

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

DEPT: Chief Executive Office

BOARD AGENDA # B-9

Urgent

Routine

AGENDA DATE January 8, 2008

CEO Concurs with Recommendation YES  NO

4/5 Vote Required YES  NO

(Information Attached)

SUBJECT:

Approval to Adjust Salaries for Six Elected Department Head Positions and to Establish a Salary Review Process for Elected Department Heads

STAFF RECOMMENDATIONS:

1. Amend the Salary and Position Allocation to reflect the recommended salary changes to six elected department head classifications, effective the start of the first pay period following Board approval.
2. Approve a process for evaluating elected department head salaries prior to the candidate filing period for each elected department head election.

FISCAL IMPACT:

The total annual fiscal impact of the recommended salary adjustments is approximately \$67,000, all of which will be incurred in General Fund Departments. Costs for the remainder of the current Fiscal Year are approximately \$30,000 based on the implementation of salary increases in January 2008. Cost increases in the current Fiscal Year will be funded through the department's current budget appropriations. Departments unable to absorb the increased costs in the current Fiscal Year will be considered for budget adjustments during the 2007-2008 Third Quarter Budget review process.

BOARD ACTION AS FOLLOWS:

No. 2008-021

On motion of Supervisor Grover, Seconded by Supervisor DeMartini

and approved by the following vote,

Ayes: Supervisors: Grover and DeMartini

Noes: Supervisors: O'Brien, Monteith, and Chairman Mayfield

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1)      Approved as recommended

2)      Denied

3)      Approved as amended

4)  X  Other:

MOTION:

The **motion failed** to approve adjusting salaries for six elected department head positions and to establish a salary review process for elected department heads

ATTEST:

  
CHRISTINE FERRARO TALLMAN, Clerk

File No.

**DISCUSSION:**

Stanislaus County has six elected department head positions including the District Attorney, Sheriff-Coroner, Auditor-Controller, Treasurer-Tax Collector, County Assessor and County Clerk-Recorder. Elected department heads are provided a flat annual salary as set by the Board of Supervisors and do not participate in the County's Pay for Performance system. Non-elected department heads and management employees in the County's Pay for Performance system are compensated within a salary band and are eligible for wage increases within the band based on an annual performance evaluation. Salaries for elected department heads were last evaluated and adjusted based on a survey of comparable counties in 2001. Elected department heads have received cost of living adjustments consistent with those increases approved for non-elected department heads and County management. This agenda item recommends salary adjustments for six elected department head positions to align current salaries with comparable non-elected department head salaries and the implementation of a salary review process to coincide with the election cycle for each elected position.

Recommended Salary Adjustments

The current salary bands for all department heads are fragmented among appointed and elected positions, and have created inequities among department heads with similar sized departments and responsibilities. The recommendations in this agenda item include adjustments for each of the six elected department head positions. The recommendations are intended to align and group department head salaries throughout the County based on the size and complexity of department operations, special education/certification requirements, and a review of survey data from comparable counties. Attachment A to this agenda item details the current salaries for all department head positions and the new proposed grouping of department head salaries. Attachment B to this agenda item details the results of the elected department head salary survey. Counties where the duties and responsibilities are not comparable are noted N/A in the survey, and therefore the salary information is not factored into the average.

The following adjustments are recommended for elected department heads:

	<b>Current Annual Salary</b>	<b>Recommended Annual Salary</b>	<b>% Increase</b>
Sheriff-Coroner	\$171,017.60	\$181,334.40	5.69%
District Attorney	\$169,665.60	\$181,334.40	6.43%
Auditor-Controller	\$141,003.20	\$147,974.86	4.94%
Assessor	\$139,838.40	\$147,974.86	5.82%
Treasurer-Tax Collector	\$131,435.20	\$147,974.86	12.58%
Clerk-Recorder	\$120,577.60	\$129,217.92	7.17%

Salary Review Process

It is recommended that the County establish a process to consider adjustments to elected department head salaries on a schedule consistent with each position's election cycle. Currently, there is no established process for evaluating salaries for elected department heads. The proposed process would include an evaluation of the elected position's salary every four years prior to the scheduled candidate filing period for each position. Salary recommendations would be based on a comparison of internal department head salaries for positions of similar scope and responsibility and a review of salaries in comparable counties. Salary adjustments would be considered for approval by the Board of Supervisors prior to the candidate filing period and would be effective upon the first day of the elected official's new term. This process would provide consistency in the evaluation of elected department head salaries and provide interested candidates with the salary information necessary to consider their candidacy for public office.

**POLICY ISSUES:**

Approval of this request supports the Board's priorities of promoting efficient delivery of public services.

**STAFFING IMPACT:**

Approval of the recommendations in this agenda item would provide salary adjustments for six elected department heads and establish a process for the future evaluation of elected department head salaries.

