



Contra
Costa
County

To: Board of Supervisors

From: Ted Cwiek, Human Resources

Date: January 15, 2013

Subject: County Welfare Director Salary Reallocation - Correct date

RECOMMENDATION(S):

CORRECT the Board Order approved on October 16, 2012 (C.54) adopting Position Resolution No. 21170 to reallocate the salary of the classification of County Welfare Director - Exempt (XAA2) from BD5, 2561 (\$13,119.26 - \$14,463.98) to BD5, 2592 (\$13,528.18 - \$16,443.59) on the salary schedule, to change the effective dated from October 1, 2012 to January 1, 2013.

FISCAL IMPACT:

The cost of this salary reallocation will be approximately \$23,800 per year. This reallocation is within the Employment and Human Services Department's fiscal year 2012 - 2013 budget.

BACKGROUND:

In April, 2012, the position of County Welfare Director - Exempt became vacant. Upon review of this classification's salary grade, duties and responsibilities, a salary survey was conducted of the nine Bay Area Counties. Based upon the results of the survey, it was determined that the salary level of this classification was below market value. In order to

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY ADMINISTRATOR

☐ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **01/15/2013** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II Supervisor
Mary N. Piepho, District III Supervisor
Karen Mitchoff, District IV Supervisor
Federal D. Glover, District V Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: January 15, 2013

David Twa, County Administrator and Clerk of the Board of Supervisors

By: Carrie Del Bonta, Deputy

Contact: Ted Cwiek, (925)
335-1766

cc:

advertise and recruit and hire a very qualified candidate for

BACKGROUND: (CONT'D)

this critical position within the County, it was determined that a salary reallocation was necessary. This salary reallocation contains \$600.00 per month in lieu of compensation previously provided as a car allowance.

In addition to the current duties and responsibilities of this position, the new Director will also be responsible for anticipating changes in how health care reform services are provided. These changes will require increased collaboration and integration between the Employment and Human Services Department and the Health Services Department. This position will also be responsible for building collaborative partnerships with the County's public safety and justice partners, supporting the requirements placed on the County by the state for returning prisoners and for diverting persons from the state prison system.

CONSEQUENCE OF NEGATIVE ACTION:

The salary reallocation will apply to the acting Director, which is not intended

CHILDREN'S IMPACT STATEMENT:

None.

ATTACHMENTS

Corrected P-300 #21170