



Legislation Details (With Text)

File #: 18-1153 **Version:** 1
Type: Agenda Item **Status:** Approved
File created: 7/17/2018 **In control:** Board of Supervisors
On agenda: 7/24/2018 **Final action:** 7/24/2018
Title: Chief Administrative Officer and Director of Human Resources recommending the Board approve and authorize the Chair to sign Resolution 159-2018 to increase the Director of Planning and Building base salary and align it with the Director of Transportation salary.

FUNDING: General Fund.

Sponsors:

Indexes:

Code sections:

Attachments: 1. A - 18-1153 Resolution 7-24-18, 2. A - Revised Resolution 7-24-18, 3. B - Approved Blue Route 7-24-18, 4. Executed Resolution 159-2018

Date	Ver.	Action By	Action	Result
7/24/2018	1	Board of Supervisors	Approved	Pass

Chief Administrative Officer and Director of Human Resources recommending the Board approve and authorize the Chair to sign Resolution **159-2018** to increase the Director of Planning and Building base salary and align it with the Director of Transportation salary.

FUNDING: General Fund.

DEPARTMENT RECOMMENDATION

Chief Administrative Officer and Director of Human Resources recommending the Board approve and authorize the Chair to sign Resolution **159-2018** to increase the Director of Planning and Building salary and align it with the Director of Transportation salary.

DISCUSSION / BACKGROUND

The current Director of Planning and Building will be vacating the position in the near future. With that, the County has recruited to fill the impending vacancy.

Consistent with trends across the State, the County has experienced challenges with this recruitment. In recruitments for the position conducted in both 2017 and 2018, fewer than five applicants met the minimum qualifications. Most recently, the Director of Planning and Building recruitment was open for 35 days, a total of 33 applications were received, and additional advertising and personal outreach was conducted with a goal of hiring a candidate that has extensive public sector planning and building experience, preferably in California, and strong management experience. The recruitment did not yield any qualified candidates consistent with the County's goal.

Given the recent unsuccessful recruitment, the Human Resources Department began reviewing the position in a holistic manner. Unfortunately, the County's eight county comparator agencies have different organizational structures; therefore, specific external data is not available for comparison. An

internal analysis was conducted to ensure the position is appropriately aligned in the compensation structure.

The analysis included the responsibility for multiple functional areas, the consequence of error, and the complexity of duties and responsibilities, which includes the political nature of the work itself. As a result, it was determined that the position has many factors comparable to the Director of Transportation; therefore, the Chief Administrative Officer and the Human Resources Director are requesting to align the Director of Planning and Building salary with the Director of Transportation.

ALTERNATIVES

The Board could choose to reject the salary increase.

FINANCIAL IMPACT

This change would result in a 12.39% increase in base salary; however, given the current incumbent's salary and special pays, the County would yield a total annual net savings of \$8,049.

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

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Tameka Usher, Director of Human Resources