



Board Agenda Item 12

DATE: July 10, 2018

TO: Board of Supervisors

SUBMITTED BY: Jean M. Rousseau, County Administrative Officer

SUBJECT: Salary Adjustment for Appointed Department Head - Director of Internal Services/Chief Information Officer

RECOMMENDED ACTION(S):

Confirm direction to staff to adjust the Director of Internal Services/Chief Information Officer salary, effective July 16, 2018.

This item confirms prior direction to the County Administrative Officer regarding an administrative adjustment to the Director of Internal Services/Chief Information Officer salary, consistent with action taken for other appointed Department Heads, effective July 16, 2018.

ALTERNATIVE ACTION(S):

If your Board does not approve the recommended action, the Director of Internal Services/Chief Information Officer salary would remain unchanged.

FISCAL IMPACT:

The total cost for this item for FY 2018-19 is approximately \$4,700, which includes \$0 in Net County Cost and is included in the Department's appropriations.

DISCUSSION:

On September 27, 2016, your Board approved direction to administratively adjust appointed Department Head salaries and received a comparative salary survey confirming that Fresno County Department Heads salaries are no longer competitive to comparable and commutable counties. Your Board approved direction to make adjustments consistent with the average of Senior Management compaction adjustments approved on July 12, 2016 (averaging approximately 5%), directing a 5% adjustment for appointed Department Head incumbents of more than one year and a 2% adjustment for appointed Department Head incumbents of less than one year. It was acknowledged that the increases did not fully address the survey findings.

On February 7, 2017, your Board considered proposed salary increases for the Retirement Administrator and approved adjusting the flat annual salary. The Human Resources Director was to review all department head salaries and return to the Board for further discussion and action. After review of the survey findings and considering Department Head salaries, the CAO recommended and your Board directed adjustments ranging from 3-8%. Your Board confirmed this direction on April 4, 2017, effective March 27, 2017. The Director of Internal Services/Chief Information Officer received a 3% increase effective March 27, 2017. Although it was acknowledged that the increases did not fully address Fresno County Department Heads survey findings, the action continued to address the issue in small steps and keep pace with other County

salary adjustments. Subsequent to these adjustments, the Director of Human Resources returned to your Board on November 14, 2017 with a resolution setting elected Department Head salaries commencing on January 7, 2019 and ending on January 2, 2023.

Subsequent to these adjustments and upon further review of the survey data upon which appointed Department Head salary recommendations were made, it was apparent that the Director of Internal Services/Chief Information Officer survey data included positions in other agencies with significantly less responsibility and span of control. The County's Director of Internal Services/Chief Information Officer provides centralized support services that include information technology, security, facility services, purchasing, fleet services, and graphic communication services to County departments. Many comparable agencies have two separate departments performing these broad and critical functions. Therefore, the recommended action would confirm direction to staff to administratively adjust the Director of Internal Services salary prospectively by 2% effective July 16, 2018. The annual salary would increase from \$149,762 to \$152,757.

REFERENCE MATERIAL:

BAI #35, November 4, 2017
BAI #31.1, April 4, 2017
BAI #34, March 28, 2017
BAI #4, February 7, 2017
BAI #33, September 27, 2016
BAI #42, July 12, 2016

CAO ANALYST:

Juan Lopez