



Legislation Text

File #: 12-1548, Version: 1

Supervisors Knight and Santiago recommending the Board adopt Resolution **190-2012** increasing the salaries of the Assistant Chief Administrative Officer and the Health and Human Services Agency Director by 5%. This Resolution shall supersede Resolution 162-2012 adopted by the Board on December 4, 2012.

**FUNDING:** General Fund, Federal & State Revenues, Realignment.

<b>BUDGET SUMMARY:</b>	
Total Estimated Cost.....	\$31,560 (annual)
Budgeted.....	
New Funding.....	
Savings.....	\$31,560
Other.....	
Total Funding Available.....	\$31,560
Change To Net County Cost.....	\$0

**Fiscal Impact/Change to Net County Cost**

The current annual salary for these positions is \$157,800. The proposed annual salary is \$165,690, an increase of \$15,780. The estimated increase in costs for FY 2012-13 is \$8,547 for each position. There are sufficient salary savings in the Chief Administrative Office budget and Health & Human Services Agency budget to fund the additional costs.

**Reason for Recommendation**

In November 2011, the Board approved the creation of a consolidated Health & Human Services Agency by combining Health Services and Human Services Departments.

It has been just over a year since that consolidation and the Agency model is working very well and has resulted in much improved program integration, coordination and service delivery to clients. That Agency model has now been applied to the land use departments with the creation of a consolidated Community Development Agency approved by the Board on December 4, 2012. Adoption of this new resolution would make the salaries of the Assistant Chief Administrative Officer and the Health & Human Services Agency Director equivalent to the salary approved for the Community Development Agency Director on that date.

At that time the Health & Human Services Agency was created, the salary for the Health & Human Services Agency Director was set based on fiscal constraints and internal compaction issues and resulted in a salary increase of only 2% over the previous Human Services Director position. This

salary increase did not adequately reflect the significantly increased responsibilities and complexity of the job, or the experience and educational requirements required of the Agency Director position. Given increased scope and responsibilities of the position, and the success of the Agency model, a salary adjustment is recommended at this time.

The Assistant Chief Administrative Officer position functions at a level comparable to (if not above) an Agency Director with responsibilities that include: coordinating and administering through management staff, all County functions and activities; providing policy guidance and coordinating the activities of department heads; fostering cooperative working relationships with civic groups, inter-governmental agencies and County staff; and overseeing the County's economic development program. Additionally, the Assistant Chief Administrative Officer is responsible for overseeing internal countywide programs such as Human Resources, Risk Management, Procurement & Contracts and Facilities Management. In order to maintain equity with the related positions of Agency Directors, a salary adjustment to this position is also recommended.

This item is submitted as a result of questions raised after the approval of the Community Development Agency item on December 4, 2012. This resolution supersedes Resolution 162-2012 adopted on that date.

**Action(s) to be taken following Board approval**

Board Clerk to forward fully executed Resolution to Human Services for implementation.

**Contact**

Terri Daly

**Concurrences**

County Counsel has reviewed and approved the resolution.