



Contra
Costa
County

To: Board of Supervisors
From: David Twa, County Administrator
Date: March 1, 2016

Subject: Position Resolution No. 21829 - Reallocating the Salary Schedule of the EHS Chief Financial Officer

RECOMMENDATION(S):

ADOPT Position Adjustment Resolution No. 21829 to reallocate the salary schedule, B85 2010 (\$8,147.25 - \$10,398.19) of the EHS Chief Financial Officer - Exempt (XAD9) classification to a salary schedule of \$8,147.25 - \$11,126.06.

FISCAL IMPACT:

Upon approval, this action will result in annual costs of approximately \$12,581, which includes \$3,057 in pension costs. (45% State, 45% Federal, 10% County funding)

BACKGROUND:

The Employment and Human Services Department recently recruited and hired a new EHS Chief Financial Officer. Since that time, the incumbent has made a significant contribution to the department, has modernized out-of-date fiscal operations, created the budget management system needed in the 21st century that allows the department to monitor revenue and expenditures in real time and make informed decisions to maximize revenues. Additionally, the department is on the cusp of partnering with other county and community agencies to leverage and braid funding

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY ADMINISTRATOR

☐ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **03/01/2016** ☒ 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: March 1, 2016

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

By: Chris Heck, Deputy

Contact: Lisa Driscoll (925)
335-1023

BACKGROUND: (CONT'D)

streams in such a way as to enhance the County's ability to provide safety net services without increasing county general fund costs. Although EHSD is still not fully recovered from the effects of the Recession in regard to meeting compliance and audit expectations, the EHS Chief Financial Officer's leadership in this regard has been highly productive.

The requested action is to compensate the employee for the significance of the work being performed that is far and above that of the job specification of the original recruitment.

CONSEQUENCE OF NEGATIVE ACTION:

If this action is not approved, the County will be negatively impacted by the loss of a highly-trained individual key to the Department of Employment and Human Services' financial operations.

ATTACHMENTS

P300 - 21829