



## Board Agenda Item 24

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DATE: February 7, 2017

TO: Board of Supervisors

SUBMITTED BY: Robert W. Bash, Director of Internal Services/Chief Information Officer

SUBJECT: Salary Resolution Amendment for Chief of Security

RECOMMENDED ACTION:

**Approve the Salary Resolution Amendment regarding the Chief of Security classification, on file with the Clerk to the Board, effective February 13, 2017, as reflected on Appendix "C".**

The recommended action would align the Chief of Security classification from Senior Management Compensation Plan (SMCP) salary band "E" for Program Managers to band "D" for Division Managers to more accurately reflect the level of management entailed in the position and adjust the current salary of the Chief of Security to match other Department Division Managers.

ALTERNATIVE ACTION:

If the recommended action is not approved, the Salary Resolution would remain as currently written.

FISCAL IMPACT:

There is no increase in Net County Cost for FY 2016-17 as a result of the recommended actions. The additional cost of \$2,511 for the remainder of the fiscal year will be absorbed within the FY 2016-17 ISD - Security Org 8970 Adopted Budget.

DISCUSSION:

The Internal Service Department's Security Services Division, is a round-the-clock operation with an annual budget of approximately \$5.8 million that includes 76 full time employees and 20 extra help employees providing over 88,000 hours of service annually to cover over 50 County facilities. The Security Services Division oversees one of the largest access control systems in the State with 113 controllers and using 14,000 credentials, providing access to more than 500 doors for 7,000 employees. In addition, the Division standardized new installation of intrusion and fire systems and is responsible for 109 intrusion systems and CCTV, 61 life safety systems, County parking program, and conservatee transportation.

In recent years there have been heightened request for security audits of County facilities. The Security Services Division has developed response planning and training for emergencies occurring at County facilities, including the implementation of the mass notification system.

The Chief of Security has the responsibility to plan, direct, and manage the operations and budget of the Security Services Division in line with the responsibilities of other County Division Managers. The Chief is expected to develop, implement, communicate and evaluate divisional goals in consultation with the County Administrative Officer and Department Heads for implementation throughout the County. Aligning the Chief of Security classification from SMCP salary band "E" to band "D" will provide a targeted equity adjustment and

place the position in line with other County Division Managers and is supported by the County Administrative Officer, Director of Internal Services/Chief Information Officer, and the Director of Human Resources.

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Amendment Appendix "C"

CAO ANALYST:

John Hays