



## Legislation Details (With Text)

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**Title:** County Counsel recommending the Board take final action on the total compensation of the Director of Information Technology, setting his salary at Step 4 of the salary range for the position as established by the Board in the County's salary schedule, with benefits in accordance with the Salary and Benefits Resolution for Unrepresented Employees, along with terms of employment as set by El Dorado County Personnel Rules and Policies, effective April 1, 2017.

FUNDING: General Fund.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:**

Date	Ver.	Action By	Action	Result
3/28/2017	1	Board of Supervisors	Approved	Pass

County Counsel recommending the Board take final action on the total compensation of the Director of Information Technology, setting his salary at Step 4 of the salary range for the position as established by the Board in the County's salary schedule, with benefits in accordance with the Salary and Benefits Resolution for Unrepresented Employees, along with terms of employment as set by El Dorado County Personnel Rules and Policies, effective April 1, 2017.

FUNDING: General Fund.

### DEPARTMENT RECOMMENDATION

County Counsel recommending the Board take final action on the total compensation of the Director of Information Technologies including the setting of his salary at a Step 4 of the salary range for the position as established by the Board in the County's salary schedule, with benefits in accordance with the Salary and Benefits Resolution for Unrepresented Employees, along with terms of employment as set by El Dorado County Personnel Rules and Policies, effective April 1, 2017, as agreed upon through negotiations pursuant to Government Code section 54957.6.

### DISCUSSION/BACKGROUND

On March 7, 2017, after an extensive recruitment effort, the Board of Supervisors appointed David Russell as the Director of Information Technology effective March 21, 2017 contingent upon the successful completion of negotiations regarding compensation. The Director of Information Technology is an unrepresented Department Head whose terms and conditions of employment are generally covered by the Salary and Benefits Resolution for Unrepresented Employees.

The Board of Supervisors appointed the Chief Administrative Officer and/or the Interim Director of Human Resources as its designated representatives to negotiate the salary, compensation in the form of fringe benefits, and other related compensation items with Mr. Russell. Thereafter, the Board

pursuant to a properly agendized closed session in accordance with Government Code section 54957.6 met with its designated representatives to provide them with direction on the negotiations. The Board's designated representative(s) met with Mr. Russell and the parties came to an agreement **setting the salary at Step 4**, with benefits in accordance with the Salary and Benefits Resolution for Unrepresented Employees, along with terms of employment as set by El Dorado County Personnel Rules and Policies **effective April 1, 2017**. Government Code section 54957.6 provides that the final action regarding the compensation of an unrepresented employee be done in open session.

The salary range for the Director of Information Technologies as adopted by the Board is as follows:

	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly	60.68	63.71	66.90	70.25	73.76
Monthly	10,517.86	11,043.06	11,596	12,176.66	12,785.06

The additional items of compensation including, but not limited to, holidays, sick leave, vacations, management and supervisory leave, other paid leaves, special pays (including PERS contribution), insurance, and tuition reimbursement are set forth in the Salary and Benefits Resolution for Unrepresented Employees and in Personnel Rules and Policies.

This item seeks to have the Board take final action on the total compensation package for the Director of Information Technologies.

#### **ALTERNATIVES**

If the Board does not take action on an agreed upon total compensation package for the Director of Information Technologies, then the condition precedent for the appointment will not have been met and the appointment will fail.

#### **OTHER DEPARTMENT / AGENCY INVOLVEMENT**

Chief Administrative Office and Human Resources.

#### **CAO RECOMMENDATION**

Approve the final compensation package for the Director of Information Technologies.

#### **FINANCIAL IMPACT**

The compensation of the Director of Information Technologies is a General Fund expense, with cost recovery in future years through the A-87 Cost Plan.

#### **CLERK OF THE BOARD FOLLOW UP ACTIONS**

N/A

#### **STRATEGIC PLAN COMPONENT**

Good Governance and Infrastructure.

#### **CONTACT:**

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