## Attachment A

### Current Department Head Salaries (data as of 1/6/08)

	Min	Max
Health Services Agency	\$120,890	\$181,334
Community Serv. Agency	\$120,890	\$181,334
Child Support Services	\$120,890	\$181,334
Public Defender	\$120,890	\$181,334
Public Works	\$120,890	\$181,334
Behavioral Health (BHRS)	\$120,890	\$181,334
<b>Sheriff-Coroner</b>	<b>N/A</b>	<b>\$171,018</b>
<b>District Attorney</b>	<b>N/A</b>	<b>\$169,666</b>
Env. Resources & Parks	\$108,518	\$162,778
Planning & Community Dev.	\$108,518	\$162,778
Probation	\$108,518	\$162,778
<b>Auditor Controller</b>	<b>N/A</b>	<b>\$141,003</b>
<b>Assessor</b>	<b>N/A</b>	<b>\$139,838</b>
<b>Treasurer-Tax Collector</b>	<b>N/A</b>	<b>\$131,435</b>
Agricultural Commissioner	\$86,145	\$129,218
Alliance Worknet	\$86,145	\$129,218
General Services Agency	\$86,145	\$129,218
Library	\$86,145	\$129,218
Stanislaus Regional 911	\$86,145	\$129,218
Strategic Business Technology	\$86,145	\$129,218
Animal Services	\$86,145	\$129,218
Area Agency on Aging/Vet Services	\$86,145	\$129,218
<b>County Clerk-Recorder</b>	<b>N/A</b>	<b>\$120,578</b>

### Proposed Department Head Salaries

	Min	Max
Health Services Agency	\$120,890	\$181,334
Community Serv. Agency	\$120,890	\$181,334
Child Support Services	\$120,890	\$181,334
Public Defender	\$120,890	\$181,334
Public Works	\$120,890	\$181,334
Behavioral Health (BHRS)	\$120,890	\$181,334
<b>Sheriff-Coroner</b>	<b>N/A</b>	<b>\$181,334</b>
<b>District Attorney</b>	<b>N/A</b>	<b>\$181,334</b>
Env. Resources & Parks	\$108,518	\$162,778
Planning & Community Dev.	\$108,518	\$162,778
Probation	\$108,518	\$162,778
<b>Auditor Controller</b>	<b>N/A</b>	<b>\$147,975</b>
<b>Assessor</b>	<b>N/A</b>	<b>\$147,975</b>
<b>Treasurer-Tax Collector</b>	<b>N/A</b>	<b>\$147,975</b>
Agricultural Commissioner	\$86,145	\$129,218
Alliance Worknet	\$86,145	\$129,218
General Services Agency	\$86,145	\$129,218
Library	\$86,145	\$129,218
Stanislaus Regional 911	\$86,145	\$129,218
Strategic Business Technology	\$86,145	\$129,218
Animal Services	\$86,145	\$129,218
Area Agency on Aging/Vet Services	\$86,145	\$129,218
<b>County Clerk-Recorder</b>	<b>N/A</b>	<b>\$129,218</b>

## Attachment B

### Elected Official Salary Survey Data as of January 6, 2008

	Assessor	Auditor Controller	Clerk Recorder	District Attorney	Sheriff	Treasurer Tax Coll.
Fresno	\$124,080	\$134,016	N/A	\$147,924	\$145,380	\$134,016
Kern	\$113,892	N/A	N/A	\$147,576	\$128,448	\$113,892
Monterey	\$182,724	\$182,724	N/A	\$226,236	\$215,436	\$182,724
Sacramento	\$146,508	N/A	N/A	\$196,092	\$183,732	NA
San Joaquin	\$148,500	\$139,392	N/A	\$178,764	\$172,704	\$138,060
Solano	\$153,204	\$153,204	N/A	\$180,420	\$175,008	\$145,908
Sonoma	\$162,960	\$159,348	N/A	\$192,348	\$177,576	\$151,752
Ventura	\$163,392	\$171,996	\$144,888	\$204,216	\$224,316	\$148,260
<b>Average</b>	<b>\$149,408</b>	<b>\$156,780</b>	<b>N/A</b>	<b>\$184,197</b>	<b>\$177,825</b>	<b>\$144,945</b>
Stanislaus	\$139,838	\$141,003	\$120,578	\$169,666	\$171,018	\$131,435
<b>Difference \$</b>	<b>(\$9,570)</b>	<b>(\$15,777)</b>	<b>N/A</b>	<b>(\$14,531)</b>	<b>(\$6,807)</b>	<b>(\$13,510)</b>
<b>Difference %</b>	<b>-6.8%</b>	<b>-11.2%</b>	<b>N/A</b>	<b>-8.6%</b>	<b>-3.8%</b>	<b>-10.3%</b>

County	Combined Duties	Combined Duties
Fresno	Assessor/ Recorder	Auditor-Controller/Tax Collector
Kern	Assessor/Recorder	Auditor-Controller/ County Clerk/Elections
Monterey	Assessor/Clerk Recorder	
Sacramento	Director of Finance (non-elected) oversees Auditor, Treasurer/Tax Collector	Auditor is overseeing Clerk Recorder Duties
San Joaquin	Assessor/Clerk Recorder	
Solano	Assessor/Recorder	Treasurer/Tax Collector/ County Clerk
Sonoma	Assessor/Clerk Recorder	
Ventura	Clerk Recorder/Registrar of Voters/Clerk of the Board	