subordinates.

ENVIRONMENTAL SUSTAINABILITY AND CLIMATE IMPACTS

There are no identifiable environmental effects or opportunities associated with the subject of this report.

RATIONALE FOR RECOMMENDATION

City staff conducted an internal audit and determined that the salary top step between supervisory classifications and their subordinate classifications are typically ten percent (10%) or greater, which is appropriate in light of both internal pay dynamics and outside market considerations.

ALTERNATIVE ACTIONS CONSIDERED

None.

CONTACT PERSON

Aram Kouyoumdjian, Human Resources Director, Human Resources Department, 510-981-6807.

Attachments:

1: Resolution

RESOLUTION NO. ##,###-N.S.

APPROVE SALARY ADJUSTMENT: SENIOR BEHAVIORAL HEALTH CLINICIAN, MENTAL HEALTH CLINICAL SUPERVISOR, MENTAL HEALTH PROGRAM SUPERVISOR, ASSISTANT MANAGER OF MENTAL HEALTH DIVISION, AND MANAGER OF MENTAL HEALTH DIVISION CLASSIFICATIONS

WHEREAS, the Human Resources Department maintains the Classification and Compensation plan for the City of Berkeley; and

WHEREAS, Public Employees Union – Local 1 and the Human Resources Department identified salary compaction between the top pay steps of certain mental health classifications, including Senior Behavioral Health Clinician, Mental Health Clinical Supervisor, and Mental Health Program Supervisor, for which the salary variance was less than 10%; and

WHEREAS, the Human Resources Department completed an internal salary audit between other supervisory classifications and their subordinates, and ascertained a typical variance of at least ten percent (10%); and

WHEREAS, it is necessary for the City Council to adopt an amendment to Public Employees Union – Local 1 salary resolution, No. 69,997-N.S., to provide the salary adjustments reflected in Exhibit A to establish a ten percent (10%) variance between the supervisory classifications and their subordinate classifications, and hence alleviate the salary compaction;

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that Resolution No. 69,997-N.S., Salary Resolution for Public Employees Union – Local 1 is amended to include the salary adjustments in Exhibit A, attached hereto and made part hereof, effective January 14, 2023.

EXHIBIT A

Attachment: Exhibit A

The following classifications' top step shall be increased by the corresponding percent:

Classification	New Top Step	% Increase	New Variance
Senior Behavioral Health Clinician	\$122,296.35	0.83	10%
Mental Health Clinical Supervisor	\$134,525.99	4.18	10%
Mental Health Program Supervisor	\$147,978.58	7.33	10%
Assistant Manager of Mental Health Division	\$162,776.44	7.33	10%
Manager of Mental Health Division	\$179,054.09	1.20	10%