



**Contra
Costa
County**

To: Board of Supervisors
From: Marc Shorr, Chief Information Officer
Date: April 12, 2022

Subject: Reallocate salary for Information Systems Division Director Classification in the Department of Information Technology

RECOMMENDATION(S):

ADOPT Position Adjustment Resolution No. 25926 to reallocate the salary of the Information Systems Division Director - Exempt (LTD1) (unrepresented) classification from salary plan and grade B85 - 2032 (\$10,136.48– \$13,583.85) to plan and grade B85 2212 (\$12,114 - \$14,724) in the Department of Information Technology.

FISCAL IMPACT:

Upon approval, this action has a total annual salary and benefit cost of approximately \$112,485 (for three positions) and includes pension costs of approximately \$15,873. This cost is funded by charges through the user departments.

BACKGROUND:

The Department of Information Technology (DoIT) has had difficulty recruiting and retaining qualified Information Systems Division Directors in large part due to non-competitive compensation. To mitigate this issue, DoIT is requesting to reallocate the salaries of the three Information Systems Division Director - Exempt positions.

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY ADMINISTRATOR

☐ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **04/12/2022** ☒ 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: April 12, 2022

, County Administrator and Clerk of the Board of Supervisors

By: June McHuen, Deputy

Contact: Sarah Bunnell,
925-608-4023

cc: Sarah Bunnell

Increasing the salary

BACKGROUND: (CONT'D)

of the Information Systems Division Director classification will result in a more competitive salary. In turn, this will help improve recruitment and retention efforts. This will also help to ensure that DoIT is able to achieve and maintain adequate/qualified staffing, to meet service needs moving forward. Additionally, there was significant salary compaction between this classification and the next lower classifications that report to this class. Human Resources conducted a salary study and found that the salary for this classification was considerably below market. The proposed salary is based on both external market data, and internal relationships with existing Information Systems and Technology classifications.

CONSEQUENCE OF NEGATIVE ACTION:

If this action is not approved, the Department of Information Technology will continue to experience difficulty recruiting qualified candidates, as well as retaining experienced employees, leaving the department short-staffed and unable to meet service and management needs.

ATTACHMENTS

P300 25926