



Legislation Details (With Text)

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File created: 9/3/2019 **In control:** Board of Supervisors

On agenda: 9/10/2019 **Final action:** 9/10/2019

Title: Director of Human Resources and Chief Administrative Officer recommending the Board approve and authorize the Chair to sign Resolution 147-2019 to increase the Director of Information Technologies salary range, effective the first pay period following adoption.

FUNDING: General Fund with partial cost recovery in future years through the A-87 Cost Plan.

Sponsors:

Indexes:

Code sections:

Attachments: 1. A - Resolution 9-10-19, 2. B - Approved Blue Route 9-10-19, 3. Executed Resolution 147-2019

Date	Ver.	Action By	Action	Result
9/10/2019	1	Board of Supervisors	Approved	Pass

Director of Human Resources and Chief Administrative Officer recommending the Board approve and authorize the Chair to sign Resolution **147-2019** to increase the Director of Information Technologies salary range, effective the first pay period following adoption.

FUNDING: General Fund with partial cost recovery in future years through the A-87 Cost Plan.

DISCUSSION / BACKGROUND

The current Director of Information Technologies will be vacating the position effective September 13, 2019. To determine the competitiveness of the salary and benefits, Human Resources updated the 2018 total compensation data prior to recruitment being initiated to fill the position.

Using the same comparator agencies as the 2018 compensation analysis, eight of the County’s comparator agencies have a comparable classification to the County’s Director of Information Technologies. One significant difference between 2018 and 2019 data is the inclusion of a match for Placer County. Placer County recently re-organized and now has a comparable classification. The outcome of the 2019 total compensation study yielded that El Dorado County’s position is currently paid 16.92% below the total compensation median.

Consistent with trends across California counties, Information Technology Director positions continue to be hard to fill due to competition with the private sector. Therefore, given the current market data, it is recommended that the salary for the Director of Information Technologies be moved to 8% below the total compensation market median. This change would result in an 8.92% increase in base salary.

ALTERNATIVES

The Board could choose to reject the salary increase.

OTHER DEPARTMENT / AGENCY INVOLVEMENT

N/A

CAO RECOMMENDATION

It is recommended that the Board approve this item.

FINANCIAL IMPACT

The approximate increased cost is \$17,400 per year (note: costing assumes the most costly health plan, which is Blue Shield PPO Family). The Department's Fiscal Year 2019-20 budget has sufficient appropriations approved for this position to cover all but \$5,900 of the increase; it is anticipated that vacancies within the department will cover the excess cost.

CLERK OF THE BOARD FOLLOW UP ACTIONS

Provide one copy of the executed Resolution to Katie Lee in the Human Resources Department.

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

Tameka Usher, Director of Human Resources
Don Ashton, Chief Administrative Officer