

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

DEPT: Sheriff's Department *ELM*

BOARD AGENDA # *B-11

Urgent Routine

AGENDA DATE December 17, 2013

CEO Concurs with Recommendation YES NO
(Information Attached)

4/5 Vote Required YES NO

SUBJECT:

Approval to Appoint the Manager IV, Finance Manager, at the Sheriff's Department at a Current Annual Salary of \$109,449 Which is Above the Mid-Point of the Band

STAFF RECOMMENDATIONS:

Authorize the Sheriff's Department to offer employment to Mr. Seth Rogers as a Manager IV above the mid-point of the salary band for a current annual salary of \$109,449.

FISCAL IMPACT:

The estimated annual cost associated with this position is \$142,950 annually which includes benefits. This position is subject to the five (5%) percent salary deduction. Funding for this position for the remainder of the Fiscal Year is included in the 2013-2014 Fiscal Year adopted budget and no increase in appropriations is being requested.

BOARD ACTION AS FOLLOWS:

No. 2013-651

On motion of Supervisor Withrow, Seconded by Supervisor Chiesa

and approved by the following vote,

Ayes: Supervisors: O'Brien, Withrow, Monteith, De Martini and Chairman Chiesa

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) X Approved as recommended

2) _____ Denied

3) _____ Approved as amended

4) _____ Other:

MOTION: This Item was removed from the consent calendar for discussion and consideration.

Christine Ferraro

ATTEST: CHRISTINE FERRARO TALLMAN, Clerk

File No.

Approval to Appoint the Manager IV, Finance Manager, at the Sheriff's Department at a Current Annual Salary of \$109,449 Which is Above the Mid-Point of the Band

DISCUSSION:

The Sheriff's Department is filling the position of Finance Manager that became vacant September 21, 2013. The Finance Manager will be responsible for the administration of the Department's complex financial budget of over \$93 million. Duties include monitoring and auditing the accounting practices and cost plan systems. The Finance Manager will also be required to develop fiscal policies and procedures consistent with the requirements of multiple and complex funding sources and conduct statistical evaluations, technical financial reports and analyses, as required by each funding source. In addition, the position is responsible for managing and directing technical positions that are responsible for financial and cost accounting, realignment validation, allocation development and grant/contract disbursement.

The Sheriff's Department conducted an open recruitment for the Finance Manager position and received 17 applications. At the completion of the screening and examination process none of the 17 candidates demonstrated the skills and abilities needed for the position. The Department then invited the candidates from an existing Manager IV eligible list to participate in the selection process. Mr. Rogers was the only candidate to demonstrate his ability to perform the duties of the Finance Manager.

Mr. Rogers has over 9 years experience as Controller and Finance Manager and has both a MBA and BA in Business Administration from the University of the Pacific. Mr. Rogers has finance, audit, budgetary analysis, financial projections and acquisition experience. In his positions, he has experience of working with a \$10.8 million budget, multiple funding streams and forecasting financials, along with supervisory experience.

The Sheriff spoke to the candidate about accepting a lower rate than the top of the Manager IV Band. Mr. Rogers is currently employed making \$10 an hour above the top of the Band, therefore only willing to accept a wage at the higher rate. Appointing Mr. Rogers above the mid-point of the Manager IV salary band of \$52.62 per hour, which is subject to a 5% deduction, is a \$10 decrease from the hourly wage he is currently earning.

The ability to offer Mr. Rogers employment above the mid-point of the Salary Band, which is the top of the band, will allow the Department to provide a detailed analysis of budget issues, prepare comprehensive worksheets and ensure fiscal integrity with the Sheriff's Department.

POLICY ISSUES:

Approval by the Board of Supervisors is required to appoint a candidate above the mid-point of the Salary Band of the Manager IV classification. The filling of this position is consistent with Board of Supervisors' priorities of A Safe Community and Efficient Delivery of Public Services.

Approval to Appoint the Manager IV, Finance Manager, at the Sheriff's Department at a Current Annual Salary of \$109,449 Which is Above the Mid-Point of the Band

STAFFING IMPACT:

This action will fill an approved County vacancy at the Sheriff's Department.

CONTACT INFORMATION:

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