



**Contra
Costa
County**

To: Board of Supervisors
From: Dianne Dinsmore, Human Resources Director
Date: September 12, 2017

Subject: Remove pay for performance steps, reallocate the salary on the Salary Schedule for the Chief Information Officer/Director of Information Technology-Exempt

RECOMMENDATION(S):

ADOPT Resolution No. 2017/249 to exclude the class of Chief Information Officer/Director of Information Technology - Exempt (LTA1) (unrepresented) from the performance pay plan, which includes two (2) outstanding pay for performance steps, and reallocate it on the Salary Schedule to a seven-step range from salary plan and grade BD5 2392 (\$12,739 - \$17,071) to salary plan and grade BD5 2392 (\$14,045 - \$18,821) which includes the removal of the two (2) lower steps and adding two (2) steps to the top range as recommended by the Director of Human Resources-Exempt.

FISCAL IMPACT:

This action will result in an annual cost increase of \$27,410 for salary and benefits, including \$4,419 for pension costs and will be recovered through service fees charged to user departments.

BACKGROUND:

When the County's Chief Information Officer announced his resignation, effective June 30, the County Administrative Office requested that Human Resources review the compensation to ensure a competitive salary for recruitment of a new Chief Information

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **09/12/2017** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II Supervisor
Diane Burgis, 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: September 12, 2017

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

By: June McHuen, Deputy

Contact: Dianne Dinsmore
(925) 335-1766

Officer. The study found the County was below market. The recommendation that the classification be exempted from the performance pay plan and changed to salary plan and grade BD5 2392 (\$14,045 - \$18,821), which includes the removal of the two (2) lower steps and adding two (2) steps to the top range, brings the position in line with the Bay Area counties.

CONSEQUENCE OF NEGATIVE ACTION:

Disapproval of the recommendation will likely increase the difficulty of attracting and retaining high-quality candidates to the Chief Information Officer/Director of Information Technology.

ATTACHMENTS

Resolution No. 2017/249