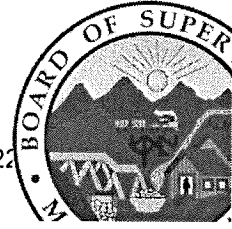




MARIPOSA COUNTY

Human Resources/Risk Management · (209) 966-3222



RESOLUTION - ACTION REQUESTED 2018-106

MEETING: March 13, 2018

TO: The Board of Supervisors

FROM: Steve Dahlem, County Counsel - Interim Human Resources Director

RE: Rescind Annual Salary Ranges for Two Department Head Positions

RECOMMENDATION AND JUSTIFICATION:

Effective immediately rescind the annual salary range of \$98,500-\$123,000 for the Human Resources Director position and set the annual salary at \$103,866; and further rescind the annual salary range of \$118,000-\$147,000 for the Director of Public Works and Transportation position and set the annual salary at \$133,657.

In July 2017, the Board of Supervisors approved the salary range of \$98,500-\$123,000 for the Human Resources Director position in preparation of recruiting for the position because the then Director had given notice of his retirement. Following that recruitment, a successor Director was not found. A new recruitment for the Human Resources Director position will soon be opened and it's important to advertise the appropriate salary for the position. Staff recommends that the annual salary of \$103,866 is approved, which is the same salary that the previous Director was paid.

In August 2017, the Board approved a salary range of \$118,000-\$147,000 for the Director of Public Works and Transportation. The action also requested an amendment to the job description that better described the duties of the position. The incumbent Director's annual salary had previously been set at \$133,657 and when the Board approved the salary range, the incumbent's salary was not increased. Rescinding the salary range will have no impact on the incumbent's salary because he continues to receive the annual salary of \$133,657, which is staff's salary recommendation for this position. It should be noted that the amended job description that was also approved in the August 2017 action will not be rescinded; the changes that were made accurately describe the Director of Public Works and Transportation.

In the near future, a more comprehensive review will be done in order to establish equitable salaries for all department heads. This will ensure the implementation of a systematic approach in addressing salaries for this executive group of positions.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

At their meeting of July 25, 2017, the Board of Supervisors approved the annual salary range of \$98,500-\$123,000 for the Human Resources Director. At their meeting of August 15, 2017, the Board approved the annual salary range of \$118,000-\$147,000 for the Director of Public Works and Transportation.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

Do not approve this action as recommended; amend this action as the Board desires and adopt.

FINANCIAL IMPACT:

Salaries for these positions are already budgeted.

RESULT: ADOPTED [UNANIMOUS]

MOVER: Kevin Cann, District IV Supervisor

SECONDER: Merlin Jones, District II Supervisor

AYES: Smallcombe, Jones, Long, Cann, Menetrey