



Contra Costa County

To: Board of Supervisors
From: David Twa, County Administrator
Date: February 27, 2018

Subject: Resolution Reclassifying Specified Classifications in the Office of the Auditor-Controller

RECOMMENDATION(S):

ADOPT Resolution No. 2018/78 to combine and retitle the classifications of Chief Auditor (SFDB) and Chief Accountant (SAGC) to Auditor-Controller Division Manager (SADD), with a five (5) step range (\$8,831-\$10,734), move incumbents to new steps, and abolish defunct classes of Chief Accountant and Chief Auditor; correct the Board Action of January 23, 2017, to place employee at step 6 of the salary table in the classification of Systems Account II; and, acknowledge that the incumbents in the aforementioned classifications will be eligible for review for within-range step adjustments on their next anniversary date.

FISCAL IMPACT:

This action has a current year fiscal impact of approximately \$26,000. The annual approximate cost of this action would be \$93,000, including \$28,000 in pension cost.

BACKGROUND:

A review was completed of like classifications (performing Chief Auditor and Chief Accountant work) with the Auditor-Controller's Offices in the following comparable counties: Alameda, Marin, Napa, Sacramento, San Mateo, Santa Clara, Santa Cruz, Solano and Sonoma.

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **02/27/2018** ☒ 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

ABSENT: Federal D. Glover, District V Supervisor

Contact: Lisa Driscoll, County Finance Director 925-335-1023

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: February 27, 2018

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

By: June McHuen, Deputy

BACKGROUND: (CONT'D)

Contra Costa County's classifications were 15.5% below the median salary of those comparable counties. It is recommended that these two classes be combined into one new classification with a 5 (5%) step range with Salary Plan and Grade – B85-1004 (\$8,831.055-\$10,734.200). With this adjustment, the classifications will continue to be below the median salary of the comparable counties.

The attached resolution will create the new classification of Auditor-Controller Division Manager (SADD), move incumbents into the new class, cancel the two existing classes and correct the January 23, 2018 Board Action, to place employee #72097 at Step 6 of the salary table in the classification of Systems Account II.

CONSEQUENCE OF NEGATIVE ACTION:

Without this modification, the County would continue to experience difficulty attracting and retaining candidates and may be detrimentally impacted by the loss of highly-trained personnel.

ATTACHMENTS

Resolution No. 2018/78