

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
ACTION AGENDA SUMMARY

DEPT: TREASURER-TAX COLLECTOR/RETIREMENT

BOARD AGENDA # *B-17

Urgent _____ Routine X

AGENDA DATE OCTOBER 2, 2001

CEO Concurs with Recommendation YES ~~NO~~
(Information Attached)

4/5 Vote Required YES _____ NO _____

SUBJECT: AUTHORIZE THE APPOINTMENT OF ROBERT HARMON TO THE POSITION OF ASSOCIATE DIRECTOR (RETIREMENT) ABOVE THE MIDPOINT FOR SALARY BAND F.

STAFF
RECOMMEN-

DATIONS: AUTHORIZE THE APPOINTMENT OF ROBERT HARMON TO THE POSITION OF ASSOCIATE DIRECTOR, RETIREMENT, WITH DEPARTMENT HEAD BENEFITS, ABOVE THE MIDPOINT OF SALARY BAND F AT THE RATE OF \$46.88 PER HOUR, RETROACTIVE TO AUGUST 25, 2001.

FISCAL

IMPACT: There is no cost to the county for this action. All costs to administer the retirement system are paid by the system from investment earnings.

The fiscal impact to StanCERA of this action is approximately \$14,000 annually. The estimated cost is included in the current budget.

BOARD ACTION AS FOLLOWS:

No. 2001-758

On motion of Supervisor Simon, Seconded by Supervisor Blom
and approved by the following vote,

Ayes: Supervisors: Mayfield, Blom, Simon, Caruso, and Chair Paul

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) X Approved as recommended

2) _____ Denied

3) _____ Approved as amended

MOTION:

ATTEST: CHRISTINE FERRARO TALLMAN, Clerk

By: Deputy Christine Ferraro

File No.

AUTHORIZE THE APPOINTMENT OF ROBERT HARMON TO THE POSITION OF ASSOCIATE DIRECTOR (RETIREMENT) ABOVE THE MIDPOINT FOR SALARY BAND F

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DISCUSSION: The StanCERA Board of Retirement formed a committee to study independence issues and make recommendations to the Board of Retirement during two strategic planning sessions in January 2001. Among these issues is the issue of hiring a full-time independent administrator to oversee the operation of the system. As part of this independence study, StanCERA undertook an informal salary survey of comparable retirement systems and concluded that a salary range of \$85,000 to \$130,000 annually was appropriate.

The Board of Supervisors approved the creation of the Associate Director position, with department head benefits at the meeting of August 14, 2001. The StanCERA Board approved a salary for this position of \$97,500 annually (\$46.88 hourly) at their meeting of July 11, 2001.

Mr. Harmon has been the Assistant Administrator for StanCERA for over 5 years and has held several positions of increasing responsibility within the county over the past 13 years. Mr. Harmon is a Certified Public Accountant with degrees in Business Administration. His experience in managing the complexities of our retirement system are invaluable. Mr. Harmon has previously worked in public accounting and business and software consulting and brings a solid foundation of financial management and information technology to the position of Associate Director.

**POLICY
ISSUES:**

The County Personnel Ordinance requires Board approval of all appointments above the mid-point of the salary band. This recommendation supports the Board's priority of Efficient Government Operations.

**STAFFING
IMPACT:**

There will be no staffing impact associated with this action.