



# MARIPOSA COUNTY

Human Resources/Risk Management • (209) 742-1375



## **RESOLUTION - ACTION REQUESTED 2016-76**

MEETING: February 16, 2016

TO: The Board of Supervisors

FROM: Steve Johnson, Human Resources Director - Risk Manager

RE: Approve an Increase to the Salary Range for the Deputy Agricultural Commissioner/Sealer of Weights A

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### **RECOMMENDATION AND JUSTIFICATION:**

Approve a new salary range for the Deputy Agricultural Commissioner/Sealer of Weights and Measures and delete the stipend currently associated with the classification, effective immediately.

In November of last year, the Board of Supervisors approved the allocation of a Deputy Agricultural Commissioner/Sealer of Weights and Measures, and approved a stipend of \$800 month to the existing salary range for this position. Subsequently, staff has been actively recruiting for this position, and has been informed by candidates for this position that the monthly stipend, which was designed to encourage a wide pool of candidates, has had the opposite intended effect. Candidates have indicated that they are only looking at the existing salary range for this position, and not the salary range inclusive of the stipend, which has discouraged some candidates from applying.

To correct this problem, staff is recommending that the salary range for the Deputy Agricultural Commissioner/Sealer of Weights simply be adjusted up from the current range of to \$59,594.08-\$72,438.08 to \$69,193.28-\$84,106.88 to account for the \$800/month stipend, and that the stipend then be eliminated.

This recommendation will not cost the County any additional money, but should encourage candidates to apply for the current vacant position.

### **BACKGROUND AND HISTORY OF BOARD ACTIONS:**

On November 17, 2015, the Board of Supervisors approved allocation of a Deputy Agricultural Commissioner/Sealer of Weights and Measures and approved a monthly stipend to accompany this classifications salary range.

### **ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:**

If the Board chooses not to authorize the recommended staff action, it is likely that candidates for the vacant Agricultural Commissioner/Sealer of Weights and Measures position will continue to be confused about the position's compensation.

**FINANCIAL IMPACT:**

**There is no financial impact from this recommendation.**

**CAO RECOMMENDATION**

Requested Action Recommended

  
Mary Hodson, CAO 2/9/2016

**RESULT: ADOPTED BY CONSENT VOTE [UNANIMOUS]**

**MOVER:** Rosemarie Smallcombe, District I Supervisor

**SECONDER:** Kevin Cann, District IV Supervisor

**AYES:** Smallcombe, Jones, Long, Cann, Carrier