



**Contra
Costa
County**

To: Board of Supervisors
From: Dianne Dinsmore, Human Resources Director
Date: December 17, 2019

Subject: Reallocate the salary of the Deputy County Librarian on the Salary Schedule

RECOMMENDATION(S):

ADOPT Position Adjustment Resolution No. 22508 to reallocate the salary of the Deputy County Librarian (3AFE) (unrepresented) classification on the Salary Schedule from Salary Plan and Grade B85 1983 (\$9,102.11 - \$11,063.68) to Salary Plan and Grade B85 1983 (\$10,870.08 - \$13,212.66) in the Library Department.

FISCAL IMPACT:

Upon approval, this action will result in an annual cost to the Library Fund of approximately \$62,073. No fiscal impact to the County general fund.

BACKGROUND:

The County Librarian is requesting that the classification of Deputy County Librarian be reallocated on the salary schedule to better recruit and retain employees. For approximately 10 years, one of the Deputy County Librarian positions has remained largely vacant; then filled for less than two years. The Library anticipates at least one retirement in the Deputy County Librarian class in fiscal year 2019-20. In order to encourage the best pool of possible candidates to fill any vacancies, as well as to retain them after hire, the Library must offer more competitive compensation.

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **12/17/2019** ☒ 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: December 17, 2019

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

Contact: Melinda Cervantes,
(925) 608-7700

By: June McHuen, Deputy

CONSEQUENCE OF NEGATIVE ACTION:

If this action is not approved, this classification will not be appropriately compensated and the Library will experience difficulty attracting and retaining candidates and may be detrimentally impacted by the loss of highly trained personnel.

ATTACHMENTS

P300 22508 Dep Co Librarian Salary Reallocation