



Board Agenda Item 13

DATE: April 9, 2019

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Executive Salary Adjustment

RECOMMENDED ACTION(S):

Approve adjustment to the salary of the County Librarian, effective April 8, 2019.

Approval of the recommended action would authorize the Department of Human Resources to adjust the salary of the County Librarian position to \$140,010 annually.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended action, the salary of the County Librarian would remain unchanged and the County will likely have continued difficulty recruiting for the position.

FISCAL IMPACT:

The total estimated cost of the recommended action for the remainder of FY 2018-19 is approximately \$2,271 (\$2,271 in NCC). The total estimated cost increase for FY 2019-20 is approximately \$7,839 (\$7,839 in NCC); sufficient appropriations and estimated revenues are included in the adopted FY 2018-19 budgets for each affected department and future increases will be included in subsequent budget requests.

DISCUSSION:

Human Resources has coordinated the recruitment for the vacant County Librarian position, which remains open at this time. A salary survey of County Librarians in Kings, Madera, Tulare, Merced, Kern, Stanislaus, San Joaquin, and Sacramento counties showed that the salary offered was less than the market rate. In addition, the Fresno County Librarian position has greater responsibilities than most library directors in the survey, being responsible for the operation of Fresno County's libraries and for directing the San Joaquin Valley Library System.

Over the last four years, the County Librarian has also received the lowest salary increase of all Department Heads. This has led to the County Librarian salary falling behind relative to other Department Heads in the County of Fresno.

Due to the difficulty in hiring, being below the market with external competitors, and falling behind in internal equity with other Department Heads, it is recommended that the County Librarian salary be increased from \$133,718 to \$140,010, an increase of 4.7%.

CAO ANALYST:

Debbie Paolinelli